



INITIATIVE ON
Gender Equality

Gender transformative approaches: Transforming gender norms to build women's resilience to the economic impacts of Climate Change in Tanzania's Fisheries Communities in Muleba

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This intervention description template provides space to document what CGIAR Centers are doing with partners to design and pilot gender transformative interventions in agrifood systems. It contains space to provide details of each gender transformative intervention, including the development challenge(s) that the intervention (and supporting technical interventions) seeks to address, the focus of the intervention, the institutional levels targeted (e.g., family, community, market, state), and expected outcomes, among other relevant information. Each intervention should be documented independently.

Photo 1. Women fish processors drying dagaa on wooden racks.



Photo Credit: Agness Chileyeva/WorldFish

Details of the intervention

Development challenge(s)

[Describe the development challenge(s) that the technical intervention and social intervention (in our case, the gender transformative intervention) seek to address. Include brief findings from any qualitative and/or quantitative studies (especially from the qualitative and quantitative norms studies WP1 carried out). Key is providing details about the reasons why the technical and social interventions are required.]

Women struggle to build economic resilience to climate change challenges such as drought, excessive heat, excessive rain, and flooding. These climate challenges reduce productivity and threaten food security and access to basic needs, partly because of the lack of climate-smart technologies but also the gender norms and taboos that restrict their activities and choices when developing coping strategies. In Tanzania, for example, women in the fish value chain earn less income than men because men control the sector and dominate the most lucrative nodes of the chain (Gibe, Massawe, & Jeckonia, 2023). Among communities in Muleba District that produce dagaa (silverfish), a qualitative study identified two climate-related challenges:

1. Excessive rain leads to loss of fish for processors because of spoilage.
 - Too much rain makes it difficult to dry fish. Fish are sundried in the open, so excessive rain means it will take too long to dry the fish. As a result, the fish become spoiled, affecting quality and leading to lower prices and fish that is unfit for human consumption.
 - In some instances, heavy rain reduces access to fish among processors, because it washes the fish away or makes it hard for fishers to catch any.
 - Some fishers (men) reported that heavy rainfall creates favorable conditions for fish breeding, resulting in increased fish abundance; however, they have trouble selling it because buyers have trouble drying the fish.
2. Another weather-related challenge is excessive heat, which leads to reduced catches and fish spoiling before they can be fully processed. Fishers also noted that sardines die or move to the bottom of the lake when the temperature rises, resulting in reduced catches.
 - In response, fishers often sell their sardines at midnight, when they land, to avoid the fish spoiling while on their boats because of a lack of cold storage.
 - In Muleba District, women mentioned experiencing heavy post-harvest losses because of a lack of appropriate post-harvest processing technologies. The lack of these technologies also leads to poor fish quality and less economic value, resulting in economic losses for women engaged in the business. Since women are mainly involved in processing (drying, smoking, or frying fish) and marketing (Mhango, 2023), they are adversely affected by challenges that affect their access to fish and their ability to process fish and avoid losses. Additionally, women mostly rent drying racks from men because they often do not own land to erect and manage them efficiently.

In addition to climate-specific challenges, the qualitative research conducted in Muleba revealed several gender norms that constrain women from building economic resilience to the impact of climate change.

Norms that limit or prevent women's involvement in community decisions related to fisheries governance and management

Cultural norms and gender stereotypes within fishing communities prevent women from being viewed as capable leaders. Traditional gender roles and societal expectations have also discouraged women from aspiring to leadership positions, leading to discrimination and bias when they do seek leadership roles. Some women are not allowed by their partners to engage in governance activities, like being on a Beach Management (BMU) committee, because it is considered a man's job. However, when women are underrepresented in leadership positions within the fishing industry and village meetings, their voices and perspectives are not adequately considered in decision-making processes. This results in policies, regulations, and management practices that do not fully address the needs and concerns of women processors. As a result, women will have reduced decision-making power regarding issues such as resource management, community development, and market access.

In a workshop-dialogue meeting, for instance, women mentioned that they are prevented from bringing up their grievances in community meetings to discuss fisheries management and governance. For example, grievances to do with fair compensation for their labor are often ignored, and women who raise such issues are frequently threatened with death or violence by concerned fishermen. "We attended a meeting with the representative from the Department of Fisheries, but we could not speak because if we do, fishermen will not allow us to work on their boat. Some women experience violence from fishermen such as beating. They can even sell your property if you were in a sexual relationship with them and try to break it off. We are threatened with death for speaking up at meetings," said one woman. The women also mentioned that the fish are landed at a time convenient for men but not women.

Many limiting factors prevent women from being actively involved in fisheries governance. Women have inadequate support networks and mentorship in the industry, which is crucial for career development and advancement. Without access to supportive relationships and guidance, women find it difficult to navigate the challenges associated with leadership roles. An example is the lack of field visits from fisheries officers or that the officers, when they visit, are not equipped to handle issues that women face or to mentor them. For instance, the women mentioned that they did not understand the roles and responsibilities of BMUs, so they did not feel obligated to be on a BMU committee. Without clear orientation, women feel uncertain about how they can contribute meaningfully to decision-making processes within the BMUs. This lack of understanding has led to limited engagement and participation from women, as they are not sure where and how to assert their voice.

The women mentioned that fisheries officers often limit their voices. When fisheries officers organize meetings, for example, women will sometimes make comments about the environment of the landing sites, such as the lack of sanitary

spaces and also the corruption from fishermen who demand sex from women in return for buying fish from them. However, when women table these issues, the officers usually rebuke them for raising their voice on such matters. According to the women, the officers often state that their agenda on that day does not include discussing such issues. Additionally, some fishermen use gender-based violence and threats of violence to keep women in line. Several women mentioned that they receive death threats for raising issues at meetings with government officials such as sex for fish or other abuses they endure. At a dialogue meeting, it was noted that women have been murdered and found floating in lakes, while a few others have relocated to other islands because of threats.

Women suggested poor communication from the Department of Community Development and a lack of transparency caused them to be excluded from important discussions and decision-making processes within their communities and the sector. When key information is not effectively communicated or when decision-making processes are opaque, women find it difficult to assert their voices and influence outcomes. The fisheries department also works closely with BMUs. However, they do not enforce regulations to ensure that women are members of BMU executive committees, which would support women's engagement in governance to help other women in the sector.

Men and women participants at a lessons learned workshop stated that corrupt practices, such as bribery and favoritism, have excluded women from decision-making processes within BMUs. When corruption influences decision-making, women find it difficult to assert their voices and influence policy development, resource allocation, and other important matters that affect their livelihoods. The communication channels from BMUs are not inclusive or transparent. Therefore, women miss out on important information, such as open positions in BMUs, that could empower them to participate more actively in decision-making processes. "I have been at [name provided] landing site, and I have never seen BMU hold a meeting even once. In fact, the chairperson has been there for seven years. It is just corruption keeping him in power. So how can we women be leaders in such an environment? It's hard," said one woman processor.

Norms that restrict women from accessing financial resources and other assets like boats, canoes, and land, which enables them to recover in the event of a climate shock

Men are scared that if 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, because if she fails to repay it, the man is always responsible. One workshop participant, a fisherman, 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."

The men stated that they needed to control women's income sources and know where they get the money to avoid being cuckolded.

Local government authorities (LGAs) have implemented a financial scheme that allocates a proportion of available funds to women's groups to improve women's access to finance. However, the loans have had limited success in improving women's access to finance for several reasons. First, women mention that approval procedures take a long time, up to 1 year, before the money is granted. Even when the funds are granted, they may be lower than what the women had asked for, hindering their ability to start or expand their own businesses and thereby limiting their participation and influence in the sector.

"Our group was following up on a loan at the municipal for two years. Eventually, we decided to give up because the cost of transportation every day from our homes to the municipal are very high, and at the end of the day the amount granted is insufficient. For example, you are granted 2,000,000 TZS and you have to split among all women members and at the same time cover costs for the transport you have been using," said a woman fish processor.

The loans are also applied for using digital application procedures that women are not well versed in. As a result, they need more support to be able to complete the application process:

"You know, if you go to the offices of community development officers, first they will keep you waiting. Sometimes, they do not treat you with respect. They will speak to you as if you are a child, especially when you need assistance writing business plans. So, this discourages us from even speaking out about our challenges," said a woman fish processor.

Norms against women buying sardines at night when they are landed and are still fresh

This norm was a critical negative gender norm for women engaging in dagaa processing. Because dagaa is landed from midnight to early morning, women must go to the landing sites at midnight to get fresh fish. As a result, some community members do not allow their wives or other women in their households to engage in this activity to protect them from being attacked by men at night.

Those who are able to buy sardines as soon as they land get quality sardines, as they are still fresh. Those who purchase sardines in the morning normally get poor-quality sardines left over by the early buyers. Thus, this norm was very restrictive for women engaged in dagaa processing, because it meant that those whose families chose to enforce the norm would not have access to quality dagaa, which would affect their business. Both men and women mentioned that it was risky for women to buy sardines at night because they can be physically attacked, raped, or even murdered under cover of darkness. Also, being away from home at night is frowned upon for women, who may be seen as neglecting their duties as wives and mothers.

"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," said a woman fish processor.

Additionally, men and women fight to get dagaa at landing sites. Since men have more capital, they get the better dagaa, while women might fail to get it or only get dagaa that has already spoiled in the morning. Additionally, because men

have more capital, they get quality catches and, in times of scarcity, fish. Women engaged in this trade often have short periods of rest and sleep, straining their marriages.

Although there are still norms against women buying sardines at night, it is common to see women engaging in this business at that time because of the poor state of the economy. Women see it as a good business, and men see it as also an excellent business to earn income. "As far as I can see right now, with the state of the economy and life, no one is surprised by those women anymore because everyone is currently looking for income," said one man. In dialogues with women, however, it was suggested that women who do so are taking an extraordinary amount of risk, as they can be physically attacked or even raped at night if they are alone. It is now common for women to conduct this business in groups to offer protection to each other from the risk of abuse.

Norms against women entering fishing boats and canoes to fish or select sardines

Women are not allowed to enter fishing boats, as it is believed that doing so will bring bad luck to fishermen. As a result, women in Muleba often rely on middlemen to purchase fish for them, which also adds to the amount they have to pay for fish compared to men. Since the fish are landed in the middle of the night, men get all the quality fish, leaving women with the remaining fish, which may be of low quality.

In Muleba, there are strong gender norms against women fishing in the lake and against men and women mixing when working. Although some respondents could not explain why this was so, they mentioned that they were born knowing women are not supposed to go fishing. "We must follow those

norms," they said, adding that "it is what the ancestors did." Men were pressured not to allow their wives to fish on the lake. "If you tell people that your wife has gone to the lake to fish and you are waiting for her at the landing site, all the people will come to marvel at you and see how hopeless you are," said one man. Men and women had negative perceptions about women's abilities, including believing that women were weak and unable to take on heavy and risky work, like fishing, and that men must prevent women from fishing to keep them safe.

Norms that restrict women in low-income fish value chain nodes, such as frying sardines

Women are often restricted to low-scale processing, such as frying small amounts of sardines, which is not highly lucrative. This restriction is partly because of the gender norms that prevent them from engaging in highly lucrative nodes of the chain. Norms that deter women from boarding or even touching boats to get sardines effectively prevent them, for example, from participating in fishing or from getting quality fish, which they need to expand their business. Women are engaged in undervalued activities, like frying fish, which are shameful for real men to engage in. Men who fry fish, for example, are not respected.

Since men dominate decisions as fishermen or leaders in community fisheries management bodies, they often decide how labor, including women's labor, is valued. Generally, women's labor in fisheries is undervalued and not properly compensated. In the dialogue workshop, women highlighted that they are not adequately compensated for their labor. For example, women who carry fish offloaded from the boats to land (wasombangese) often do not receive payment commensurate with their labor or are not paid at all.

Photo 2. A woman fish transporter (msombangese) transporting fresh dagaa from the landing site to the storage facility.



Photo Credit: Agness Chileya/WorldFish

"I am a female soldier [meaning, she does the hard work and so is strong]. We are asked to carry 13 buckets and to be paid for the 14th bucket, but sometimes they don't pay us. If the fisherman comes with less than 13 buckets and you carry them for him, he will refuse to pay for that labor, saying you can only be paid on the 14th bucket. We also must pay the fisherman to give us that job. We carry dagaa worth a lot of money, but we are not paid anything, just a bucket of fish. Now that they have solar [battery-power] on the boats, we also have to offload the heavy batteries from the boat to take them for charging. Some women are pregnant doing that work and not paid," said one woman.

Men may dump all the work that they do not want to do on women, overburdening them for little benefit. Some women mentioned that they may be asked to pay a bribe of 30,000 TZS in addition to offering sexual services to be allowed to offload a boat, and sometimes they do not even get the job. If they complain, the fishermen may gang up against the woman and block her from ever buying fish from them or from giving her odd jobs, such as offloading boats, because she is labeled as a problem woman.

Women also mentioned that because they are restricted to frying dagaa, some fisheries officers perpetuate this by not being supportive of their businesses. They do not provide any orientation on the legal frameworks that would help women comply with the laws. Women have limited access to crucial information about fishing practices, regulations, market trends, and other relevant aspects, which usually affects their business. Some women mentioned having to pay heavy fines for moving fish to distant markets without proper licenses, which they were unaware they needed to have.

Description of the technical intervention that will address the development challenge(s)

One of the key leverage points identified for women's economic resilience in the fisheries sector is to promote processing technologies that reduce post-harvest losses and ensure the profitability of women's dagaa processing enterprises. We conducted a needs assessment involving local women's groups to understand their current drying and preservation methods. The results indicated that the current racks that women use are made of wood. This technology is not sustainable because women need to replace some of the racks every year when ants or rot destroy the wood during the rainy season. The nets used on the racks are of low quality and easy to tear, adding to the cost of maintenance and repair. Also, some women rent drying racks from men in the community who operate them at higher costs. During the rainy season, women using drying racks experience losses because their racks are not covered and the fish get rained on, further extending the drying time and increasing the chance of the fish getting spoiled. During the needs assessment, women mentioned the need for improved drying racks to help them dry more fish efficiently.

Drying racks as a technology are intended to enhance the economic resilience and climate change adaptation of women involved in the fisheries industry by providing them with infrastructure to dry and preserve their fish products effectively. Given that women dominate the processing sector, introducing improved drying racks will improve their efficiency, reduce post-harvest losses, and improve hygiene and overall productivity, thereby contributing to women's economic empowerment and the quality of fish products.

Since the project is in the pilot phase, we selected a women's group to receive the drying technology and then, over time, train and mentor them on the use of the technology, business skills, and leadership skills. We then measured the empowerment potential of a combined suite of interventions. We selected the Akina mama na maendeleo group, a women's group in small-scale fisheries in the ward of Magata/Kalutanga in Muleba District, Kagera Region. The group was formed in 1998 but was officially registered by the Department of Community Development in 2013. The group comprises 12 members who are fish traders and processors, mainly of dagaa. The group works in consortium with other women's groups in small-scale fisheries in the area in an effort to link more opportunities for women in the sector. The groups that work along with Akina mama na maendeleo include mtoto kwanza (10 members), wakina mama tweekome (8 members), and wakina mama kanoni (8 members). The consortium members have also benefited from various opportunities, such as financial grants and opportunities to display products in regional markets.

In collaboration with the women's group, the project engaged a local architect selected by members of the women's group to design the drying racks and construct them based on the community's specific needs and the fish being processed. The group also developed a management and sustainability plan for the drying racks. The plan involved opening a bank account (Chanja akaunti) to save the money collected from women using the racks. The group also charges 1,000 TZS per bucket of fish to be dried. This money is used to repair the racks and make other site developments. Visitors to the area who come to learn contribute 500 TZS to the Chanja akaunti. All the money collected is used to maintain the drying racks and meet other operating costs.

Description of the gender transformative intervention that will address the development challenge(s)

The project hosted a workshop to identify leverage points to promote women's economic resilience to climate change challenges in Tanzania. Three types of norms were identified.

Norms that restrict women's movements, and norms against women buying sardines at night when they land and are still fresh

For this norm, we targeted three institutional levels: family, community, and LGAs. At the family level, we promoted activities to address harmful gender norms and expectations; at the community level, we engaged with community leaders and BMU committees on gender equality and rights; and at the local government level, we focused on policies, regulations, and laws that improve safety for women.

The first approach was to conduct advocacy campaigns targeting families and communities to challenge norms against women purchasing sardines at night. However, these campaigns were supported by initiatives to make the landing sites safe for women. As a result, family and community dialogues were conducted to promote women's rights in fish markets and landing sites and to campaign for safe spaces for them. In the future, we will train local government officials, especially fisheries officers, on gender-based violence and its many forms, and how to recognize it so that they can work closely with BMU committees to provide a safe environment. The LGAs can also work with BMU committees to change the landing times for fish to a time that is convenient for women.

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

For norms restricting women's access to financial resources and assets, we targeted four institutional levels: family, community, LGAs, and market/private finance actors. We targeted three key levers: 1) economic empowerment, 2) women's economic empowerment and financial independence and 3) laws and policies. At the family level, we targeted the economic empowerment levers. In collaboration with the Department of Community Development, we implemented financial education training targeting women to enhance their understanding of credit, loans, and financial management. We also raised awareness through dialogues and workshops for men and women on women's land rights and ownership of assets. Using community-level approaches, we trained women-led community-based groups on financial management, recordkeeping, and business ideas to increase women's access to finance. In future, we will also link women with financial service providers and collaborate with paralegals and women's rights groups to support women's right to own land and assets. At the local government level, activities targeted policies, laws, and implementation of existing legislation regarding women's access to finance. We will strengthen the capacity of LGAs to train women on the application process for low-interest government loans. Through dialogues and consultations, we urged the LGAs to simplify and speed up the loan application and servicing process, recognize women in fisheries as entrepreneurs, and establish a women's loan desk or focal point person to assist women applying for loans. In the future, however, there are opportunities to work with private finance actors to utilize nontraditional forms of collateral, such as group guarantees and community-based or skill-based collateral.

Norms that limit or prevent women's involvement in community decisions related to fisheries governance and management

We targeted the family, community, and institutional levels of LGAs. In the current phase, we provided voice and leadership training to men and women to demand transparency and inclusiveness in BMUs. We also engaged in dialogues with the Department of Fisheries to ensure women are represented in BMUs as required by law and to train women on legal frameworks for fisheries management and governance.

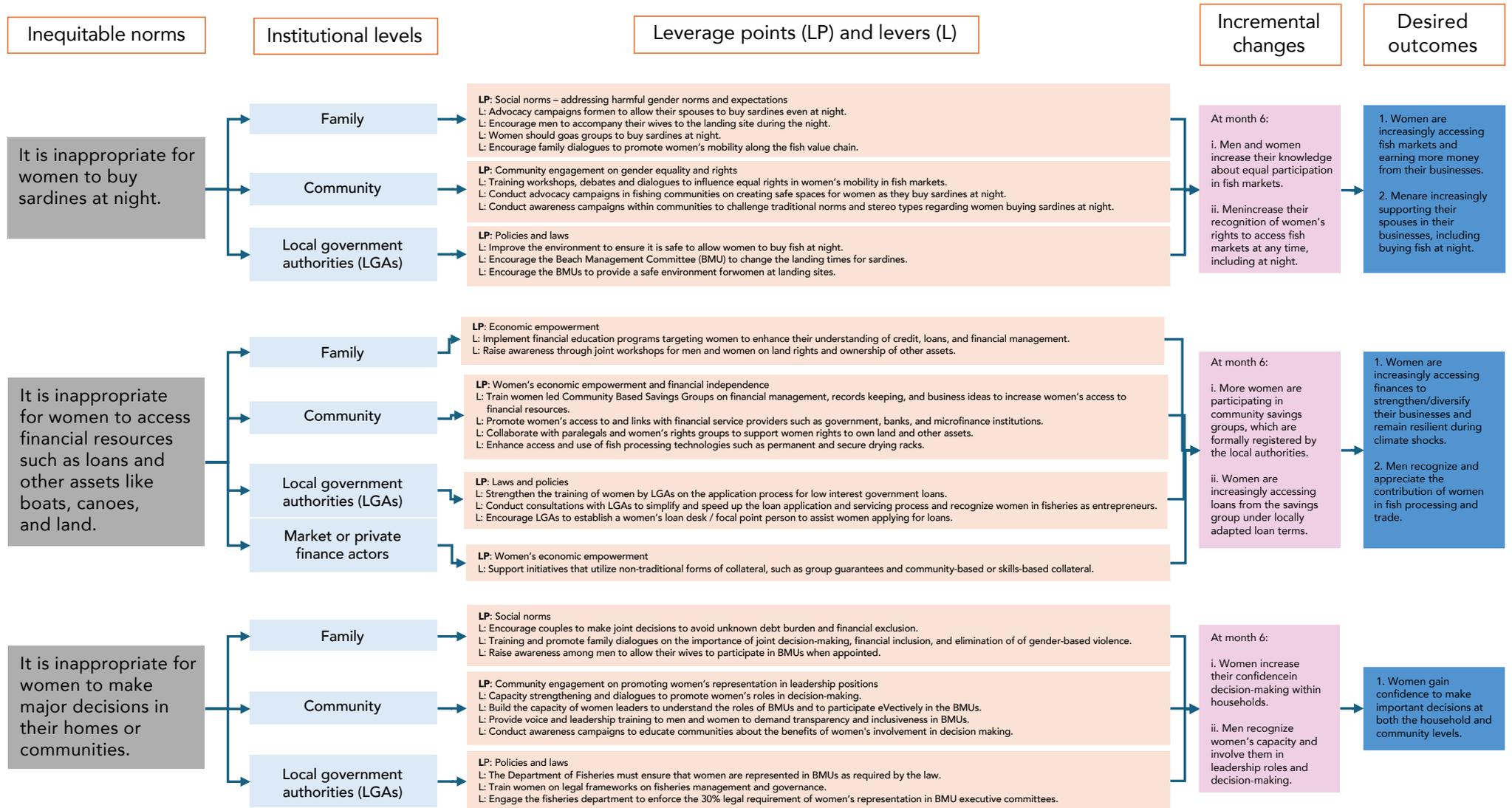
In the future, at the family level, we will target change in gender/social norms. We will conduct awareness campaigns to make joint decisions to avoid unknown debt burdens and financial exclusion. We will train families and promote family and community dialogues on the importance of joint decision-making, financial inclusion, and elimination of gender-based violence. We will also raise men's awareness of the benefit of women participating in BMUs and allowing their wives or other women in their households to participate in their BMU when appointed. We will engage communities to promote women's representation in leadership positions and strengthen their capacity. We will also hold dialogues to promote women's roles in decision-making and build the capacity of women leaders to understand the roles in BMUs and to participate effectively in them. We will conduct awareness campaigns to educate communities about the benefits of women's involvement in decision-making.

Photo 3. Women fish traders and processors participating in the GTA training at Sanad Hotel in Muleba District of Kagera Region, Tanzania.



Photo Credit: Agness Chileya/WorldFish

Figure 1. Leverage points and levers.



Existing projects or activities that support the gender transformative intervention

The African Women’s Fish Processors and Traders Network (AWFISHNET), hosted by the Environmental Management and Economic Development Organization (EMEDO), is implementing the In Support of Women’s Livelihoods in Fish Value Chains project funded by the Bill & Melinda Gates Foundation.

AWFISHNET is also implementing capacity-building workshops on leadership to fortify the network’s institutional leadership, enhance service delivery, ensure self-sustainability, and propel growth.

Approaches that will be used to implement the gender transformative intervention

The gender transformative intervention is mainly based on participatory approaches to be implemented over 3 years. We implemented it for only 1 year and thus prioritized key activities that we could accomplish within that timeframe. The project prioritized the following objectives:

1. Organize and support women’s groups to encourage one another and to raise their voices and concerns to community leaders.
2. Train and raise awareness of the role of women in small-scale fisheries to engage communities to challenge norms against women’s participation and benefit.

3. Promote access to finance for women value chain actors primarily through village savings groups and other financial service providers.
4. Develop business skills among women.
5. Strengthen the gender capacities of local governance structures, and facilitate a process to challenge them to develop collective solutions to provide a conducive environment for women to work in the sector.

The following strategies were suggested for the fish value chain:

- Have women role models along the fish value chain, including fishers, doing good business so that the community can understand that women can go fishing.
- Provide women with entrepreneurship and business skills training to challenge norms that lead to bottlenecks for them.
- Provide capacity-building training on climate-smart technologies along the fisheries value chain.
- Provide training on women’s rights and gender equality promoting women’s rights along the value chain.
- Target women with training on climate change to increase their ability to cope with its impacts.
- Develop markets for women who have the potential to purchase more sardines but still operate on a small scale because of a lack of markets.

Activity	2024												Description			
	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct			Nov	Dec
Activity 1: Engaging communities to develop strategies GTAs including identification of technologies that can														Materials		
Engage powerful interests in two communities in Muleba District and present findings to them to develop GTAs.															A workshop presented study findings to stakeholders, including men and women, identified leverage points and levers, and finalized the GTA.	APPT presentation with study results and an ID Matrix tool adapted from Ehrlichmann (2018)
Finalize GTAs.																
Activity 2: Fabrication of technologies especially technologies to manage fish at landing sites to promote women’s																
Make and install post-harvest processing technologies for fish handling to encourage women to participate.															A workshop was conducted for (i) a needs assessment, (ii) an environmental assessment of the identified location, (iii) coaching and mentoring the women’s cooperative to develop a management plan, and (iv) designing and planning the racks, including identifying architects producing materials, constructing the drying racks, and launching the racks.	Design of the drying rack
Activity 3: Voice and Leadership																
Organize and support women’s groups to encourage one another and to raise their voices.															EMEDO staff mentored and coached women with their communities.	Coaching and mentorship materials
Train women on fisheries aspects and governance issues to raise their voice at village meetings.															Voice and leadership training workshops were held for women in the fisheries sector to provide them with the knowledge and skills required to actively participate in governance and leadership roles, thereby enabling them to raise their voices and contribute to decision-making processes in their communities. The workshop used the Community Triangle Model (CTM) so that women are able to identify the challenging issues that limit them from raising their voices in governance systems and devise solutions that work in their context.	CTM tool
Activity 4: Promote access to finance for women’s value chain actors primarily through village savings groups and																
Strengthen women-led village savings associations.															A training of trainers session was held for women so that they can, in turn, train other women.	Training materials
Activity 5: Strengthening gender capacity																
Strengthen gender capacities of local governance structures and facilitate a process to challenge them to come up with a collective															Dialogues were held with traditional leaders and fisheries officers.	
Build the capacity of male-dominated community structures.															Community-based workshops and dialogues were held.	
Activity 6: Awareness raising																
To train and raise awareness of the role of women in small scale fisheries to engage communities to challenge norms against women’s participation and benefit															Community-based dialogues and training workshops were held targeting women, men, community leaders, and fisheries officers.	
Activity 7: Business Skills for women																
Develop business skills for women.															Business training workshops were held for women trainers who in turn train group members and other women in their community, including training on business planning, bookkeeping, regulations and licensing, and accessing loans.	Training materials
Activity 8: Documentation and Lessons learned																
Document lessons learned in the implementation of GTAs, including an impact assessment and the gender transformative intervention.															A workshop, which included the use of documentary videos and newspaper articles, was held to glean lessons learned from male and female fishers, LGAs, and other partners.	Lessons learned documentation tools
Develop GTA guidelines.																

Overall aim of the gender transformative intervention

Log frame: Development and implementation of gender transformative approaches (GTAs) in Tanzania

Program description	Objectively verifiable indicators	Means of verification	Assumptions and risks
<p>PROJECT OBJECTIVE: The project will engage in the following activities to challenge norms against women’s engagement along the fish value chain:</p> <ol style="list-style-type: none"> 1. Organize and support women’s groups to encourage one another and to raise their voices and concerns to community leaders. 2. Train and raise awareness of the role of women in small-scale fisheries to engage communities to challenge norms against women’s participation and benefit. 3. Promote access to finance for women value chain actors primarily through village savings groups and other financial service providers. 4. Develop business skills for women. 5. Strengthen the gender capacities of local governance structures, and facilitate a process to challenge them to develop collective solutions to provide a conducive environment for women to work in the sector. 			
<p>Outcome 1: Changes in gender roles and norms</p>	<ul style="list-style-type: none"> • Changes in norms that restrict women’s mobility, especially from buying sardines at night • Number of women who say they can purchase dagaa anytime they want, including at night • Number of women who say they are able to discuss with their spouses regarding being able to purchase dagaa. • Changes in men’s attitudes toward supporting women (e.g., married men supporting their wives/spouses) engaging in dagaa businesses • Changes in norms that prevent women from accessing loans and assets, like boats and land • Number of women owning fishing gear, boats, and land • Number of women participating in savings groups and accessing loans • Number of women in leadership positions (e.g., BMUs, savings groups, etc.). 	<ul style="list-style-type: none"> • HER+ qualitative/ baseline assessment report • EMEDO project reports • Initiative annual progress report • Initiative final project report 	<ul style="list-style-type: none"> • Strategic communication targeting critical actors in aquatic food systems, especially in post-harvest activities, is needed to increase understanding of the impact gender norms have on reducing capabilities to build economic resilience against climate change challenges. • Identified gender norms can be addressed within the short and medium term of the Initiative’s implementation. • Leverage points or levers identified are good enough to transform the identified gender norms in fisheries.
<p>Output 1.1: GTA training conducted to raise awareness of the role of women in small-scale fisheries to engage communities to challenge norms against women’s participation and benefit in Muleba District</p>	<ul style="list-style-type: none"> • GTA training conducted and a report shared 	<ul style="list-style-type: none"> • Emails and meeting minutes 	

Program description	Objectively verifiable indicators	Means of verification	Assumptions and risks
<p>Output 1.2: Establishment of women's groups encouraging women to become more vocal about their concerns and needs to their community leaders</p>	<ul style="list-style-type: none"> Number of groups women established Women, women leaders, or women's groups that say they were able to raise their voices in important issues and action was taken Number of women in leadership positions 	<ul style="list-style-type: none"> Field reports 	
<p>Output 1.3: Training conducted to strengthen the gender capacities of local governance structures, and a process facilitated to challenge them to develop collective solutions to provide a conducive environment for women to work in the sector</p>	<ul style="list-style-type: none"> Training report shared Increase in the number of women who understand local governance structures, such as fisheries policies and regulations, to improve their businesses 	<ul style="list-style-type: none"> Emails and meeting minutes Field monitoring reports 	
<p>Outcome 2: Improved fisheries environment to allow women's participation</p>	<ul style="list-style-type: none"> Improved governance structures (BMU bylaws, partnerships, networks) Improved BMU bylaws, including sanitary facilities and security at landing sites 	<ul style="list-style-type: none"> HER+ qualitative/ baseline assessment report EMEDO project reports Initiative annual progress report Initiative final project report 	<p><i>Assumption:</i> The Department of Community Development and the Department of Fisheries will support this effort by providing necessary training to women and allowing women at community meetings to raise issues that need to be addressed.</p>
<p>Output 2.1: Post-harvest processing technologies locally made and installed (of fish handling to encourage women to participate)</p>	<ul style="list-style-type: none"> Fish process technologies constructed Improved quality and safety of dried fish products, leading to increased market demand and better prices for women's goods Reduced post-harvest losses for women 	<ul style="list-style-type: none"> Field reports 	
<p>Outcome 4: Reduced gender gaps in terms of access to finance</p>	<ul style="list-style-type: none"> Number of community savings groups practicing savings and credit and also lending to women Number of women fish processors accessing LGA loans 	<ul style="list-style-type: none"> HER+ qualitative/ baseline assessment report EMEDO project reports Initiative annual progress report Initiative final project report 	<p><i>Assumption:</i> Women have the necessary skills to manage VICOBA.</p> <p><i>Assumption:</i> LGAs support women by simplifying loan application and repayment procedures.</p>

Program description	Objectively verifiable indicators	Means of verification	Assumptions and risks
Outcome 5: Improved adaptive capacity and skills and risk management	<ul style="list-style-type: none"> Number of technologies customized to promote adaptation and mitigation for women in the post-harvest value chain (e.g., improved drying racks) 	<ul style="list-style-type: none"> HER+ qualitative/ baseline assessment report EMEDO project reports Initiative annual progress report Initiative final project report 	<i>Risk:</i> Technologies are not affordable.
Outcome 6: Improved decision-making power and voice	<ul style="list-style-type: none"> Number of women involved or consulted in making key decisions along the fisheries value chain observed at both the household and community levels Meeting the 30% threshold for women's participation in BMU executive committees Transparency in BMU management 	<ul style="list-style-type: none"> HER+ qualitative/ baseline assessment report EMEDO project reports Initiative annual progress report Initiative final project report 	<i>Risk:</i> Women seeking leadership are subjected to violence from male leaders or fishermen.

Location of the gender transformative intervention

Muleba is one of the biggest fisheries districts in Tanzania where dagaa is harvested and processed. The district also has strong gender norms against men's or women's involvement at specific nodes of the value chain, which affect women's adaptive capacities. It has many challenges in women's participation in natural resources governance. Fish and fisheries-related activities were once men-only activities. However, things are changing, and women are involved in buying, selling, and processing fish.

Target audience of the gender transformative intervention

Qualitative data was collected from fishers, processors, traditional authorities, community leaders, and extension workers. Key informant interviews, focus group discussions, and

field observations were used to collect data on key performance indicators at baseline and midline. The same tools will be used at endline to ensure comparability of results. We will also collect outcome stories from target groups to track change.

Any other information related to the gender transformative intervention

The team made a courtesy visit to inform LGAs when the project started and always invited them to workshops and dialogues with fishers and other stakeholders to enhance their understanding of gender issues and contribute to developing solutions to challenges.

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