



Government of Malawi

MINISTRY OF NATURAL RESOURCES AND CLIMATE CHANGE

DEPARTMENT OF FISHERIES

**NATIONAL GENDER, HIV AND AIDS STRATEGY FOR THE
FISHERIES SECTOR IN MALAWI**

2023-2030

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LIST OF ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
ARVs	Antiretroviral Therapy
BVC	Beach Village Committee
CBO	Community-Based Organisation
CSO	Civil Society Organisation
CURE	Coordination Unit for the Rehabilitation of the Environment
DACC	District AIDS Coordinating Committee
DoF	Department of Fisheries
e- MTCT	Elimination of Mother to Child Transmission
FBOs	Faith-Based Organisation
GDP	Gross Domestic Product
GoM	Government of Malawi
HTC	HIV Testing and Counseling
HIV	Human Immunodeficiency Virus
KP	Key Populations
LMAFDP	Lake Malawi Artisanal Fisheries Development Programme
MDAs	Ministries, Departments and Agencies
MGDS	Malawi Growth and Development Strategy
MBCA	Malawi Business Coalition against HIV and AIDS
MoH	Ministry of Health
MOAFS	Ministry of Agriculture and Food Security
MPHIA	Malawi Population- Based HIV Impact Assessment
NAC	National AIDS Commission
NCC	National HIV and AIDS Coordinating Committee
NAF	National Action Framework
NGO	Non-Governmental Organisation
MALDECO	Malawi Development Company
OVC	Orphans and vulnerable children
ORT	Other recurrent transactions
PLHA/WA	Person Living with HIV and AIDS
PMTCT	Prevention of Mother to Child Transmission
PrEP	Pre- Exposure Prophylaxis
PSI	Population Services International
RSSH	Resilient and Sustainable Systems for Health
SBCC	Social Behavior Change and Communication
UNAIDS	Joint United Nations Programme on HIV and AIDS
UNDP	United Nations Development Programme
VCT	Voluntary Counseling and Testing
VMMC	Voluntary Male Medical Circumcision
WFP	World Food Programme
WHO	World Health Organisation
YONECO	Youth Net Counseling

FOREWORD

Gender inequality and the HIV pandemic have significant impact on the economy of Malawi and in particular the fisheries sector. HIV significantly affects productivity in the workplace by influencing the performance and attendance of employees who are either unwell themselves or need to tend to the care and funeral of their colleagues or family members. Although incidences of HIV and AIDS related deaths have reduced in Malawi due to the successful roll-out of antiretroviral therapy (ART), HIV remains an important health issue in the country. The Government continues to experience the loss of skilled personnel across different levels, resulting in financial setbacks caused by expenses related to funerals and medical costs. Workplace productivity slows down when employees who are unwell are reassigned from demanding tasks to less strenuous ones, and when staff members are reluctant to take sick leave and continue to come to work despite being physically and mentally unfit. At community level, high levels of HIV among the fisheries community reduce the community's overall capacity and willingness to participate in development work, including management activities. Furthermore, in Malawi, there exists a significant level of stigma towards People Living with HIV (PLHIV), which discourages individuals diagnosed as HIV positive from actively engaging in community development initiatives due to the fear of discrimination and stigmatization. Women tend to suffer stigma more than men. Loss of labour due to sickness or mortality, forces people to use less efficient and destructive exploitation fishing methods, such as the use of mosquito nets and/or poisoning of fisheries resources within the sector, leading to the depletion of fisheries resources.

Due to AIDS related deaths, the number of orphans and other vulnerable groups in the country continue to increase, with limited mechanisms for mitigation and support. Recent data shows that, Malawi has over a million orphans, half of whom are attributable to HIV and AIDS. About 10% of households in Malawi today are headed by young children below the age of 18 years and/or old people over the age of 65 years. The morbidity and mortality associated with HIV and AIDS has placed immense strain on the fisheries sector and natural resources as a whole. Families and caregivers are compelled to seek cheaper and inefficient methods of care, support, and mitigation measures. Perhaps more importantly is the impact that HIV and AIDS has on the national economy. The natural resources sector contributes significantly to the economy of Malawi. For example, the fisheries sector contributes 4% to the total Gross Domestic Product (GDP) of the nation. It provides employment to over 500, 000 people and 10% of the nation's population derive their livelihoods from the fisheries related activities. In addition, it supplies over 70% of the nation's animal protein.

Gender inequality fuels the impact of HIV on the economy as well as the spread of the virus itself. Women are the most affected, with the majority of people living with HIV being women. In addition, women provide the majority of care and support for household members that may be suffering from HIV related diseases. The rates of HIV incidence and prevalence are higher among women compared to men. Furthermore, cultural beliefs and traditions contribute to widows facing increased hardships following the loss of their spouses, as the majority of breadwinners are men. In the fisheries sector, men dominate the actual fishing and own fishing gears, while women dominate fish processing and trading. As the ownership of fishing gear and the actual fishing activities yield greater economic advantages than trading and processing, men often hold more power than women. This power imbalance places women at a disadvantage and exposes them to a higher risk of HIV infection. Mainstreaming gender and HIV in the fisheries sector is, therefore, an important objective of the Government of Malawi (GoM) as enshrined in the human capital development enabler in the MW2063.

In line with the MW2063 and the MIP-1, it is the desire of the Department of Fisheries to address gender and HIV issues in the fisheries sector so that the sector contributes to the achievement of the MW2063 goals as well as sustainable developments goals # 1 ending hunger, #2 zero hunger, # 3 good health and wellbeing and # 5 gender equality. It is for this reason that the Department has revised the 2007 HIV and AIDS strategy and developed the new gender and HIV action plan, whose goal is ***to “prevent the further spread and transmission of HIV and enhance access to and utilization of treatment and care and support services amongst workers, communities, households and individual men, women, boys and girls that depend on the fisheries sectors, to improve their livelihoods and quality of life in a transformative gender-sensitive and sustainable way”.***

There are a number of opportunities that the fisheries sector can leverage on to achieve this goal. These include but are not limited to existing conducive policy and legal environment in the gender, HIV and fisheries sector, availability of new and transformative HIV prevention methods, such as PrEP, the successful roll out of ART, availability of community-based structures such as BVCs, the decentralization policy and availability of development partners. In addition, the fisheries sector is implementing various projects, which will be mobilized to support implementation of the strategy.

The strategy has moved on from being a strategy to an action plan, with the aim of putting focus on implementation of activities and achieving results than strategizing. The strategy is consistent with the priorities of the extended National Strategic Plan for HIV (2022-2027), the National Gender Policy and the National Fisheries Policy. I would like to assure all stakeholders that the Department of Fisheries and the Ministry is fully committed to coordinate implementation of the strategy to compliment Government efforts to implement MW2063.

I, therefore, appeal to all stakeholders to come forward and support the Department of Fisheries to effectively implement this very important strategy.



Maurice Makuwila
Ag. Director of Fisheries

ACKNOWLEDGEMENT

The development of the strategy involved many stakeholders who made various contributions at national, district and community levels. The Department of Fisheries sincerely appreciates the support and cooperation rendered by these individuals, government, private, donor and non-governmental organizations during the development, review and finalization of the sector HIV and AIDS strategy. Special thanks go to the Food and Agriculture Organisation (FAO) of the United Nations for the technical and financial support provided for developing this important strategy. Without the support from FAO, the Department would not have completed this important task. In particular, the Department acknowledges the support provided by Mrs. Amenye Ndiwo-Banda, who tirelessly supported the entire strategy development process.

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As we begin implementation of the strategy, I appeal to all stakeholders to come forward and support the Department of Fisheries to effectively implement this very important strategy.

EXECUTIVE SUMMARY

In Malawi, 16.6% of all households have at least one HIV-positive member and there is at least one HIV-positive member in 15.5% of rural households, and 21.9% of urban households (GoM, 2021). A higher proportion of female-headed households (17.1%) was headed by a person living with HIV than male-headed households at 9.8% (GoM, 2021). With regard to HIV incidence, the Malawi Population-based Impact Assessment reported that annual HIV incidence among adults aged 15 and older was 0.21%. Women have a higher annual incidence of HIV (0.23%) compared to men (0.15%), implying that more HIV-negative women are contracting HIV compared to men. In the fisheries sector, this could be attributed to the power relations between fishermen, who have more resources, compared.

Gender inequality fuels the impact of HIV on the economy as well as the spread of the virus itself. Women are the most affected, with the majority of people living with HIV being women. In addition, women provide the majority of care and support for household members that may be suffering from HIV related diseases. The rates of HIV incidence and prevalence are higher among women compared to men. Furthermore, cultural beliefs and traditions contribute to widows facing increased hardships following the loss of their spouses, as the majority of breadwinners are men. In the fisheries sector, men dominate the actual fishing and own fishing gears, while women dominate fish processing and trading. As the ownership of fishing gear and the actual fishing activities yield greater economic advantages than trading and processing, men often hold more power than women. The burden of care on women and girls which reduces their time spent on economic opportunities; risks associated with gender-based violence, fish-for-sex, and sex work in fisheries communities; etc. This power imbalance places women at a disadvantage and exposes them to a higher risk of HIV infection.

The analysis presented suggests the necessity of comprehensively integrating gender considerations into all levels of HIV/AIDS programming in order to enhance the national response to the pandemic. Integrating gender equality dimensions of HIV and AIDS into fisheries planning, implementation and budgeting and strengthening monitoring will help to reduce gender inequalities, discrimination and violence against women in both workplace and communities. Mainstreaming gender and HIV in the fisheries sector is, therefore, an important objective of the Government of Malawi (GoM) as enshrined in the human capital development enabler in the MW2063.

In 2006, the Department of Fisheries received financial and technical support from the FAO to implement a project focused on developing a strategy for addressing HIV and AIDS within the fisheries sector. The primary objective was to assist the Department in creating a comprehensive and targeted HIV and AIDS strategy that specifically catered to the needs and challenges of the sector. The strategy focused on prevention efforts at both workplace and community; addressing vulnerable groups in both contexts; engaging key partners to address the epidemic in the fisheries sector and working with fishing dependent communities to address HIV and AIDS issues. The strategy came to an end in 2011 and it is long overdue for review. Almost 10 years have gone without the Department taking stock of how the strategy was implemented and also without the Department developing a new strategy.

The impact of the HIV and AIDS epidemic on national economic growth and social development is devastating and, because the fisheries sector plays significant roles in this regard, the

importance of having a strategy to address issues and mitigate impacts cannot be overemphasized.

Until now, activities to prevent infection and provide assistance to persons living with HIV and AIDS have focused on creating awareness, especially among workers. In the absence of a comprehensive strategy, interventions have been ad-hoc and uncoordinated with few mechanisms for sharing information and lessons learned.

The purpose of this strategy, therefore, is to provide a nationally agreed action plan for addressing gender, HIV and AIDS in the fisheries sector in a coordinated and coherent manner. The strategy is action-oriented to help public, private, and civil society organizations to reduce gender inequalities, prevent the spread of HIV and minimise the impact of AIDS in value chain players.

The goal of the gender and HIV Strategy of Action for the fisheries sector is ***to prevent the further spread and transmission of HIV and enhance access to and utilization of treatment and care and support services amongst workers, communities, households and individual men, women, boys and girls that depend on the fisheries sectors, to improve, their livelihoods and quality of life in a gender-sensitive and sustainable way.***

The theory of change underlying the strategy is that by making timely, adequate, appropriate, and evidence-based investments in building the capacity of various institutions and key players in the fisheries value chain, stakeholders will be able to deliver, access, and sustainably utilize gender and HIV and AIDS interventions. This will then prevent the further and gendered spread and transmission of HIV and enhance access to and utilization of treatment and care and support services, which will result into reduced HIV, reduced prevalence and incidence of HIV, gender inequality amongst workers, communities, households and individual men, women, boys and girls that depend on the fisheries sectors. Achieving this will then improve the well-being of value chains stakeholders and enable them to contribute effectively to the implementation and realization of the Malawi 2063 aspirations and therefore achieve Sustainable Development Goals (SDGs), especially SDG 3 (Good health and wellbeing) and SDG 5 (Gender Equality).

The strategy has three priority pillars and eight (8) results (two for pillar one, two for pillar two and four for pillar three) as presented below. Each pillar has a set of results and each result has indicators that will be used to measure progress made. Only higher-level indicators (outcome and output) have been included. Lower-level indicators will be identified in the implementation plans while impact level indicators will be managed by the National AIDS Commission and the Ministry of Gender monitoring system. The overview and budget of the strategy is presented below:

PILLARS AND RESULTS	ESTIMATED BUDGET (USD-000)
PILLAR 1: IMPROVED ACCESS AND UTILISATION OF HIV AND AIDS SERVICES	
Result 1.1: Access to and uptake of high impact HIV combination prevention interventions targeting fishing communities improved	830
Result 1.2: Access and uptake of HIV testing, care and treatment services amongst fishing communities strengthened and sustained	850
Total	1680

PILLAR 2: TACKLING SOCIO-DETERMINANTS OF GENDER INEQUALITIES AND HIV TRANSMISSION	
Result 2.1: Women, girls and young people in the fish value chain are economically and socially empowered, self-reliant while their livelihoods are diversified and resilient Indicators	930
Result 2.2: Care and support and impact mitigation for those individual and households that have been affected by HIV and AI	545
Total	1475
PILARR 3: INSTISTUTIONAL CAPACITY BUILDING AND COORDINATION	
Result 3.1: Capacity of the Fisheries Department to deliver effective, efficient and sustainable gender, HIV and AIDS interventions in the fisheries sector is strengthened	730
Result 3.2: Research, monitoring and evaluation of Gender and HIV and AIDS in the fisheries sector enhanced	695
Result 3.3: Coordination with key sectors, especially in the health sector, improved for effective service delivery to fishing communities and individuals	290
Result 3.4: Technical, physical, and financial resources to support implementation of the strategy mobilized	70
Total	1785
OVERALL ESTIMATE FOR THE STRATEGY	4940

The main implementing partners for this strategy are Ministry of Natural Resources and Climate Change, Department of Fisheries, the Ministry of Finance, the Ministry of Health, Ministry of Gender, Children, Disability and Social Welfare, District Councils, the private sector, civil society organizations, donor community and communities that depend on fisheries.

The strategy implementation period is seven financial years (FY) beginning in 2023/2024 FY. The strategy has been aligned to the MIP-1 so that the next strategy should be developed in the 2029/2030 FY. The seven-year implementation period is important as it provides the DoF with sufficient time to plan, mobilize resources, build its capacity as well as engage key stakeholders before actual impact can be observed on the ground.

1. INTRODUCTION

1.1. BACKGROUND

The HIV pandemic has now entered its third decade. While significant progress has been made globally and in Malawi since the first case was report in mid-80's, HIV remains a pandemic of international concern. Studies conducted over the last decade have uncovered that gender roles and relationships have a direct and indirect impact on an individual's risk and susceptibility to HIV infection. Additionally, these factors also affect their access to and consistent utilization of HIV prevention, care, treatment, and support services. For example, the burden of caring for HIV patients is largely taken by women, and the negative economic and social consequences of AIDS affects women more than men.

Malawi has made significant progress towards the 95-95-95 HIV testing, treatment and viral load suppression targets (NAC, 2023). By end of 2022, an estimated 95% of all PLHIV had been diagnosed, 97% of whom were on ART and 94% of whom had attained viral load suppression (NAC, 2023). Despite these achievements, there are notable gender and age differences in the epidemiology of HIV. For example, among people aged 15 years and above, more females knew their HIV status (98%), more women were on ART (99%) and more women had viral load suppression rates (95%) than their male counterparts (93%, 93% and 94% respectively). The overall population HIV viral load suppression rate of among women, men and children was 92%, 81% and 55%, respectively (NAC, 2023). This is markedly below the 95-95-95 target of 86% viral suppression for men and children. These findings emphasize the importance of implementing innovative HIV testing and treatment strategies specifically targeted towards men and children. (NAC, 2023).

1.2. OVERVIEW OF THE FISHERIES SECTOR IN MALAWI

The fisheries sector plays an important role in Malawi's economy, which is primarily agricultural-based. With 20% of Malawi's surface area covered by water, the fisheries sector is important in contributing substantially towards food and nutritional security, livelihoods of the rural population and economic growth of the country as it contributes 4% to the Gross Domestic Product (GDP) (Government of Malawi, 2017).

Fish provides valuable protein intake and is a major source of income for many households, especially those living along water bodies. According to Nagoli *et al.*, (2010) consumption of fish contributes to 70% of the nation's consumption of animal protein. The fisheries sector, especially capture fisheries, is mainly characterized by low-cost investments, as such it is accessible to many people, as long as they have access to natural water bodies presumably with fish. This open access to fishing means that inland fisheries are particularly important for poor people, making it an important source of occupational, income, food and nutrition security (GoM, 2007a in (Nagoli *et al.*, 2010).

In the 1970s, fish provided 70% of animal protein intake of the Malawian population and 40% of total protein supply for the country (GoM, 2017). However, due to many factors, per capita fish consumption has decreased by more than 60%, from 14 kg per person per year in the 1970s, to about 8 kg in 2015. The main causative factors have been the decrease in catches, poor fishing technologies and rapid population growth over the last thirty years (GoM, 2017). The decline in per capita supply and protein intake brings serious nutritional implications to the nation, especially to some vulnerable groups such as those affected by HIV/AIDS and infected people, orphans and the poor (GoM, 2017).

According to the Government of Malawi, the fisheries sector is broadly divided into three categories, namely: capture fisheries, aquaculture and aquarium trade or ornamental. The capture fisheries sub-sector is the largest subsector, basically smallholder in nature and directly employs nearly 60,000 fishers, and over 500,000 people are indirectly involved in fish processing, fish marketing, boat building and engine repair to support the subsector (GoM, 2017). The sub-sector is largely artisanal in nature, except that in Lake Malawi there are also semi-commercial and commercial fishers made up of pair trawlers and larger stern trawlers respectively (GoM, 2017). The small-scale sector produces 90% of

the annual fish production while the rest is landed by the commercial or industrial sector (GoM, 2017). The commercial subsector under capture fisheries is small and accounts for approximately 10% of the annual fish catch in Malawi.

Fish farming (aquaculture) is the next subsector, which according to Government reports, has a lot of potential to increase fish production in the country and hence improve supply of fish protein in rural areas far away from the major fish production sources and create wealth and employment in such areas. However, one of the major problems identified with commercial aquaculture is that the species cultured are slow growing and have a poor feed conversion, making aquaculture products expensive to produce (GoM, 2017).

There is evidence that aquaculture production is increasing in Malawi. The Annual Economic Report (Ministry of Finance, Economic Planning and Development, 2020) identified Fishing and Aquaculture as one of the key drivers of agricultural sector GDP growth contributing about 1.2%. Year-on-year growth rate for the fisheries sector was projected to be positive as shown in **Figure 1**.

**1.3. THE ROLE OF FISHERIES
IN THE ECONOMY**

The fisheries sector has a key role in poverty reduction through the provision of rural employment and, more importantly, through its contribution to household food security. According to the National Fisheries and Aquaculture Policy of Malawi, 20% of Malawi's area is covered by water with Lake Malawi being the largest and most significant water body in terms of fish production. The other water bodies (Lake Chilwa, Lake Malombe, Lake Chiuta and the Lower Shire Valley) contribute varying amounts to the total production but are all of high local importance.

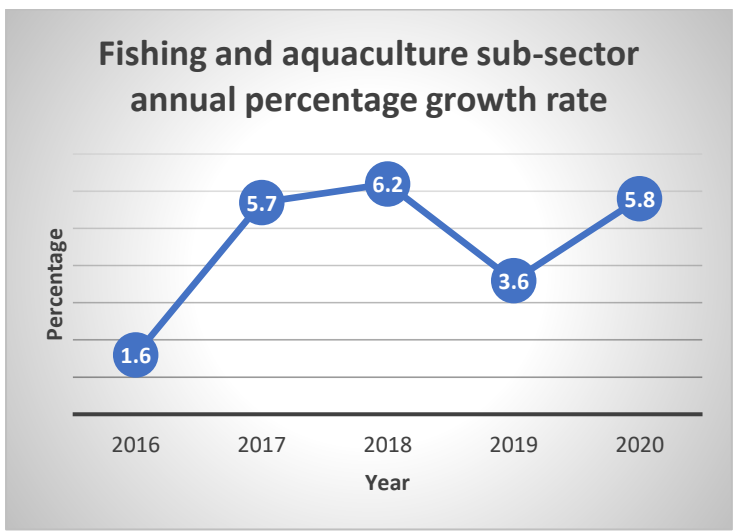


Figure 1 Fishing and aquaculture sub-sector annual percentage growth rate

The large geographical areas of the lake imply that there is a large population of Malawians that depends on the lake for their livelihoods. Results of the 2020 Annual Frame Survey indicated that 65,160 people were directly and over 500,000 people are indirectly employed in the fishing industry either as gear owners and crew members.

The 2021 Annual Frame Survey reported that there was a total of 74,222 fishers in the five main water bodies of Malawi (Lakes Malawi, Chilwa, Malombe and Chiuta, and the Upper and Lower Shire River), which represented an 8% increase from the 2020 Annual Frame Survey, when there were 68,777 fishers (DoF, 2021). Of the total recorded fishers, 13,823 were gear owners and 60,399 were crew members representing 18.6% and 81.4%, respectively (DoF, 2021). Male gear owners dominate the fishery with 99% contribution while female gear owners contribute only 1% (DoF, 2021). The composition of crew members by gender was also dominated by the males who contributed 99.98% while the female counterpart contributed 0.02% (DoF, 2021).

Fish plays an important role in poverty reduction and economic growth of the country and in particular of households. Fish provides a major source of protein supply, estimated at approximately 70% of animal protein and 40% of the total protein intake for the majority of the rural poor. Fish also provides

essential minerals and vitamins. Proteins are key nutrients required for body building and energy while vitamins are important for provision and strengthening of the immune system. Both proteins and vitamins are, therefore, very important for people living with HIV or AIDS, for pregnant and lactating mothers as well as children themselves. Unlike the agricultural sector, the fishing industry is not seasonal, therefore, is able to provide households with basic livelihoods needs throughout the year, including in times of drought. For example, during consultations to develop the strategy, focus group discussions with men in Salima reported that women from households that depend on farming, tend to participate in fish processing and trading to complement their agricultural activities. Similarly, it was found out from the survey that aquaculture plays an important role in livelihoods of farmers especially in the upland districts.

1.4. GENDER AND THE EPIDEMIOLOGY OF HIV

In Malawi, approximately 16.6% of households have at least one member who is HIV-positive. In rural households, this figure stands at 15.5%, while in urban households, it rises to 21.9%. (GoM, 2021). Among households, a larger percentage of those headed by females (17.1%) are led by individuals living with HIV, in comparison to male-headed households, where the proportion is 9.8%. (GoM, 2021). With regard to HIV incidence, the Malawi Population-based Impact Assessment (MPHIA 2020) reported that annual HIV incidence among adults aged 15 and older was 0.21%. The annual incidence of HIV is higher among women (0.23%) than among men (0.15%), indicating that a greater number of HIV-negative women are contracting HIV in comparison to men. Within the fisheries sector, this disparity can be attributed to power dynamics between female fish processors and/or traders and fishermen, where the latter possess more resources and advantages. The data indicates the importance of incorporating gender considerations into all aspects of HIV and AIDS programming to effectively address the pandemic. By integrating gender equality aspects of HIV and AIDS into fisheries planning, implementation, and budgeting, and by strengthening indicators for monitoring and tracking progress, the Department of Fisheries can work towards eliminating gender inequalities, discrimination, and violence against women in both workplaces and communities.

In 2006 Department of Fisheries received financial and technical support from FAO to implement a project which aimed at developing a fisheries sector HIV and AIDS strategy. The main goal was to support the Department develop a sector specific HIV and AIDS strategy. The strategy focused on prevention efforts at both workplace and community; addressing vulnerable groups at both community and workplace; engaging key partners to address the epidemic in the fisheries sector and working with fishing dependent communities to address HIV and AIDS issues. The strategy concluded in 2011, and it is significantly overdue for a review. Nearly a decade has passed without the Department assessing the implementation of the strategy or formulating a new one.

While there is available data on HIV program coverage in fishing communities, it is also extensively documented that the fisheries sector is plagued by human rights issues, including child labor, substantial mobility of fishermen, unsafe working conditions, and instances of gender-based violence. Human rights violation, if not properly addressed, has the potential to undermine various efforts aimed at empowering women in the fish value chain and post-harvest sector. Employing human rights approaches offer a viable means to tackle the underlying causes of inequalities, ultimately addressing the imbalanced power dynamics between men and women. To identify and address the human rights concerns within the fisheries sector, the project will utilize the small-scale fisheries guidelines established by the FAO. These guidelines acknowledge that small-scale fisheries often lead to societal marginalization in social, economic, and political aspects. The strategy will build synergies with other civil society organizations in the fishing communities along Lake Malawi to better understand the human rights issues that are affecting post - harvest sector in the fisheries value chain. It is under this output that the project under the Department of Fisheries is to review the fisheries sector HIV and AIDS Strategy which came to an end in 2011 and develop a new fisheries sector gender, and HIV and AIDS strategy that incorporates gender dimensions.

The Department of Fisheries expects that the new fisheries sector gender, and HIV and AIDS strategy (2021 – 2025) will strengthen HIV and AIDS programs by integrating gender issues that are inherently associated with the sector. This will be done by analyzing gender-specific issues and concerns in HIV and AIDS programs and to allow for appropriate provisions in HIV and AIDS operations to address these concerns more broadly within the fisheries sector. The ultimate goal is to enhance the effectiveness of HIV and AIDS interventions by ensuring that the gender inequalities that underlie the epidemic are addressed. The strategy will provide specific guidance to fisheries staff and community-based structures implementing interventions in both fishing and fish farming dependent communities.

2.0 DETERMINANTS OF GENDER INEQUALITIES, HIV AND AIDS IN THE FISHERIES SECTOR

The following section summarises the main determinants of the gender inequalities, HIV and AIDS in the fisheries sector in Malawi.

- **Mobility and migration:** The fishing industry in Malawi, especially capture fisheries, is not a static business activity. It involves fishermen moving from one area of the lake or river to another, which predisposes both fishermen, their spouses and female traders to HIV.
- **Gender inequality and poverty:** Both men and women interviewed during the field consultations reported that women and men experience poverty differently, hence they are differently exposed to HIV infection as a result of poverty.
- **Transactional sex:** Gender disparities and poverty prevalent in Malawi have frequently resulted in gender-based violence against women in the fisheries value chain, which often leads to transactional sex. Fishermen may use coercion or exploit the competitive atmosphere at landing sites to make women have sex with them in return for fish (Kadongola and Ahern, 2023). Consultations with stakeholders in the fish value chain reported presence of transactional sex, commonly known as fish for sex.
- **Limited access to social services, including HIV and aids services:** Fishing villages are generally located in hard-to-reach areas and, therefore, have poor access to education, water and sanitation, health services, HIV and AIDS information, condoms and HTC. These “geographical inequalities” means that it is difficult for gender and HIV programmes to reach out to fishing communities, due to long distances to health facilities, limited health outreach services and poor communication.
- **Multiple sexual partnerships:** The issues paper reported that multiple sexual partnerships were common when both men and women are involved in the fishing industry away from home, creating high-risk situations, especially when women stay long at the beach waiting for the next catch.
- **Alcohol and drug abuse:** Most fishermen involve themselves in alcohol abuse and sex activities after they get their dues that are promptly paid after fish sales (DoF, 2023). It was reported that fishermen do not have a saving culture as they always believe that they will make more money the next day (DoF, 2023).
- **Fish supply, availability, demand and prices:** When fish is not readily available in landing sites, competition to buy the limited fish available between male and female buyers is extremely high. When demand is high, the price of fish increases and makes it difficult for poor women to buy, because they usually have limited capital to compete against male counterparts, or richer women. In such cases, fishermen tend to entice female buyers to demand sex so they can access fish.
- **Limited diversification of livelihoods:** Limited livelihoods’ diversification, youth unemployment and child labour are also pertinent issues affecting small-scale fishing communities (GoM, 2017). Fishermen’s livelihoods are highly dependent on fish and whenever the catch is not good or there is a closed season, their livelihoods are negatively affected and poverty increases. In such cases, women and girls resort to selling sex as a source of livelihoods.
- **Limited access to capital:** Access to capital is a major constraint for women entering the fishing

industry. As a result of limited capital, majority (99%) of gear/boat owners are mainly men, which means that women cannot directly fish, leading to dependence of male fishers, which promotes fish for sex relationships.

- **Illiteracy:** Low literacy levels correspond to low access and uptake of information and messages on safe sex, public health and others by such communities. It is presumed that such individuals are not able to read or write.
- **Gender, human rights and cultural determinants:** There are cultural practices that prevent women from either participating in the fishing activities or owning some fishing gear or capital assets. For example, in the lakeshore districts women are not allowed to fish. Access to HIV prevention, testing, treatment, care, and support services is influenced by gender norms, impacting women and girls, men and boys, individuals of other genders, as well as key populations. (NAC, 2023).
- **Governance and institutional capacity related factors:** There are weak governance, coordination, monitoring and implementation systems on gender, HIV and AIDS at national, district and community level.

3.0 IMPACTS OF HIV AND AIDS ON THE FISHERIES SECTOR

3.1 THE IMPACTS IN THE WORKPLACE

- **Reduced productivity:** The Department of Fisheries continues to experience increase in absenteeism of staff who are either ill or must provide care or attend funerals of friends or relatives.
- **High staff turnover:** HIV and AIDS related deaths not only result in a loss of experienced staff at various levels but also strain financial resources when employers must assist staff with funeral expenses, pay sick leave and subsidize the high cost of medical care.
- **Erosion of skilled labour and specialized knowledge:** The loss of staff due to HIV and AIDS leads to loss of tacit knowledge, expertise and experience. Their untimely deaths often prevent the passing on of such skills from generation to generation, leaving the youth ill-equipped to sustainably manage production and deal with health-related problems.
- **Non-responsive extension services:** As a result of HIV and AIDS, remaining workers who provide extension and patrol services often must assume extra duties to cover for ill or deceased staff without additional resources. Motivation, therefore, dwindles and quality of services delivered to rural communities declines.

3.2 THE IMPACTS ON RURAL LIVELIHOODS

- **Unsustainable resource use and harvesting:** HIV and AIDS in fisheries communities reduce the capacity and willingness to practice sustainable fisheries resources management. In addition, people who are chronically ill or have been diagnosed with HIV are reluctant to participate in community activities in fisheries management for fear of stigma and discrimination. Loss of labour due to sickness and death forces people, especially widows, to sell their assets and use less efficient, more destructive exploitation methods (such as mosquito nets and/or poisoning for fishing) to meet their immediate needs, thereby decimating a future source of income for other household members.
- **Fishers, traders and processors' livelihoods** are highly dependent on fish and whenever the catch is not good or there is a closed season, their livelihoods are negatively affected and poverty increases. In such cases, women and girls resort to selling sex as a source of livelihoods.
- **Increased numbers of orphans:** Half of Malawi's more than one million orphans are a result of adult mortality due to HIV and AIDS. About 10% of households are headed by children aged less than 18 years or people aged 65 years or more. The growing number of orphans and other vulnerable children is overburdening women, especially the elderly, who are traditionally

responsible for provision and care and support at household level. Orphanhood may also increase likelihood of child marriages, with girls being most prone in the lakeshore areas because of poverty.

- **Food and nutritional security:** The combined loss of labour, income and assets tends to increase food, nutrition, and livelihood insecurity, deepens poverty and undermines the resilience of households to cope. The additional requirement to provide PLHA with a healthy diet exacerbates the situation and can make the general population more susceptible to illnesses, especially if food is scarce.

3.3 THE IMPACT ON THE ECONOMY

Although the fisheries sector contributes only 4% to GDP, its local importance in parts of the country is much greater. It provides employment to more than 500,000 people and livelihoods to 10% of the population, in addition to more than 70% of the nation's animal protein. Therefore, the performance of the sector has a direct impact on the economy as well as on food security.

4.0 POLICY FRAMEWORK FOR POVERTY REDUCTION, HIV AND AIDS, AND THE FISHERIES

The strategy is aligned to the following international and national policies and instruments as follows:

4.1 International and regional instruments

- The Voluntary Guidelines for Small-scale fisheries, adopted by the Malawi Government in 2021;
- United Nations Sustainable Development Goals (2015)
- The Convention of the Elimination of All forms of Discrimination of Violence against Women (CEDAW, 1979).
- The African Union Policy Framework and Reform Strategy for Fisheries and Aquaculture (2014)
- The Southern African Protocol on Gender (2008).

4.2 National instruments

- **The Constitution of the Republic of Malawi:** Guarantees the fundamental rights of all Malawians to life, personal liberty, dignity and freedom. Any form of discrimination, for example, based on age, sex, sexual orientation, disability and HIV status is prohibited.
- **The Malawi 2063 (MW2063):** Articulates the collective aspirations of the people of Malawi to be an inclusively wealthy and self-reliant industrialised upper-middle-income country by the year 2063 through three pillars (agricultural production, industrialisation and urbanisation) which are supported by seven enablers.
- **Malawi Implementation Plan 1 (MIP-1):** This is an operational plan for the MW2063 from 2021 to 2030.
- **The Fisheries and Aquaculture Policy (2001):** The policy aims to maximize the sustainable yield from the natural and artificial water bodies of Malawi; improve the efficiency of exploitation, processing and marketing of quality fish products; promote investment in the fishing industry and rural fish farming units; and expand aquatic resources.
- **HIV and AIDS (Prevention and Management) Act (2018):** It aims to safeguard human rights of PLHIVs and sub-populations who are at risk of HIV infections, establishes legal standards for governing the delivery of HIV interventions and provides the establishment the NAC to coordinate the HIV response.
- **National Gender Policy:** The policy aims to reduce gender inequalities and enhance participation of women, men, girls and boys in socio economic development processes, which will contribute to achievement of SDG 5. The policy has four expected outcomes, which are: 1) increased meaningful participation of women, men, girls and boys in decision making, wealth creation and poverty reduction, 2) reduced gender-based violence at all levels, 3) enhanced gender mainstreaming across all sectors and 4) enhanced institutional capacity of the National Gender Machinery.
- **National HIV and AIDS Policy (2022):** This policy provides guidance to the national HIV and AIDS response including the various interventions that should be included.

- **National Health Policy (2018 – 2030):** Provide a unified guiding framework for achieving the health sector goals through addressing the identified key challenges and their root causes.

5.0 LESSONS LEARNT FROM IMPLEMENTATION OF THE PREVIOUS STRATEGY

The review of the past strategy showed that implementation of the strategy was affected by a number of challenges.

- ***Inadequate human capacity to implement the strategy:*** The review observed that the task team put in place to spearhead implementation was overstretched to coordinate and monitor implementation of the strategy across the country. Correspondingly, there was inadequate and discontinued capacity building of key technical officers, especially at district level to support implementation of HIV and AIDS activities.
- ***Inadequate financial resources to implement HIV and AIDS activities:*** The review revealed that HIV and AIDS strategic activities were not sufficiently implemented especially at community level due to low funding levels that the Department of Fisheries received from treasury. Government allocated 2% of ORT towards HIV and AIDS interventions, which was inadequate. Much as the strategy was poorly resourced, it was noted that not costing the strategy contributed to poor resource mobilization, especially from outside government.
- ***Lack of awareness of the strategy:*** Lack of awareness of the strategy, including gender and HIV issues and how these interact in the fisheries sector, among frontline staff was one of the key challenges that was mentioned frequently. This meant that gender and HIV issues were not strategically and systematically integrated into other programmes, projects and activities for implementation and sustainability.
- ***Poor coordination between the fisheries sector and other sectors, especially the health sector:*** The strategy document was not shared with other key stakeholders especially in the health sector. Additionally, there was lack of follow-up on partner organizations working at community level within the fisheries sector.
- ***Weak monitoring in the strategy's Implementation:*** There was weak monitoring of the strategy because it was not fully owned by the staff from the department.
- ***Cultural and religious factors:*** Most communities lack information and knowledge on human rights issues.

6.0 METHODOLOGY FOR DEVELOPING THE STRATEGY

The strategy was developed using a four-phase six-step participatory process as follows:

Step 1: Involved reviews of documents and consultations with stakeholders at all levels, from the national level to the beach village level. These consultations aimed to solicit views of stakeholders within the sector on gender, HIV and AIDS. Step 2: Involved analysis of findings from Step 1 to develop an issues paper that provided guidance to the development of this action plan. Step 3: Involved dissemination and validation of the issues paper with stakeholders to ensure that the issues paper reflected the priorities of the fisheries sector. Finally, step 4: Involved development of the strategy. It also included dissemination and validation of the strategy to ensure that it did capture the priorities indicated in the issues paper.

7.0 THE NATIONAL GENDER, HIV AND AIDS STRATEGY FOR THE FISHERIES SECTOR

7.1 GOAL

The goal of the national gender, HIV and AIDS strategy for the fisheries sector is ***to prevent the further spread and transmission of HIV and enhance access to and utilization of treatment and care and support services amongst workers, communities, households and individual men, women, boys and girls that depend on the fisheries sectors, to improve, their livelihoods and quality of life in a gender-sensitive and sustainable way.***

7.2 THEORY OF CHANGE

If timely, adequate, appropriate, and evidence-based investments are made in building capacity of various institutions and key players in the fisheries value chain, the gender and HIV and AIDS strategy will be delivered, accessed and sustainably utilize by value chain stakeholders.

This will then prevent the further and gendered spread and transmission of HIV and enhance access to and utilization of treatment and care and support services, which will result into reduced HIV, reduced prevalence and incidence of HIV, gender inequality amongst workers, communities, households and individual men, women, boys and girls that depend on the fisheries sectors.

Achieving this will then improve the well-being of value chains stakeholders and enable them to contribute effectively to the implementation and realization of the Malawi 2063 aspirations and therefore achieve sustainable development goals.

7.3 GUIDING PRINCIPLES

- Decentralized and gender sensitive implementation.
- Improved coordination, multi-sectoral approach and partnerships.
- Inclusiveness: Greater involvement of fishermen, women and men who depend on the fisheries sector.
- Evidence-based implementation through capable institutitons, good governance, transparency and accountability
- Improved Synergies, innovation and interrelatedness of interventions.
- Motivated, strong and dynamic leadership.

7.4 PRIORITY PILLARS AND RESULTS

The National Gender, HIV and AIDS strategy for the fisheries sector is structured around three main priority pillars, with eight results. Each result indicators that will be used to measure progress made. Only higher-level indicators (outcome and output) have been included. Lower-level indicators will be identified in the implementation plans while impact level indicators will be managed by the National AIDS Commission and the Ministry of Gender monitoring system. The pillars target both capture fisheries and aquaculture subsectors of the fisheries sector.

7.4.1 PILLAR 1: IMPROVED ACCESS AND UTILISATION OF HIV AND AIDS SERVICES

This pillar aims to improve access to and utilisation of HIV and AIDS services amongst men and women, boys and girls and key populations that play different roles as stakeholders in the fisheries value chain. The pillar aims to accelerate access to and utilisation of high impact HIV combination prevention interventions currently available in the country including condoms and lubricants, Pre-Exposure Prophylaxis (PrEP), voluntary male medical circumcision (VMMC) and Elimination of Mother to Child Transmission (e-MTCT).

The mandate to provide these high impact HIV interventions falls with the Ministry of Health, while direct service provision is provided for by the Ministry, the Christian Health Association of Malawi (CHAM) and other players. The role of the fisheries sector stakeholders is to collaborate and engage with the health sector to scale-up provision of these services to men, women, boys and girls and key

populations that are in the fisheries value chain.

Result 1.1: Access to and uptake of high impact HIV combination prevention interventions targeting fishing communities improved

Indicators

- Number of people (disaggregated by age and gender) accessing and using HIV prevention services (Condoms, PrEP, VMMC, e- MCTC services)
- Improved knowledge, attitude and practices to prevent HIV and AIDS amongst workers and communities.
- Number of concrete initiatives developed and implemented to protect workers and communities.
- Number of condoms and PrEP distributed in fishing communities.

Table 1: Result 1.1: Access to and uptake of high impact HIV combination prevention activities

Actions	Priority	Target groups	Outcomes	Responsibility
In the workplace:				
• Revamp workplace focal points and committees	Immediate	Members of staff	<ul style="list-style-type: none"> • Knowledge, attitudes and practices on HIV prevention improved amongst employees. • Extension and enforcement staff more sensitive to gender and rights issues. • Working environment is safer. • Use of condoms and other prevention methods increased. 	DoF, District Councils, Private sector and CSOs
• Conduct gender and HIV and human rights trainers of trainers followed by sensitization and awareness trainings for fisheries staff	Short-term			
• Conduct training on behavioral change, gender and basic rights for fisheries officers and patrol officers who work with communities and are involved in extension and law enforcement.	Short-term			
• Establish mechanisms for reporting and dealing with gender-based sexual violence the workplace	Medium term			
• Implement safety measures, including the distribution of condoms, to protect workers against HIV infection in the workplace.	Immediate			
In the core programme				
• Engage the health sector and MoH in particular to ensure that the fisheries sector is prioritized in HIV programming at national and district level	Immediate	All fisheries value chain players	<ul style="list-style-type: none"> • Improved knowledge on gender, HIV and human rights Improved access to HIV prevention methods by high-risk groups 	DoF, District Councils, Private sector and CSOs
• Conduct gender and HIV/ AIDS and human rights trainings for BVCs and aquaculture committees followed by sensitization and awareness trainings for fishermen, traders, processes at the beaches	Short-to medium term	BVCs, fishermen, traders, processes at the beaches		

<ul style="list-style-type: none">• Mobilise fishermen into groups and train them on Gender, and HIV and AIDS issues	Short-to medium term	Fishermen	<ul style="list-style-type: none">• Improved gender, HIV and human rights of fisheries institutions at local level• Availability of materials on gender, HIV and AIDS increases understanding and reduces vulnerability.• Access to information on gender, HIV and human rights improved.
<ul style="list-style-type: none">• Conduct gender, HIV/AIDS and human rights awareness meetings for women involved in fish processing and trading	Short-to medium term	All women involved in fish value chains in BVCs	
<ul style="list-style-type: none">• Conduct national event activities such as World AIDS Day in the fishing areas/ beaches.	Short-to medium term		
<ul style="list-style-type: none">• Liaise with health facilities and other private and NGO service providers to extend service provision to fishing beaches	Short-to medium term		
<ul style="list-style-type: none">• Mobilise aquaculture and beach level service providers such as restaurants, rest houses, bars etc to provide condoms and lubricants and IEC materials	Short-to medium term		
<ul style="list-style-type: none">• Train peer group leaders and counsellors amongst fishermen and women	Short-to medium term		
<ul style="list-style-type: none">• Identify role models in Gender and HIV and AIDS	Short-to medium term		
<ul style="list-style-type: none">• Establish gender, HIV and AIDS resource centers in libraries, BVCs and strategic points in beach villages.	Short-to medium term		
<ul style="list-style-type: none">• Develop and distribute materials on gender, HIV and AIDS using different media, including radio, drama, sports, and video.	Short-to medium term		

Result 1.2: Access and uptake of HIV testing, care and treatment services amongst fishing communities in both capture fisheries and aquaculture subsectors strengthened and sustained
Indicators

- Number of people (disaggregated by gender) accessing HTC
- Number of people (disaggregated by gender) accessing ART
- Number of people (disaggregated by gender) receiving external support

Table 2: Result 1.2: Access and uptake of HIV testing, care and treatment services activities

Actions	Priority	Target groups	Outcomes	Responsibility
In the workplace:				
<ul style="list-style-type: none"> Implement sensitization and awareness campaigns to reduce stigma and discrimination of PLHIV Encourage staff living with HIV and AIDS to be open about their status and get involved in prevention programme 	Immediate	Members of staff living with HIV	<ul style="list-style-type: none"> More staff get tested and are aware of their HIV status. Knowledge, attitudes and practices on HIV prevention improved amongst employees. 	DoF, District Councils, Private sector and CSOs

<ul style="list-style-type: none">Conduct awareness and adherence training for staff living with HIV, including their spouses.			<ul style="list-style-type: none">Extension and enforcement staff more sensitive to gender and rights issues.	
<ul style="list-style-type: none">Facilitate HIV Testing and Counseling (HTC) for staff and spouses	Short-term	Members of staff who do know their HIV status	<ul style="list-style-type: none">More people are aware of their HIV status.Working environment is safer.	
<ul style="list-style-type: none">In collaboration with relevant service providers and NGOs, facilitate access of ARVs to staff in beach villages and fishing selling points in Malawi.	Short to medium-term		<ul style="list-style-type: none">Use of condoms and other prevention methods increased.	
<ul style="list-style-type: none">Establish schemes to provide medical and nutritional support to employees and spouses who declare (while maintaining confidentiality) their positive HIV status.	Short-term	Members of staff living with HIV	<ul style="list-style-type: none">Improved adherence and access to social support systemsQuality of life of employees and spouses living with HIV and AIDS improved	
<ul style="list-style-type: none">Facilitate the formation of workplace support groups for PLHIV and establish partnerships with service providers.	Medium-term Long-term			
In the core programme:				
<ul style="list-style-type: none">Facilitate access to HIV testing and counselling including self-testing at beach sites	Medium-term	All fisheries value chain players	<ul style="list-style-type: none">Support for PLHAs and affected households enhanced.Collaboration with gender and HIV service providers improved.	
<ul style="list-style-type: none">Train peer group leaders and counsellors amongst fishermen and women	Short to medium-term	BVCs, aquaculture; fishermen, traders, processes at the beaches	<ul style="list-style-type: none">Improved access and uptake of HIV testing and ART services amongst fishing communities	
<ul style="list-style-type: none">Establish teen clubs and train them on HIV counselling and testing and treatment literacy.		AGYW and ABYM		
<ul style="list-style-type: none">Conduct trainings on treatment literacy for those living with HIV in the fisheries sector targeting both aquaculture and capture fisheries		PLHIV living in fishing communities all groups		
<ul style="list-style-type: none">Encourage self-tests and support to communities.				
<ul style="list-style-type: none">Facilitate couple-based gender and HIV and AIDS training to prevent IPV		fishermen and their spouses		
<ul style="list-style-type: none">Facilitate access and uptake of HIV testing and ART		All groups		

services amongst fishing communities				
• Liaise with MoH to provide HIV testing and ART services at fishing beaches		Those not tested and the PLHIV		
• Establish gender sensitive support groups for PLHIV in fishing beaches and communities.		PLHIV living in fishing communities		
• Select and train Expert Clients to make continuous follow-up ART defaulters amongst fishermen, women processors/traders and beach based female sex workers (FSW)		PLHIV living in fishing communities		
• Conduct training of fisheries groups in treatment literacy.		PLHIV living in fishing communities		

7.4.2 PILLAR 2: TACKLING SOCIO-DETERMINANTS OF GENDER INEQUALITIES AND HIV TRANSMISSION

This pillar aims to tackle socio-economic and cultural determinants that facilitate gender inequality and HIV. The pillar specifically targets women, girls and young people involved in the fish value chain to address power relations which favor men and boys, who are more economically empowered due to income from fish, which is not the case with women and girls. The socio-economic empowerment and involvement of PLHIV, OVC and affected households is an important action to improve livelihoods and quality of life the infected and the affected groups, since gender inequality and the impact of HIV on fisheries communities is exacerbated by poverty and lack of income.

Result 2.1: Women, girls and young people in the fish value chain are economically empowered, self-reliant while their livelihoods are diversified and resilient.

Indicators

- Improved income and nutritional levels of infected and affected persons and their households
- Number of women involved in economic empowerment activities other than fishing
- Percentage age of women that are involved in more productive nodes in the fish value chain.

Table 3: Result 2.1: Women, girls and young people economic empowerment activities

Actions	Priority	Target groups	Outcomes	Responsibility
In the workplace:				
• Conduct business management trained for staff living with HIV	Short-term Short-term	Staff living with HIV	Staff living with HIV economically empowered	DoF
• Together with other MDAs, lobby treasury to increase the 2% ORT to HIV and gender				

<ul style="list-style-type: none"> Support staff living with HIV with linkage to lending institutions and provide guarantor and customized services to allow them access financial services that are appropriate and sustainable 	Short-term			
In the core programme				
<ul style="list-style-type: none"> Introduce and train VSLs groups targeting women involved in the fish value chain 	Short-term	Women, girls and young people in the fish value chain	<ul style="list-style-type: none"> Women, girls and young people in the fish value chain living with HIV economically empowered Support for PLHIV and affected households enhanced. Quality of life of employees and spouses living with HIV and AIDS improved. Collaboration with AIDS service providers improved. Better availability of fish increases nutrition, food security and income of PLWA and affected households. 	DoF, District Councils, Private sector and CSOs
<ul style="list-style-type: none"> Introduce alternative income generating activities, including aquaculture for women dependent on the fisheries sector 	Short-term			
<ul style="list-style-type: none"> Support women with fishing, processing and transportation technology 	Short-term			
<ul style="list-style-type: none"> Facilitate access to government social protection programs for fishing communities 	Medium term			
<ul style="list-style-type: none"> Provide financial, entrepreneurship and business management training to women traders and fishermen 	Medium term			
<ul style="list-style-type: none"> Provision of soft loans to aquaculture farmers and fishing community members. 	Medium term			
<ul style="list-style-type: none"> Provision of livestock pass on schemes to community groups to boost their income status 	Medium term			
<ul style="list-style-type: none"> Link fish traders to official fish markets which have better and more competitive prices 	Medium term			
<ul style="list-style-type: none"> Form fishing cooperatives to increase fishers, fish traders and processors in bargaining power. 	Long-term	Women, girls and young people in the fish value chain	<ul style="list-style-type: none"> Improved access to gender sensitive technologies in the male dominated nodes to attract women participation 	
<ul style="list-style-type: none"> Support fishing families with irrigation scheme to boost their agri-income 	Long-term			
<ul style="list-style-type: none"> Develop and disseminate sustainable, time and labor-saving technologies to PLHIV and their families. 	Medium-term			
<ul style="list-style-type: none"> Provision of gender sensitive technologies in the male dominated nodes to attract women participation 	Medium-term	Women, girls and young people in the fish value chain		
<ul style="list-style-type: none"> Implement SBCC activities to address gender norms, stereotypes, intersectionality, GBV and other cultural/traditional/religious barriers inhibiting women from venturing into the more productive nodes of fish value chains 	Medium-term			

<ul style="list-style-type: none"> Promote aquaculture as an agribusiness activity amongst women and the youths 	Medium-term			
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Result 2.2: Care and support and impact mitigation for those individual and households that have been affected by HIV and AIDS strengthened

Indicators

- More employees and their spouses are provided with nutritional and medical support
- Partnerships with service providers and support groups for people living with HIV and AIDS established
- Increased mobilization of NGOs and CBOs to provide homecare to PLHA fishing communities

Table 4: Result 2.2: Care and support and impact mitigation activities

Actions	Priority	Target groups	Outcomes	Responsibility
In the workplace:				
<ul style="list-style-type: none">Help workers, their spouses and dependants to obtain legal information on inheritance rights and work with relevant authorities to settle the estate of the deceased in a timely manner.	Short-term	Workers	<ul style="list-style-type: none">Spouse and children receive benefits owed to them with minimum delay.Economic empowerment of workers and spouses increased.Loans are made more accessible to workers and spouses.Resilience to HIV and AIDS impact through economic empowerment increased.Sustainable food and income generating programmes support individuals and affected households.Dependency on fisheries products reduced and nutrition improved with the consumption of	DoF; Extension staff, Human Resources officers District Councils
<ul style="list-style-type: none">Convert current workplace Social Welfare Committees into credit and saving clubs.	Short-term			
In the core mandate				
<ul style="list-style-type: none">Establish credit and saving clubs for communities.	Short-term	Fishing communities		
<ul style="list-style-type: none">In collaboration with relevant service providers and NGOs, facilitate access of ARVs to staff in beach villages and fishing selling points in Malawi.	Short-term			
<ul style="list-style-type: none">2. Establish schemes to provide medical and nutritional support to employees and spouses who declare their positive HIV status.	Medium-term			
<ul style="list-style-type: none">3. Facilitate the formation of support groups for PLHAs and establish partnerships with service providers.	Long-term			
<ul style="list-style-type: none">Mobilise companies that have private clinics to open them to fishing communities and collaborate with MoH to offer free ARVs to people living with HIV and AIDS.	Medium-term			
<ul style="list-style-type: none">Support NGOs, CBOs and others to provide home care to PLWA, giving lessons on	Medium-term			

nutrition and dietary requirements.			several varieties of foods.	
<ul style="list-style-type: none"> Facilitate adoption of aquaculture to improve on the nutrition intake for the communities. 	Medium-term		<ul style="list-style-type: none"> Loans made more accessible to communities. 	
<ul style="list-style-type: none"> Establish government schemes to direct financial and vocational support to young household heads, and/or other schemes to keep children in school. 				

7.4.3 PILLAR 3: INSTITUTIONAL CAPACITY BUILDING AND COORDINATION

The capacity of staff to plan, manage, implement and monitor HIV and AIDS activities is critical for the success of this strategy. Strong leadership drives effective implementation of HIV and AIDS programmes in any organization or sector. This strategy aims to strengthen leadership at all levels within the Department of Fisheries in order to create a supportive environment for action in the fisheries sector.

In addition, for the implementation of the strategy to be effective and benefit communities, the strategy will be implemented in a coordinated manner, leveraging on the comparative advantage of each stakeholder. Mobilisation of additional human, financial and material resources and efficient use of current allocations are required to implement the strategy. In this regard, the following activities will be implemented.

Result 3.1: Capacity of the Fisheries Department to deliver effective, efficient and sustainable gender, HIV and AIDS interventions in the fisheries sector is strengthened.

Indicators:

- Functional Management Committees in place at all levels
- Management appraisal systems in assessing performance in delivery of HIV and AIDS put in place and adopted
- Number of HIV and AIDS units established and functional
- HIV and AIDS programming incorporated and integrated in policies and programmes
- Reduced levels and incidences of stigma and discrimination amongst employees and communities
- Number of partners working in Fisheries sector
- Number of coordination meetings

Table 5: Result 3.1: Capacity building activities

Actions	Priority	Target groups	Outcomes	Responsibility
In the workplace:				
<ul style="list-style-type: none"> Revamp/establish gender and HIV and AIDS focal point and oversight committee at all units of public and private institutions 	Short-to medium term	Staff at all levels	<ul style="list-style-type: none"> Capacity of the Department of Fisheries to mainstream HIV and AIDS issues enhanced. 	DoF
<ul style="list-style-type: none"> Train focal points and oversight committees that have been established 				
<ul style="list-style-type: none"> Provide technical, financial and logistical support to focal points and oversight committees 				

<ul style="list-style-type: none"> Review workplace gender and HIV issues and identify priorities for action 			<ul style="list-style-type: none"> Improved functionality of the workplace programme 	
<ul style="list-style-type: none"> Support DFOs with technical and finance resources to implement the strategy 				
<ul style="list-style-type: none"> Develop and implement workplace gender, HIV and AIDS action plans, guided by this strategy 				
<ul style="list-style-type: none"> Monitor effectiveness of the focal points and committees 				
<ul style="list-style-type: none"> 				
In the core programme				
<ul style="list-style-type: none"> Enhance coordination between Health Centre staff and focal point persons. 	Short-to medium term	All groups	Stakeholder participation and engagement strengthened.	District Fisheries Officers and District Health Management Team
<ul style="list-style-type: none"> Establish support groups in fishing beaches and communities for people of all genders, ages, and backgrounds (including separate groups, where socially necessary/appropriate 				
<ul style="list-style-type: none"> Demonstrate genuine commitment to address gender, HIV and AIDS priorities in the strategy 	Short-to medium term	DoF Management team	<ul style="list-style-type: none"> Leaders and employers have a better understanding of the impacts of HIV and AIDS on the sector. A management appraisal system to assess performance of those responsible for delivering HIV and AIDS programmes and services is adopted. The sector increases its contribution to the national HIV and AIDS response. Leadership responds proactively to 	DoF/DFO
<ul style="list-style-type: none"> Mobilize and motivate workers and management committees to mainstream HIV and AIDS activities in sector policies and programmes. 	Short-term	Workers		DoF/DFO
<ul style="list-style-type: none"> Devise an appraisal system, including gender, HIV and AIDS indicators and targets, to assess performance. 	Short-term	Staff		DoF and District Councils
<ul style="list-style-type: none"> Develop and implement incentives to reward those who champion the strategy and its implementation. 	Short-term	Staff		DoF
<ul style="list-style-type: none"> Increase the number of HIV and AIDS programmes and support leaders to develop and deliver them. 	Medium-term	Staff and all other groups		DoF and District Councils

			community HIV and AIDS issues.	
<ul style="list-style-type: none"> Assess capacity needs of staff to incorporate and coordinate HIV and AIDS activities in policies and programmes in the sector. 	Short-term		<ul style="list-style-type: none"> Knowledge, attitudes and practices related to HIV and AIDS improved amongst all cadres. Capacity to implement HIV and AIDS activities and provide HIV and AIDS services enhanced. 	DoF and District Councils
<ul style="list-style-type: none"> Provide leadership and management skills to all new employees and sensitize them on HIV and AIDS and gender issues. 	Medium-term			
<ul style="list-style-type: none"> Train key staff (planners, administrators, and core staff in programme management, mainstreaming issues, monitoring and evaluation) on gender and HIV 	Short-term			
<ul style="list-style-type: none"> Establish a core team of HIV and AIDS Peer Educators, trainers and planners to provide in-house capacity for mainstreaming. 	Short-term			
Local level – district, n community				
<ul style="list-style-type: none"> Develop and implement a plan to build capacity of NGOs, and private companies on gender and HIV issues in the fisheries sector 	Medium-term	CSOs and Private sector		
<ul style="list-style-type: none"> Facilitate establishment of gender sensitive community structures in fishing villages to implement gender, HIV and AIDS activities. 	Medium-term	BVCs		
<ul style="list-style-type: none"> Review and revise national aquaculture and fisheries policy as well as other key documents with a view to incorporating HIV and AIDS and gender issues. 	Short-term			
<ul style="list-style-type: none"> Speed-up devolution of all fisheries functions and finances (including 2% ORT) to District Assemblies. 	Medium-term			
<ul style="list-style-type: none"> Adopt NAC guidelines for institutions to mainstream HIV and AIDS activities in the sector. 	Short-term			

Result 3.2: Research, monitoring and evaluation of Gender and HIV and AIDS in the fisheries sector enhanced

Indicators

- Action plan on research and HIV and AIDS developed and implemented.
- More linkages and joint research with international research centres.
- Monitoring and evaluation system for HIV and AIDS in the fisheries sector linked to the national HIV and AIDS monitoring and evaluation system managed by the NAC.

Table 6: Result 3.2: Research, monitoring and evaluation activities.

Actions	Priority	Target groups	Outcomes	Responsibility
In the workplace				

<ul style="list-style-type: none">Strengthen research units in the Department and support them to conduct studies on the incidence, prevalence and impact of HIV and AIDS on the workforce.	<ul style="list-style-type: none">Medium term	Research units if DoF	<ul style="list-style-type: none">Gender-responsive and action-oriented research programmes developed and implemented.Data on various aspects of the interactions between HIV and AIDS and the sector is readily available.Development and adoption of new technologies.	Fisheries Research Unit
In the core programme				
<ul style="list-style-type: none">Monitor and evaluate Gender and HIV and AIDS work at district and Community level	Medium to long-term	M+E Unit	<ul style="list-style-type: none">Progress achieved and reported on strategy implementation.Impacts assessed based on results of reviews.Strategy revised based on informed decision-making.	Planning/Social-Economic Units
<ul style="list-style-type: none">Assess the extent to which HIV and AIDS in fisheries communities hinders development in the sector and determine the impacts on national and local economies.				
<ul style="list-style-type: none">Encourage interface meetings between district level and community level members on pressing identified issues.				
<ul style="list-style-type: none">Conduct periodic review and assessment of the Gender and HIV and AIDS strategy.				
<ul style="list-style-type: none">Establish links with international research centers to increase synergies and the potential for joint research on HIV and AIDS.				
<ul style="list-style-type: none">Build linkages between fisheries researchers, NAC, the National Research Council and other stakeholders, including medical research institutions.	Medium-term	Research units if DoF		
<ul style="list-style-type: none">Develop a system to monitor and evaluate implementation of the strategy, drawing from the experience of the National AIDS Commission with its current system.	Medium-term			
<ul style="list-style-type: none">Assess the impact of programmes on HIV and AIDS and revise strategic plans and budgets based on findings.	Long-term			
<ul style="list-style-type: none">In collaboration with stakeholders, conduct annual programme reviews and				

planning based on results of monitoring, evaluation and research.				
<ul style="list-style-type: none"> Document and report best practices in the sector to mainstream HIV and AIDS activities. 	Medium-term			

Result 3.3: Coordination with key sectors, especially in the health sector, improved for effective service delivery to fishing communities and individuals

Indicators

- Existence of HIV and AIDS Coordination Units in the fisheries sector that is functional
- Number of coordination meetings
- Number of joint planning, implementation and monitoring activities
- Amount of resources spent by other partners in strategy

Table 7: Coordination activities

Actions	Priority	Target groups	Outcomes	Responsibility
In the core programme:				DoF and District Councils
<ul style="list-style-type: none"> Orientation and training of district level staff on the strategy to support coordination of implementation 	Immediate	•	<ul style="list-style-type: none"> Coordination of HIV and AIDS activities in the sector improved. Functional committees, coordinators/focal points established with clear terms of reference. A well-coordinated and integrated HIV and AIDS strategy implemented. Key stakeholders represented at all administrative levels. 	
<ul style="list-style-type: none"> Conduct mapping of fisheries stakeholders on Gender and HIV at national, district and community levels to initiate collaboration 	Immediate	•		
<ul style="list-style-type: none"> Identify key stakeholders and establish measures on collaboration. 	Short to medium term	•		
<ul style="list-style-type: none"> Conduct regular joint planning and implementation with key stakeholders. 	Short to medium term	•		
<ul style="list-style-type: none"> Provide regular reports to DEC and other appropriate authorities. 	Short to medium term	•		
<ul style="list-style-type: none"> Conduct continuous joint review meetings, monitoring and evaluation. 	Short to medium term	•		
<ul style="list-style-type: none"> Empower the Village development and Area development committees to monitor beach activities for sound decision making at area level. 	Short to medium term	•		
<ul style="list-style-type: none"> Support coordinators/focal points with adequate resources to implement activities. 	Short to medium term	•		

Result 3.4: Technical, physical and financial resources to support implementation of the strategy mobilized and allocated to all levels.

Indicators

- Number of HIV and AIDS programmes and the extent of implementation
- Amount of funds allocated versus actual disbursements.
- Amount of resources spent by other partners in strategy

Table 8: Resource mobilization activities

Actions	Priority	Outcomes	Responsibility
<ul style="list-style-type: none"> Build strong partnerships with the health and gender sectors and various donors and engage them to support the strategy 	Short-term	<ul style="list-style-type: none"> Resources to implement the strategy are readily available. 	Director of Fisheries International Community, National AIDS Commission
<ul style="list-style-type: none"> Lobby Treasury to increase ORT allocations to HIV and AIDS activities from 2% to 10% or above. 	Medium-term	<ul style="list-style-type: none"> Synergies in other ministries to fisheries. 	
<ul style="list-style-type: none"> Strengthen fisheries gender, HIV and planning units in writing gender, HIV and AIDS proposals, managing programmes and in monitoring and evaluating progress. 	Short-term	<ul style="list-style-type: none"> Funding for sector at district level improved. 	
<ul style="list-style-type: none"> Train District Fisheries Officers on resource mobilization and how to better access, use and account for gender, HIV and AIDS resources 	Short-to medium term	<ul style="list-style-type: none"> Accountability and reporting on funds by District Fisheries Officers improved. 	
<ul style="list-style-type: none"> Initiate private sector contribution to BVC gender and HIV activities 	Medium to long-term		

8.0 IMPLEMENTATION ARRANGEMENTS

Gender issues are multi-sectoral and cut across all areas of development. To promote gender equality and equity in the national development system, the existing public sector, the private sector, media, development partners and civil society organizations should be harnessed for the implementation of the strategy. At sectoral level, implementation of gender issues relies on gender focal points in the public sector.

8.1 STAKEHOLDER ANALYSIS

Six groups of stakeholders have been identified to implement this strategy. The first group comprises the **public sector** – Central Government, Local Authorities (including District Fisheries Officers) and parastatal organizations under the jurisdiction of the Department of Fisheries. Central Government includes the following ministries among others: Finance, Gender, Children, Disability and Social Welfare, Agriculture and Food Security, Local Government and Rural Development.

The Department of Fisheries is under the **Ministry of Natural Resources and Climate Change**. The role of the Ministry will be to ensure that the gender, HIV and AIDS strategy for the fisheries sector is supported and linked to the Ministry's other plans and strategies. During implementation the Ministry will provide the necessary policy, technical and financial support for effective implementation of the strategy. The Ministry shall coordinate and provide oversight in the implementation of the fisheries sector gender, HIV and AIDS Action Plan. It will ensure that deliberate measures are put in place to empower women.

The **Department of Fisheries** will take the lead in implementing the strategy, but will collaborate all key stakeholders, including development partners. The Department will also ensure that all projects currently being implemented in the sector, and those planned, are aligned to the strategy and provide technical and financial support to the implementation of the strategy. The Department will also actively engage development partners and market the strategy to the international community to mobilise both technical and financial assistance for the strategy. The Department of Fisheries will work in collaboration with the media and Civil Societies, Gender Technical Working Groups at both national and district levels. The Institutional Framework for implementation of the Fisheries sector gender, HIV

and AIDS action plan shall therefore comprise the Gender and Youth Technical Working Group. This Technical Working Group will work in close collaboration with other Sector Working Groups to ensure that gender and HIV and AIDS is mainstreamed in all the sectors. The key stakeholders in implementation of the Action Plan shall include but not limited to the Ministry of Natural Resources and Climate Change, Ministry of Gender, Children, Disability and Social Welfare, Department of Nutrition HIV and AIDS, Department of Human Resource Management and Development, Ministry of Finance, Economic Planning and Development, Ministry of Health, Ministry of Agriculture, Irrigation and Water Development, Ministry of Justice and Constitutional Affairs and other Government Ministries, District Councils, Development Partners and NGOs.

The **Ministry of Finance** will support the fisheries sector with adequate resources to carry out its responsibilities as outlined in the strategy. The Ministry shall ensure that adequate resources are allocated and disbursed for gender specific programmes in the fisheries sector. The DHRMD shall ensure that gender is mainstreamed in recruitment, selection and training across all sectors.

The **Ministry of Health** will ensure that the fisheries sector is adequately supported with HIV services such as combination prevention, HTC services and care, treatment and support services including sustained access to ART by the fishing community. Other line ministries will need to support the DoF by expanding access to social services, such roads, communication, water and sanitation, for the fishing communities. The Department of Nutrition, HIV and AIDS in the Ministry of Health shall provide policy direction and guidance in nutrition and HIV and AIDS mainstreaming.

The **Ministry of Gender, Children, Disability and Social Welfare** will support the DoF with technical assistance in relation to gender capacity building and will ensure that, through District Councils, there is adequate collaboration between the Ministry and the DoF at district level. Other line ministries will need to support the DoF by expanding access to social services, such roads, communication, water and sanitation, for the fishing communities.

The **Ministry of Agriculture** shall ensure that effective gender strategies are in place to guarantee food self-sufficiency for female headed households who are often times vulnerable due to lack of control over the use of factors of production such as land where they can practice fish farming interventions and also fish processing.

The **Ministry of Justice and Constitutional Affairs** shall ensure that gender related laws are in place to protect the rights of women and children who are frequently subjected to various forms of abuse. In order to implement the strategy in a coordinated manner and make the most effective use of resources, the DoF will forge strategic partnerships with other ministries, departments and agencies (MDAs).

Given that decentralization is an important feature in the implementation of the strategy, the **District Councils** will actively engage the sector in local decision-making processes. As districts are involved in coordinating both gender and HIV programmes, they will ensure a coordinated approach to the implementation of the strategy. District Councils will ensure that the strategy is properly resourced and supported by other partners such as NGOs.

The second group of stakeholders involved in implementing the strategy is the **private sector**¹ whose efforts will be coordinated by the Malawi Business Coalition against HIV and AIDS (MBCA). The Ministry of Agriculture and Food Security and the Fisheries Department, through the National Coordinating Committee, will liaise with MBCA to support the mainstreaming of gender, HIV and AIDS by private interests in the fisheries sector. At the local level, boat owners will be mobilised to support efforts to

¹Boat owners, gear owners, transporters, large companies, processors, buyers and commercial fishers.

mainstream gender and HIV in the sector and the BVCs will be required to develop gender and HIV mainstreaming action plans, based on the priorities in the strategy. The BVC action plans will be costed and the local fisheries private sector will be mobilized to contribute technical and financial resources to support implementation of the BVC action plans.

The third group of stakeholders is **civil society**, including faith and community-based organizations operating at national, district and local levels. The Coordination Unit for Rehabilitation of the Environment (CURE) and the Non-Government Coordinating Networking will collaborate and jointly coordinate the CSO actions on the strategy. Civil society organizations will be responsible for mobilizing communities and resources (local and international) as well as for implementing various activities in the strategy to compliment government efforts. At district level, the CSO network will work closely with District Council structures, such as the District AIDS Coordinating Committee and the Gender Taskforce.

The fourth group of stakeholders is the **donor community** or the **development assistance group** which includes bilateral and multilateral partners, the National AIDS Commission, and international NGOs. The primary role of this group will be to provide technical, financial and material support to the DoF and other stakeholders to effectively implement the strategy. They will also help the Fisheries Department to conduct monitoring and evaluation activities to track progress being made on the strategy.

The fifth group of stakeholders is **staff** in the sector employed by the public, private and civil society organizations in the fisheries sector. As the main recipients of workplace programmes, they will be involved in designing specific interventions targeted for the workplace. They also will be expected to implement the core business activities of the strategy within their respective mandates.

The sixth and final group of stakeholders comprises **communities that depend on fisheries** for their livelihoods, including their representatives (BVCs, traditional authorities, councilors, fishermen, fish traders, key populations in the fisheries sector, various user groups and other committees). They will be expected to actively participate in the implementation of the strategy, by accessing and using services provided by identification of community priorities for effective implementation of the strategy.

8.2 IMPLEMENTATION PLAN

The strategy implementation period is seven financial years (FY) beginning in 2023/2024 FY. The strategy has been aligned to the MIP-1 so that the next strategy should be developed in the 2029/2030 FY. The seven-year implementation period is important as it provides the DoF with sufficient time to plan, mobilize resources, build its capacity as well as engage key stakeholders before actual impact can be observed on the ground. Annex 1 provides the implementation plan, 2023-2030 and the costings.

8.3 FINANCING AND BUDGET

The total estimated budget for the strategy is estimated at USD4,940,000 over the next seven years of implementation. It is critical that the DoF establishes specific allocation thresholds for district-level budgets that are specifically targeting gender at local level to provide efficient gender and HIV mainstreaming in the fisheries sector in medium to long term.

The planned sources of finances include government, development partners, NGOs and implementing partners. It should be noted, however, that the budget presented is an estimate which has been made at results level and not activity level. The DoF will conduct a baseline study and after that establish targets for each indicator and use targets to develop a more realistic budget.

Table 9: Summary estimated budget

PILLARS AND RESULTS	ESTIMATED BUDGET (USD-000)
PILLAR 1: IMPROVED ACCESS AND UTILISATION OF HIV AND AIDS SERVICES	
Result 1.1: Access to and uptake of high impact HIV combination prevention interventions targeting fishing communities improved	830
Result 1.2: Access and uptake of HIV testing, care and treatment services amongst fishing communities strengthened and sustained	850
Total	1680
PILLAR 2: TACKLING SOCIO-DETERMINANTS OF GENDER INEQUALITIES AND HIV TRANSMISSION	
Result 2.1: Women, girls and young people in the fish value chain are economically empowered, self-reliant while their livelihoods are diversified and resilient Indicators	930
Result 2.2: Care and support and impact mitigation for those individual and households that have been affected by HIV and AI	545
Total	1475
PILARR 3: INSTISTUTIONAL CAPACITY BUILDING AND COORDINATION	
Result 3.1: Capacity of the Fisheries Department to deliver effective, efficient and sustainable gender, HIV and AIDS interventions in the fisheries sector is strengthened	730
Result 3.2: Research, monitoring and evaluation of Gender and HIV and AIDS in the fisheries sector enhanced	695
Result 3.3: Coordination with key sectors, especially in the health sector, improved for effective service delivery to fishing communities and individuals	290
Result 3.4: Technical, physical and financial resources to support implementation of the strategy mobilized and allocated to all levels	70
Total	1785
OVERALL ESTIMATE FOR THE STRATEGY	4940

8.4 NEXT STEPS

Following the official launch of the strategy, the dissemination of the plan to all stakeholders, particularly those within the fisheries subsector, becomes a crucial initial stage in the planning and implementation process. To this end, the Department of Fisheries will use various channels of communication to distribute and disseminate the strategy at national, district and community levels. The Department of Fisheries will also establish a Gender and HIV and AIDS Coordination Unit in a timely manner, in collaboration with stakeholders. In addition, it will engage key players from the onset, building partnerships to achieve common objectives and creating an environment that fosters effective and coordinated approaches.

The need to build the capacity of various committees, decision makers, implementers, focal points, planners and economists in the sector is urgent if implementation of the strategy is to be successful. To this effect, donors, including partners such as the Ministry of Health, Ministry of Gender and NAC, are called upon to join hands with the government, the private sector and NGOs to establish a comprehensive programme in areas related to gender, HIV and AIDS that may include but not be

limited to basic information about the pandemic; how to mainstream activities and responses; planning, monitoring and evaluating programmes; links to gender and human rights issues; and project management. The Ministry of Health and DoF will work together to ensure that the fisheries sector is properly studied so that it is recognized as a significant department in mainstreaming HIV and AIDS programming.

ANNEX 1: IMPLEMENTATION PLAN

PILLARS	RESULTS	ACTIVITIES	LEAD AGENCY	IMPLEMENTING PARTNERS	TIMEFRAME	ESTIMATED BUDGET (USD)
PILLAR 1: IMPROVED ACCESS AND UTILISATION OF HIV AND AIDS SERVICES	Result 1.1: Access to and uptake of high impact HIV combination prevention interventions targeting fishing communities improved	1.1.1 Revamp workplace focal points and committees	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 1-Year 2	50000
		1.1.2 Conduct gender and HIV and human rights trainers of trainers followed by sensitization and awareness trainings for fisheries staff	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 1-Year 2	200000
		1.1.3 Conduct training on behavioural change, gender and basic rights for fisheries officers and patrol officers who work with communities and are involved in extension and law enforcement.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 1-Year 2	50000
		1.1.4 Establish mechanisms for reporting and dealing with gender-based sexual violence the workplace	District Councils	Ministry of Health, Ministry of Gender, Police	Year 1-Year 2	50000
		1.1.5 Implement safety measures, including the distribution of condoms, to protect workers against HIV infection in the workplace.	District Councils	Ministry of Health, Ministry of Gender, Police	Year 1-Year 2	100000
		1.1.6 Engage the health sector and MoH in particular to ensure that the fisheries dependent communities such as fishermen are prioritized in HIV programming	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 2-Year 4	20000
		1.1.7 Conduct gender and HIV and human rights training for BVCs and aquaculture committees followed by sensitization and awareness trainings for fishermen, traders, processes at the beaches	District Councils	Ministry of Health, Ministry of Gender, Police	Year 2-Year 3	100000
		1.1.8 Mobilise fish value chain actors into groups and train them on Gender, and HIV and AIDS issues	District Councils	Ministry of Health, Ministry of Gender, Police	Year 2-Year 3	Included above
		1.1.9 Conduct national event activities such as World AIDS Day in the fishing areas/ beaches.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 2-Year 4	20000
		1.1.10 Liaise with health facilities and other private and NGO service providers to extend service provision to fishing beaches	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 2-Year 4	20000
		1.1.11 Mobilise beach level service providers such as restaurants, rest houses, bars etc to provide condoms and lubricants and IEC materials	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Year 2-Year 4	20000
		1.1.12 Train peer group leaders and counsellors amongst fish value chain actors	District Councils	Ministry of Health, Ministry of Gender	Year 2-Year 3	100000
		1.1.13 Identify role models in Gender and HIV and AIDS at all levels	District Councils	Ministry of Health, Ministry of Gender, Police	Year 2-Year 4	0
		1.1.14 Establish gender, HIV and AIDS resource centers in	District Councils	Ministry of Health, Ministry of	Ongoing	0

		libraries, BVCs and strategic points in beach villages.		Gender, Police		
		1.1.15 Develop fisheries sector customized and distribute materials on gender, HIV and AIDS using different media, including radio, drama, sports, and video.	District Councils	Ministry of Health, Ministry of Gender, Police	Ongoing	100000
Result 1.2: Access and uptake of HIV testing, care and treatment services amongst fishing communities strengthened and sustained		1.2.1 Encourage staff living with HIV and AIDS to be open about their status and get involved in prevention programme	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Ongoing	0
		1.2.2 Conduct awareness and adherence trained for staff living with HIV, including their spouses.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Ongoing	100000
		1.2.3 Facilitate HIV Testing and Counselling (HTC) for staff and spouses	District Councils	Ministry of Health, Ministry of Gender, Police	Ongoing/routine	50000
		1.2.4 In collaboration with relevant service providers and NGOs, facilitate access of ARVs to staff in beach villages and fishing selling points in Malawi.	District Councils	Ministry of Health, Ministry of Gender, Police	Ongoing/routine	50000
		1.2.5 Establish schemes to provide medical and nutritional support to employees and spouses who declare their positive HIV status.	District Councils	Ministry of Health, Ministry of Gender, Police	Ongoing/routine	100000
		1.2.6 Facilitate the formation of workplace support groups for PLHIV and establish partnerships with service providers.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Ongoing	0
		1.2.7 Facilitate access to HIV testing and counselling at beach sites	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	100000
		1.2.8 Establish Teen clubs and train them on HIV counselling and testing and treatment literacy.	District Councils	Ministry of Youth, Ministry of Health, Ministry of Gender	Ongoing/routine	100000
		1.2.9 Conduct trainings on treatment literacy for those living with HIV in the fisheries sector	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	100000
		1.2.10 Encourage self-tests and support to communities.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	100000
		1.2.11 Facilitate couple-based gender and HIV and AIDS training to prevent IPV	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	0
		1.2.12 Facilitate access and uptake of HIV testing and ART services amongst fishing communities	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	0
		1.2.13 Liaise with MoH to provide HIV testing and ART services at fishing beaches	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	0
		1.2.14 Establish gender sensitive support groups for PLHIV in fishing beaches and communities.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	50000
		1.2.15 Select and train Expert Clients to make continuous follow-up ART defaulters amongst fishermen and beach based FSW	Ministry of Health	District Councils, Department of Fisheries	Year 4-Year 7	50000
		1.2.16 Conduct training of fisheries groups in treatment literacy.	Ministry of Health	District Councils, Department of Fisheries	Year 4-Year 7	50000
PILLAR 2: TACKLING SOCIO-DETERMINANTS OF GENDER INEQUALITIES AND	Result 2.1: Women, girls and young people in the fish value chain	2.1.1 Conduct business management trained for staff living with HIV	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Ongoing	100000
		2.1.2 Support staff living with HIV with linkage to lending institutions and provide guarantor services to allow them	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of	Ongoing	50000

HIV TRANSMISSION	are economically empowered, self-reliant while their livelihoods are diversified and resilient Indicators		access financial services		Health, Ministry of Gender		
		2.1.3	Together with other MDAs, lobby treasury to increase the 1% ORT to HIV and gender	Ministry of Health	Selected MDAs	Ongoing	0
		2.1.4	Introduce and train VSLs groups targeting women involved in the fish value chain	District Councils	Ministry of Gender	Year 2-Year 3	100000
		2.1.5	Facilitated alternative income generating activities for women dependent on the fisheries sector	District Councils	Ministry of Gender	Ongoing	0
		2.1.6	Support women with fishing, processing and transportation technology	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Health, Ministry of Gender	Ongoing	100000
		2.1.7	Facilitate access to government social protection programs for fishing communities	District Councils	Ministry of Gender	Ongoing	0
		2.1.8	Provide financial, entrepreneurship and business management training to women traders and fishermen	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Ongoing	100000
		2.1.9	Facilitate provision of soft loans to fishing members.	Ministry of Gender	Private sector financial institutions	Ongoing	100000
		2.1.10	Facilitate provision of livestock pass on schemes to community groups to boost their income status	Ministry of Gender	Private sector financial institutions	Ongoing	60000
		2.1.11	Link fish traders to official fish markets which have better and more competitive prices	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Ongoing	80000
		2.1.12	Form fishing cooperatives to increase fishers bargaining power	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Ongoing	80000
		2.1.13	Support fishing families with irrigation scheme to boost their agri-income	Ministry of Gender	Ministry of Local Government, Ministry of Agriculture, District Councils, Ministry of Gender	Ongoing	80000
		2.1.14	Develop and disseminate sustainable, time and labour-saving technologies to PLHIV and their families.	Ministry of Gender	Ministry of Local Government, District Councils, Ministry of Gender	Ongoing	80000
	Result 2.2: Care and support and impact mitigation for those individual and households that have been affected by HIV and AI	2.1.15	Help workers and spouses to obtain legal information on inheritance rights and work with relevant authorities to settle the estate of the deceased in a timely manner.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Ongoing	40000
		2.2.1	Convert current workplace Social Welfare Committees into credit and saving clubs.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Ongoing	50000
		2.2.2	In collaboration with relevant service providers and NGOs, facilitate access of ARVs to staff in beach villages and fishing selling points in Malawi.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	100000
		2.2.3	Establish schemes to provide medical and nutritional support to employees and spouses who declare their positive HIV status.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	25000
		2.2.4	Facilitate the formation of support groups for PLHIVs and establish partnerships with service providers.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	50000
		2.2.5	Mobilise companies that have private clinics to open them to	District Councils	Ministry of Health, Ministry of	Ongoing/routine	30000

		communities and collaborate with MoH to offer free ARVs to people living with HIV and AIDS.		Gender		
		2.2.6 Support NGOs, CBOs and others to provide home care to PLHIV, giving lessons on nutrition and dietary requirements.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	30000
		2.2.7 Facilitate adoption of aquaculture amongst men and women to improve on the nutrition intake for the communities.	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	30000
		2.2.8 Provision of gender sensitive technologies in the male dominated nodes to attract women participation	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	60000
		2.2.9 Implement SBCC activities to address cultural barriers inhibiting women from venturing into the more productive nodes of fish value chains	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	100000
		2.2.10 Promote aquaculture as an agribusiness activity amongst women and the youths	District Councils	Ministry of Health, Ministry of Gender	Ongoing/routine	30000
PILARR 3: INSTITUTIONAL CAPACITY BUILDING AND COORDINATION	Result 3.1: Capacity of the Fisheries Department to deliver effective, efficient and sustainable gender, HIV and AIDS interventions in the fisheries sector is strengthened	3.1.1 Revamp/establish gender and HIV and AIDS focal point and oversight committee all units of public and private institutions	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 4	100000
		3.1.2 Train focal points and oversight committees that have been established	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	Included above
		3.1.3 Provide technical and logistical support to focal points and oversight committees	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	Included above
		3.1.4 Review workplace gender and HIV issues and identify priorities for action	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	20000
		3.1.5 Support DFOs with technical and finance resources to implement the strategy	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1	20000
		3.1.6 Develop and implement workplace gender HIV and aid action plans, guided by this strategy	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	Included above
		3.1.7 Monitor effectiveness of the focal points and committees	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	50000
		3.1.8 Establish support groups in fishing beaches and communities	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	100000
		3.1.9 Enhance coordination between Health Centre staff and focal point persons.	District Councils	Ministry of Local Government, Ministry of Health; Ministry of Gender	Year 1-Year 7	50000
		3.1.10 Demonstrate genuine commitment to address gender, HIV and AIDS priorities in the strategy	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	0
		3.1.11 Mobilize and motivate workers and management committees to mainstream HIV and AIDS activities in sector	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of	Year 1-Year 7	60000

		policies and programmes.		Gender		
		3.1.12 Devise an appraisal system, including gender, HIV and AIDS indicators and targets, to assess performance.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	30000
		3.1.13 Develop and implement incentives to reward those who champion the strategy and its implementation.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	30000
		3.1.14 Increase the number of HIV and AIDS programmes and support leaders to develop and deliver them.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	50000
		3.1.15 Assess capacity needs of staff to incorporate and coordinate HIV and AIDS activities in policies and programmes in the sector.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1	30000
		3.1.16 Provide leadership and management skills to all new employees and sensitize them on HIV and AIDS and gender issues.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	30000
		3.1.17 Train key staff (planners, administrators, and core staff in programme management, mainstreaming issues, monitoring and evaluation) on gender and HIV	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 2	30000
		3.1.18 Establish a core team of HIV and AIDS Peer Educators, trainers and planners to provide in-house capacity for mainstreaming.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 2-Year 4	50000
		3.1.19 Develop and implement a plan to build capacity of NGOs, and private companies on gender and HIV issues in the fisheries sector	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 4-Year 6	30000
		3.1.20 Facilitate establishment of gender sensitive community structures in fishing villages to implement gender, HIV and AIDS activities.	District Councils	Ministry of Local Government, Ministry of Health; Ministry of Gender	Year 2-Year 5	Included in workplans of BVCs
		3.1.21 Review and revise national aquaculture and fisheries policy as well as other key documents with a view to incorporating HIV and AIDS and gender issues.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1	50000
		3.1.22 Speed-up devolution of all fisheries functions and finances (including 2% ORT) to District Assemblies.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 2-Year 4	0
		3.1.23 Adopt NAC guidelines for institutions to mainstream HIV and AIDS activities in the sector.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1	0
	Result 3.2: Research, monitoring and evaluation of Gender and HIV and AIDS in the fisheries sector enhanced	3.2.1 Strengthen research units in the Department and support them to conduct studies on the prevalence and impact of HIV and AIDS on the workforce.	Department of Fisheries	Universities	Year 3-Year 4	50000
		3.2.2 Monitor and evaluate Gender and HIV and AIDS work at district and Community level	District Councils	Ministry of Local Government, Ministry of Health; Ministry of Gender	Year 2-Year 5	60000
		3.2.3 Assess the extent to which HIV and AIDS in fisheries communities hinders development in the sector and determine	Fisheries Research Unit	Department of Fisheries; Ministry of Health	Year 2-Year 3	45000

		the impacts on national and local economies.				
		3.2.4 Conduct baseline study for the strategy	Fisheries Research Unit	Department of Fisheries; Ministry of Health	Year 1	60000
		3.2.5 Facilitate interface meetings between district level and community level members on pressing identified issues.	District Councils	Ministry of Local Government, Ministry of Health; Ministry of Gender	Year 2-Year 5	100000
		3.2.6 Hold annual review meetings on the Gender and HIV and AIDS strategy.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 7	140000
		3.2.7 Establish links with international research centers to increase synergies and the potential for joint research on HIV and AIDS.	Department of Fisheries	Ministry of Local Government, District Councils, Ministry of Gender	Year 1-Year 7	30000
		3.2.8 Build linkages between fisheries researchers, NAC, the National Research Council and other stakeholders, including medical research institutions.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 7	70000
		3.2.9 Develop a system to monitor and evaluate implementation of the strategy	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 7	70000
		3.2.10 Assess the impact of programmes on gender and HIV and fisheries	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 7	70000
		3.2.11 Document and report best practices in the sector to mainstream HIV and AIDS activities.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 7	Included in impact assessment
	Result 3.3: Coordination with key sectors, especially in the health sector, improved for effective service delivery to fishing communities and individuals	2.2.1 Orientation and training of district level staff on the strategy to support coordination of implementation	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 2	50000
		2.2.2 Conduct mapping of fisheries stakeholders on Gender and HIV at national, district and community levels to initiate collaboration	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 2	Included in the orientation
		2.2.3 Identify key stakeholders and establish measures on collaboration.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 2	Included in the orientation
		2.2.4 Conduct regular joint planning and implementation with key stakeholders.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 2	Included in monitoring
		2.2.5 Provide regular reports to DEC and other appropriate authorities.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 2	Included in monitoring
		2.2.6 Conduct continuous joint review meetings, monitoring and evaluation.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 7	70000
		2.2.7 Empower the Village development and Area development committees to monitor beach activities for sound decision making at area level.	District Councils	Ministry of Local Government, Ministry of Health; Ministry of Gender	Year 1-Year 7	100000

		2.2.8 Support coordinators/focal points with adequate resources to implement activities.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 7	70000
	Result 3.4: Technical, physical and financial resources to support implementation of the strategy mobilized	3.4.1 Build strong partnerships with the health and gender sectors and various donors and engage them to support the strategy	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 1-Year 7	Included in coordination
		3.4.2 Together with other MDAs, lobby Treasury to increase ORT allocations to HIV and AIDS activities from 2% to 10% or above.	All MDAs	All MDAs	Year 1-Year 7	0
		3.4.3 Strengthen fisheries gender, HIV and planning units in writing gender, HIV and AIDS proposals, managing programmes and in monitoring and evaluating progress.	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 2-Year 3	70000
		3.4.4 Train District Fisheries Officers on resource mobilization and how to better access, use and account for gender, HIV and AIDS resources	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 2-Year 3	Included in the above activity
		3.4.5 Initiate private sector contribution to BVC gender and HIV activities	Department of Fisheries	Ministry of Local Government, Ministry of Health; District Councils, Ministry of Gender	Year 2-Year 3	Included in the above activity

ANNEX 2: REFERENCES

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