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# EXPERT CONSULTATIVE MEETING TO IDENTIFY PRIORITY ISSUES AND ACTIONS FOR ENHANCING THE ROLE OF WOMEN IN AQUATIC BIODIVERSITY AND ENVIRONMENTAL MANAGEMENT



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## LIST OF ACRONYMS

ABES	- African Blue Economy Strategy
AfCTA	- African Continental Free Trade Area
AfDB	- African Development Bank
AFMESI	- African Marine Environment Sustainability Initiative
AMU	- Arab Maghreb Union
ATVET4W	- Agricultural Technical Vocational Education and Training for Women
AU MS	- African Union Member States
AUDA-NEPAD	- African Union Development Agency-New Partnership for Africa's Development
AU-IBAR	- African Union Inter-African Bureau for Animal Resources
AWFISHNET	- African Women Fish Processors and Traders Network
BE	- Blue Economy
BIAWE	- Business Incubator for African Women Entrepreneurs
CBD	- Convention on Biological Diversity
CEDAW	- Convention on the Elimination of All Forms of Discrimination Against Women
CEN-SAD	- Community of Sahel-Saharan States
CLAR	- Central Laboratory for Aquaculture Research
COPRONAT	- Collective of Women's Groups for the Protection of Nature
COMESA	- Common Market for East and Southern Africa
CSW	- Commission on the Status of Women
DARBE	- Rural Development, Blue Economy and Sustainable Environment
EAC	- East African Community
ECCAS	- Economic Community of Central African States
ECOWAS	- Economic Community of West African States
FAO	- Food and Agriculture Organization
GCCASP	- Gender, Climate Change and Agriculture Support Programme'
IGAD	- Intergovernmental Authority on Development
LMEs	- Large Marine Ecosystems
LUANAR	- Lilongwe University of Agriculture and Natural Resources
PFRS	- Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa
RECs	- Regional Economic Communities
SADC	- Southern African Development Community
SDGs	- Sustainable Development Goals
SIDA	- Swedish International Development Cooperation Agency

## 1.0 INTRODUCTION

The African Union Inter-African Bureau for Animal Resources (AU-IBAR) with support from the Swedish International Development Cooperation Agency (SIDA), is implementing the ‘Conserving Aquatic Biodiversity in African Blue Economy’ project, purposed to enhance the policy environment, regulatory frameworks and institutional capacities of African Union Member States (AU MS) and Regional Economic Communities (RECs) to sustainably utilize and conserve aquatic biodiversity and ecosystems.

The project is designed to support implementation of two AU policy instruments for transformational development of the African continent: the African Blue Economy Strategy (ABES) and the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa (PFRS).

The 3-year project is implemented in the light of AU-IBAR’s mandate to support and coordinate the sustainable development and utilization of animal resources (including livestock, fisheries, aquaculture, bees and wildlife) to enhance nutrition and food security and contribute to the wellbeing and prosperity of the people in the member states of the African Union. The project is designed to address the following four main issues:

1. Ratify and/or align relevant international/regional instruments related to blue economy themes (with specific reference to protecting and conserving biodiversity);
2. Optimize conservation and sustainable use of biodiversity while minimizing conflicts among blue economy sub-themes;
3. Strengthen measures for mitigating the negative impacts of coastal and marine tourism, oil, gas, deep sea mining and climate change on aquatic biodiversity and environment;
4. Strengthen gender inclusivity in aquatic biodiversity conservation and environmental management.

An important area of the project implementation is promoting gender mainstreaming in conservation of aquatic biodiversity and environmental management to address and remove gender-based barriers, that are most often experienced disproportionately by women and strengthen gender inclusivity in aquatic biodiversity and environmental management in AU member states. In order to identify priority issues and actions that will enhance the role of women in aquatic biodiversity and environmental management in AU member states, the project organized a consultative meeting to convene experts to share relevant insights that would address the objective, towards formulation of a continental strategy for inclusion of gender in aquatic biodiversity and environmental management.

The meeting took place in Naivasha, Republic of Kenya from the 5<sup>th</sup> to 7<sup>th</sup> October, 2022.

### 1.1 Participants

The meeting was attended by 28 participants drawn from the following (details found in Annex 1) – AU MS: Ghana, Ethiopia, Egypt, Nigeria, Senegal, Sierra Leone, Cameroon, Tanzania, Uganda, Kenya, Algeria; Regional Sea Conventions: Abidjan Convention; Regional Economic Communities: Common Market for East and Southern Africa (COMESA); Non State Actors: African Marine Environment Sustainability Initiative (AFMESI), African Women Fish Processors and Traders Network (AWFISHNET), Zanzibar Seaweed Cluster

Initiative, Hen Mpoano, Nature Reserve of Popenguine; Academic Institutions: University of Sierra Leone, Lilongwe University of Agriculture and Natural Resources (LUANAR); Independent Expert; Dr Ruby Asmar  
Development Partner: Swedish International Development Cooperation Agency (SIDA); Technical Partner:  
AUDA-NEPAD, GIZ and PRCM as well as AU-IBAR staff members.

## *1.2 Objectives of the Meeting*

The overall objective of the meeting was to discuss pertinent issues relating to the role of women in aquatic biodiversity and environmental management and validate priority issues and actions for enhancing their roles for effective conservation.

- The specific objectives were to:
  - i. Identify women, gender and youth sensitive issues for mainstreaming in the four result areas of the Conserving Aquatic Biodiversity in African Blue Economy project.
  - ii. Identify and document existing continental, regional and national policies for including gender perspectives in aquatic biodiversity and environmental management.
  - iii. Determine Policy considerations for enhancing the role of women, gender and youth in aquatic biodiversity conservation and environmental management
  - iv. Identify and document ongoing initiatives / projects on aquatic biodiversity and environmental management with focus on gender inclusivity in the various AU-MS.
  - v. Identify and document initiatives that are implementing nature-based solutions to minimizing impacts of climate change on ecosystems and biodiversity and the role women play in the initiatives.
  - vi. Identify and document pathways to promote Private sector and Women's representation in climate change decision-making institutions at national, regional levels and continental levels.
  - vii. Identify and document priority issues and actions for enhancing the role of women in aquatic biodiversity and environmental management.
  - viii. Determine key priority areas for intervention and collaboration by the project.

The meeting objectives were presented by Dr. Alberta Sagoe, Gender Policy and Strategy Expert of AU-IBAR, to the meeting participants.

## 2.0 OPENING SESSION

Moderated by Dr. Mohammed Seisay, Fisheries Management Expert of AU-IBAR

### 2.1 *Welcome remarks*

Mrs Patricia Mweene Lumba, Senior Knowledge Management Officer gave a welcoming statement on behalf of the Acting Director of AU-IBAR, Dr Nick Nwankpa. She highlighted the relevant policy frameworks for Blue Economy and the need for proper gender mainstreaming in the policies. She also elaborated on the need to recognize role of women in aquatic biodiversity conservation and environmental management (e.g. research, preservation, conservation, restoration).

### 2.2 *Remarks from Technical Partner*

Dr. Bernice McLean, Head of Industrialisation Programme and the Blue Economy Program Lead in AUDA-NEPAD, remarked on the need for designing enabling processes to give equal voice to women and youth in decision-making processes. She indicated the need for understanding how women in the informal and formal sectors deal with operationalization of the AfCTA and regional integration. She called for efforts to go beyond the creation of equal opportunities in capacity development, to helping women and youth break the barriers to career development through capacity development and mentorship programmes.

### 2.3 *Remarks from Funding Agency*

The Head of Regional Development Cooperation in Africa at the Swedish Embassy to the African Union, Dr Senait Regassa in her address, referred to the adoption of a feminist policy by the Swedish government for peace, development and prosperity in its development initiatives. She added that the Aquatic Biodiversity project is part of efforts to operationalize the Africa Blue Economy strategy and ensure its gender-responsiveness. She urged all participants representing experts in gender mainstreaming and environmental management, to contribute actively in the workshop activities to achieve its planned objectives.

### 2.4 *Opening Remarks*

Mr. Daniel Mungai, who represented the Hon. Minister in charge of Fisheries, Aquaculture, and Blue Economy in Kenya, opened the meeting. In his remarks, he echoed the important role women play in producing food and conserving the environmental resources. He noted that women constitute just over half the world's population, but women are responsible for feeding much of it — especially in rural regions of developing countries. Women produce between 60 and 80% of food in developing countries — and yet they officially own only 2% of land worldwide, according to the FAO. Historical inheritance laws and customs often prohibit or limit women's direct control over land; even when women are able to own and lease land, they may not be able to secure loans or insurance to keep their resources safe. The lack of equitable land rights remains a major obstacle to women's empowerment and poverty alleviation.

With regard to environmental management, he indicated that, international agreements have made crucial links between women and the environment in both developing and developed countries – where studies have shown that women in developed countries have a smaller carbon footprint than men, making the majority of “green” decisions at the household level and for travel (according to a 2007 Swedish government report).

Women, he said, are not just lacking an equal seat at the table at a grassroots level. Like many fields dominated by men such as science, engineering, and government, women are also underrepresented in the conservation world.

He also pointed out the low level of policy implementation in aquatic ecosystem conservation and environmental management and called for development of effective policy frameworks to enhance the role of women in aquatic biodiversity conservation, making reference to implementation of the UN Convention on Biological Diversity Decade with priority given to enhancement of participation and engagement of women and girls. Dr. Mungai called for action which strives to expand women's ranks on all fronts, particularly in regions and cultures where they may still face inequality.

Finally, Dr. Mungai thanked AU-IBAR, who with funding support from the Swedish International Development Cooperation Agency (SIDA) organized the meeting to propel actions that would foster gender inclusivity in aquatic biodiversity conservation and environmental management. He officially declared the meeting open.

## 3.0 TECHNICAL PRESENTATIONS

### *3.1 Session I - Setting the scene presentations*

***Moderated by Dr. Yoseph Mamo, Senior Livestock and Fisheries Officer at COMESA***

The first set of presentations in this session were aimed at setting the scene for the meeting as follows:

#### ***3.1.1 The Policy Framework and Reform Strategy (PFRS) – Gender perspectives***

***Presented by Mrs. Hellen Moepi-Guebama, Fisheries Officer, AU-IBAR***

Over-exploitation of fisheries resources is currently threatening the benefits derived from them. Weak and uncoordinated institutions hinder effective governance of the sector, as do lack of knowledge and evidence. This is exacerbated by under-developed aquaculture which inhibits the sector's contribution to food security. Absence of policy coherence is also diminishing the role of fish in national development.

The PFRS was designed to facilitate the transformation of Africa's fisheries and aquaculture for food, livelihoods and wealth. It provides structured guidance to Africa's fisheries management agencies, and other stakeholders to facilitate reforms towards coherent national and regional policies to ensure full wealth-generating potential, sustainable social, environmental, profitable outcomes for Africa and its people. The PFRS is the overall blue print for the fisheries and aquaculture sector to effectively contribute to the Accelerated Agricultural Growth and Transformation for Shared prosperity and Improved Livelihoods in Africa.

The main policy arenas of the strategy are: Conservation and Sustainable Resource Use; Small-scale Fisheries Development; Sustainable Aquaculture Development; Responsible and Equitable Fish Trade and Marketing; Strengthened Regional and Sub-regional Cooperation; Awareness Enhancing and Human-capacity Development; and High Seas Fisheries. Promoting gender and youth—to promote safe working



conditions, and effective and equitable participation of women and youth—is one of the cross-cutting issues addressed by the strategy.

The strategic actions for promoting gender and youth within the PFRS includes,

- i. Gender and youth considerations should be included in policy, laws and plans and be knowledge based
- ii. Need to collect gender-disaggregated sector data, by age and occupational categories
- iii. Long-term commitment of funding for transformatory change processes
- iv. Effective participation of women and youth in decision-making processes at all levels
- v. Value chain approach should be adopted when analysing the sector
- vi. Inter-sectoral approaches and partnerships should be promoted for empowering women and youth
- vii. Gender based violence prevention should be addressed at all levels
- viii. Child labour should be eliminated and a conducive and enabling environment created for decent youth employment

### **3.1.2 Africa Blue Economy Strategy**

**Presented by Dr. Mohammed Seisay – Aquatic Ecosystem Management Expert, AU-IBAR**

Africa's oceans, seas, lakes, rivers are a source of food security, livelihoods and wealth untapped, yet could increase jobs, improve GDP and climate change benefits. The 2018 Nairobi Sustainable Blue Economy Conference brought to bear the opportunities, challenges, complexities in Africa blue economy development. Africa's blue economy is aimed at structural transformation in fisheries, mining, shipping, tourism and trade, and also in the creation of institutional and sectoral linkages; emerging and frontier sectors; social considerations, gender, youth, food and water security, poverty alleviation, wealth and job creation.

A key goal for Africa's transformation and renaissance is harnessing the potential of Africa's aquatic endowments for Blue economy growth – this is set as goal for the attainment of Aspiration I in the Agenda 2063 (A prosperous Africa based on inclusive growth and sustainable development) for the Africa we want! Other AU instruments that laid the foundation for blue economy development of the continent are the Policy Framework and Reform Strategy for fisheries and aquaculture in Africa, the African Integrated Maritime Strategy and the Lomé Charter.

The Vision of the BE Strategy is an inclusive and sustainable blue economy that significantly contributes to Africa's transformation and growth (Social and economic transformation). The objective of the BE Strategy is to guide the development of an inclusive and sustainable blue economy that becomes a significant contributor to continental transformation and growth, through advancing knowledge on marine and aquatic biotechnology, environmental sustainability, the growth of an Africa-wide shipping industry, the development of sea, river and lake transport and fishing; and exploitation and beneficiation of deep sea mineral and other resources.

The Strategy is developed on 5 thematic areas: Fisheries, aquaculture, conservation and sustainable aquatic ecosystems; Shipping/transportation, trade, ports, maritime security, safety and enforcement; Coastal and maritime tourism, climate change, resilience, environment, infrastructure; Sustainable energy and mineral resources and innovative industries; and Policies, institutional and governance, employment, job creation

and poverty eradication, innovative financing.

The Blue Economy (BE) is considered as the “New Frontier of Africa’s Renaissance”, however, challenges remain at large if the benefits of BE are to be realized. The Africa Blue Economy Implementation Plan (2021 – 2025) proposes a way forward to overcome the challenges hindering the implementation of the African Blue Economy Strategy make use of the huge opportunity for economic prosperity and job creation. Based on the challenges and opportunities identified in the Strategy, for the five intervention areas, the ABES identified

Goals, and Strategic objectives. For each strategic objective, an Implementation Plan is being developed that constitutes: Targets; Actions/Activities; Expected results; Performance Indicators; Implementation timeline; and Coordination mechanisms.

### **3.1.3 The project ‘Conserving Aquatic Biodiversity and Ecosystems in Africa’ Presented by Dr. Alberta Sagoe – Gender Policy and Strategy Expert, AU-IBAR**

The African continent is adjacent to highly productive aquatic ecosystems including the seven African Large Marine Ecosystems (LMEs) and a vast network of rivers and lakes. These African aquatic ecosystems teem with living and non-living resources which support various blue economy sectors such as fisheries and aquaculture, maritime tourism, maritime transport, marine biotechnology, and ocean energy. The unsustainable exploitation of these resources is threatening the biodiversity, resources and environmental sustainability, resulting in decline of fisheries resources, loss of income, outbreak of diseases and threat to sustainability of livelihoods, especially, women’s livelihoods.

The Aquatic Biodiversity Conservation project is a 3-year project designed to enhance the policy environment, regulatory frameworks and institutional capacities of AU Member States and Regional Economic Communities to sustainably utilize and conserve aquatic biodiversity and ecosystems. The project which is funded by the Swedish International Development Cooperation Agency (SIDA), is implemented by the African Union- InterAfrican Bureau for Animal Resources (AU-IBAR), a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBE) at the African Union Commission. The project is hinged on two AU policy documents namely the African Blue Economy strategy and the Policy Framework and Reform Strategy.

The specific objectives of the project are to:

- Ratify and/or align relevant international/regional instruments related to blue economy themes (with specific reference to protecting and conserving biodiversity);
- Optimizing conservation and sustainable use of biodiversity while minimizing conflicts among blue economy sub-themes;
- Strengthening measures for mitigating the negative impacts of coastal and marine tourism, oil, gas, deep sea mining and climate change on aquatic biodiversity and environment; and
- Strengthening gender inclusivity in aquatic biodiversity conservation and environmental management.

Implementation of the project involves expert studies, field visits and scoping missions, regional cooperation, stakeholder engagements (expert consultative workshops, stakeholder validation workshops and national consultative meetings), training workshops and support to AU member states and Regional Economic Communities.

### **3.1.4 Empowering women role in blue economy sectors in Africa**

**Presented by Dr. Bernice McLean – Blue Economy Programme Lead, AUDA-NEPAD**

The African Union Development Agency-New Partnership for Africa's Development (AUDA-NEPAD) is implementing a Blue Economy Programme aimed at inclusive and sustainable development of Africa's Blue Economy through coordination of and support to member states and Regional Bodies in developing and implementing their Blue Economies in alignment with Agenda 2063. The objectives of the programme are to: Strengthen technical capacity for implementation of sustainable BE concepts; Provide Policy implementation advisory and advocacy services; Facilitate market linkages, communication and equitable stakeholder partnerships and engagement in priority BE value and supply chains; Promote effective Private Sector Involvement, financing and technology for innovative and equitable approaches to investment and trade; Strengthen BE knowledge generation and management (data production, collection and management); and Develop common African positions at Global Level Goal Provide Policy implementation.

The overall impact of the programme is for the relative contribution of the Blue Economy to Africa's wealth, food security and nutrition and resilience to grow equitably, consistently and Sustainably. AUDA-NEPAD asserts that women make up more than a quarter of the total fisheries and aquaculture sector workforce in Africa. Most are employed in post-harvest sectors. Women's contribution to food security, livelihoods and household incomes is significant, but their contributions are often insufficiently recognized in economic and social valuations and are therefore undervalued. Best practices for inclusivity and gender equality include the creation of an enabling environment through access to: Collective action, Education, skills, Property, assets, finance, Decent paid work, Reduced work burden and social protection.

AUDA-NEPAD supports diverse initiatives with gender focus in blue economy and environmental management. Related ongoing initiatives include: The Business Incubator for African Women Entrepreneurs (BIAWE) Project; Agricultural Technical Vocational Education and Training for Women (ATVET4W) project; Gender, Climate Change and Agriculture Support Programme' (GCCASP); MSME Initiatives – not specifically women or BE focused at this stage but provides lessons for financing; Blue Economy Initiatives.

The next set of presentations focused on information sharing by different experts as follows:

### **3.1.5 Women in Environmental Management**

**Presented by Dr. Ruby Asmah – Principal Research Scientist, CSIR Water Research Institute**

Access to land, forests, oceans, and other natural resources are key for maintaining livelihoods of women in many African countries as several economic activities by African women have a connection with land or a natural resource. Women are estimated to account for about 40 percent of labour force in the agriculture sector (Christiaensen & Demery, 2018) and 80 percent in the non-agriculture informal sector. Women are responsible for domestic household management and primary responsibility for meeting household energy

needs and potable water requirements. By virtue of their roles, they interact more with both natural and built environment. They therefore act as agents in both environmentally positive and negative ways.

A World Bank study reported that household air pollution from cooking with solid fuels was the major cause of welfare losses in households in sub-Saharan Africa in 2013 (World Bank, 2016). Climate change and global warming are caused by the emission of greenhouse gases and subjects lands to floods, landslides, droughts, and other climate hazards. Evidence suggests that climate change has gender differentiated impacts and is projected to impact women more than men because of the high reliance of women on natural resources and the unequal barriers women face to own assets in some communities due to cultural practices and norm. Overall, however, women's priorities are often geared towards common good of the environment and community.

Existing international laws, bills and policies supporting the involvement of women in environmental management include the Convention on the Elimination of all Forms of Discrimination Against Women (1979), the Beijing Platform for Action, an outcome of the Fourth World Conference on Women (1995), which includes an entire chapter on women and the environment, the United Nations Third World Conference on Women, in Nairobi, Kenya 1985 which outlines ways of promoting women's role in sustaining the environment and Agenda 21, which acknowledges the role of women in natural resource management and emphasizes the need for engaging more women in environmental management positions.

Suggestions to be adopted to improve women participation in environmental management may include: Formation of social and cultural group to dissemination good indigenous knowledge and cultural practices, formation of village development associations, enhance gender sensitive policies, increase public education to ensure better awareness, appreciation and management of natural resources and increase proportion of women in management positions in bodies dealing with environmental sustainability.

### ***3.1.6 Existing continental, regional and national policies for including gender perspectives in aquatic biodiversity and environmental management***

***Presented by Mrs. Adesida Margaret Olushola – AFMESI***

There exist a number of policies in Africa at national, regional and continental levels that advocate gender inclusion in aquatic biodiversity and environmental management and also discuss the importance of attaining parity by increasing the number of female stakeholders in the aforementioned disciplines.

Gender equality is essential for achieving sustainable development, eliminating poverty and upholding human rights. Women play decisive roles in managing and preserving biodiversity and natural resources but their significance is often ignored. Efforts are already being made to integrate a gender perspective into biodiversity conservation but more needs to be done especially in the African continent. One of the quickest ways to realize this is to implement enabling National, Regional and Continental legislation that are already in existence, periodically review them and promulgate more when needed.

Existing continental, regional and national policies for including gender perspectives in aquatic biodiversity and environmental management are presented in Annex 2.

### **3.1.7 Strategies for enhancing role of women and youth in natural resources sectors (productive economies) in Africa**

**Presented by Dr. Andrew Baio – Associate Professor of Aquatic Resource Economics & Governance, University of Sierra Leone**

Women make up for about one half of the African population and the continent also has a youthful population as about 60% of its people are aged below 25 years. The share numbers justify the need to enhance the role of these groups in the natural resource sector which serves as the mainstay for livelihoods. It is in this context that the presentation examined strategies for enhancing role of women and youth in the natural resource sector.

In doing so, the theory of change (ToC) programme theory planning and evaluation paradigm was drawn upon to outline a framework for the development of strategies for enhancing role of women and youths in the natural resource sector. The ToC is a reverse planning process beginning with the long-term outcome and working backwards to activities required to activate and initiate change from the status quo. An advanced goal is set, and minor objectives determined which, if accomplished, are expected to result into the goal. Several segments of ToC framework were identified which once defined, would provide a pathway to getting to a set goal away from a specific circumstance.

These segments of ToC include firstly; the current circumstance, - which is a defined evidence or information proving the status quo of the stakeholder's participation and socio-economic performance. Secondly, the goal is an image of the desired situation in the form of vision, knowledge, facts, judgement, hypothesis, convictions or ends. They contain assumptions on fundamental matters in relation to human and nature. Thirdly, the expected long-term impacts are a set of final outcomes from the change process that culminates into the goal. In addition to field study results, expert consultations, observational research, prescriptions of international best practices, reviews of policy documents and scholarly articles, enables the development of the intermediate outcomes, drivers, and change initiation activities as well as the underlying assumptions. The fourth node of ToC to examine is the intermediate outcomes which are indices of beneficial changes achieved from short term objective activities.

The strategic drivers of change which represent the fifth segment, are enablers or cross-cutting issues needed to propel the change process from the earliest change activation activities towards the realisation of the intermediate outcomes. The sixth node of ToC involves the change activation/initiation activities which are the earliest interventions taken to initiate change from the status quo towards the shared image. Finally, assumptions are central to the ToC process because they articulate the underlying factors for success.

The ToC paradigm as applied in Nyonghoe and Baio presented, demonstrated the various segments and how ToC is used in the field which enabled participant to appreciate its applicability to a change process.

### **3.1.8 Ongoing initiatives/projects on aquatic biodiversity and environmental management with focus on gender inclusivity in the various AU-MS (West, Central and Northern Africa regional cluster)**

**Presented by Dr. Paule-Myriam Bana – Project Officer, Abidjan Convention**

The Convention for Cooperation in the Protection, Management and Development of the Marine and Coastal Environment of the Atlantic Coast of West, Central and Southern Africa, abbreviated to the Abidjan Convention, has a mandate to support the countries of the region in meeting their various environmental challenges. The Abidjan Convention covers the entire Atlantic coast of Africa. In order to ensure its impact and support to its member countries, the convention has equipped itself with cooperation tools that allow the domestication of laws and decisions into national laws.

The Abidjan Convention is involved in two biodiversity conservation initiatives:

#### **a. Coastal Fisheries Initiative (CFI):**

For this project, the Abidjan Convention is involved in the capacity building component as well as the mangrove reforestation component. In Senegal and Côte d'Ivoire, the convention has succeeded in reforesting mangrove forests of an approximate area of 30,000 hectares. Women being the most vulnerable and the most impacted in this initiative, it was a question of reinforcing their capacities and especially of involving them in the process of reforestation of mangroves. It was important for this initiative that women remain at the beginning of the value chain. Thus, the project successively trained women in germination and preservation of mangrove seedlings before their planting.

#### **b. Marine Protected Areas (MPAs)**

Côte d'Ivoire is a pilot country for the Marine Protected Areas initiative. Indeed, following the creation of the first MPA in Côte d'Ivoire, the Abidjan Convention supported the country to involve local populations in the management of this first pilot site. The initiatives planned for this purpose consisted of training women to be financially autonomous through income-generating activities (poultry farms and aquaculture farms). It also involved building the capacity of local communities for sustainable management of stocks and especially for the preservation of endangered aquatic species.

### **3.1.9 Ongoing initiatives / projects on aquatic biodiversity and environmental management with focus on gender inclusivity in the various AU-MS (Southern and Eastern Africa regional cluster)**

**Presented by Dr. Yoseph Mamo – Project Coordinator, COMESA**

COMESA envisions transformation by unlocking investments and the generation of jobs to citizens through rebranding the use of the water bodies to realize the potential for economic advancement and tapping into new areas of economic actions. The thrust of the Ocean/Blue Economy is to place value addition to water bodies as an area of development space and in support of the Sustainable Development Goals (SDGs) specifically SDG 14, (COMESA MTSP 2016-2021). Some ongoing projects in the Region related to aquatic biodiversity conservation and environmental management with a focus of gender inclusivity include:

- Programme for Improving Fisheries Governance and Blue Economy Trade Corridors in SADC Region (Profish Blue) being implemented by SADC, in which women have been given specially attention.
- Two major investments in Zambia (one on aquaculture development and the other on Lake resource

management,

- Congo DRC (Lake Edward and Albert Fisheries Management Project Phase II),
- Angola (Fisheries Sector Support Project),
- Zimbabwe (Lake Harvest/African Century Foods)
- Malawi (Sustainable Fisheries, Aquaculture Development, and Watershed Management project),
- Two capacity building and knowledge work in Madagascar and Seychelles on BE investments (through trust fund resources).
- Enhancing Blue Economy in the IGAD Coastal Member States for Biodiversity Conservations and Livelihood Diversification – The project is at inception phase-women and youth to be engaged in management of impact of pollution Sudan, Djibouti, Somalia, Kenya)
- Enhancing Sustainable Utilization, Development and Management of Two Transboundary River Basins Fisheries in IGAD Region (Baro/Akobo and Omo/Turkana) project
- Building Resilience and Attaining Food/Nutrition Security through BE
- Strengthening management of small-scale marine fisheries in coastal countries of IGAD.
- Supporting fisheries management and governance initiatives in small-scale inland and marine fisheries in the Eastern Africa, Southern Africa and Indian Ocean region COMESA-ECOFISH
- Improving economic resilience and food security of the artisan fishers in the northern Sudanese Red Sea Coast- SOS Sahel Sudan
- Small-scale fisheries for sustainable Blue Growth improving food security and livelihoods in Coastal Kenya and East Africa (KECOFISH)
- Zambia Sustainable Small-Scale Fisheries Programme- ZSSFP- Action Aid Zambia
- Supporting the economic empowerment of the artisanal fishing community of the Republic of Mauritius- UNDP
- Sustainable management of small-scale coastal fisheries in Northern Madagascar - Conservation Centrée sur la Communauté Madagascar (C3M)

### **3.1.10 Case studies: Seaweed farming in Zanzibar**

#### **Presented by Dr. Flower Msuya – President, Zanzibar Seaweed Cluster initiative**

Seaweed farming in Zanzibar, Tanzania started in 1989. It has been confirmed as a livelihood improving activity. Seaweed is the 3<sup>rd</sup> largest industry that brings forex to the Zanzibar islands after tourism and clove trade. It employs about 25,000 farmers. Currently, the industry is facing a challenge of climate change where increase in seawater temperatures (from a maximum of 31°C in early 2000 to current 38°C which is causing occurrence of diseases and pests. Ice-ice disease and epiphytes have caused decrease in seaweed production from 17,000t (DW) in 2015 to 11,000t in 2021.

Also, the higher valued seaweed-*cottonii* whose price is 0.4 USD/kg has failed to grow in many areas thus farmers are forced to farm the lower values-*spinosum* whose price is only 0.2 USD/kg. Women form 90% of the 25,000 farmers, hence the main actors in the industry. Women are involved in implementation of farming technologies working with researchers, technologies to farm seaweed in deeper waters. Working in deeper waters women do not use many wooden pegs that are cut from mangroves and land-based trees, thus they conserve trees and forests. When working in deep waters they do not cause trampling of underlying organisms which occurs when farming in shallow water areas, thus a way of conserving marine

flora and fauna as well as the sediment.

In seaweed processing there are close to 500 small scale processors, 84% of them are women. The 84% women are from 28 groups and they make more than 60 seaweed cosmetics and food products. The livelihoods of the women and coastal communities in general have improved following selling seaweed products at higher prices e.g., 1kg of dry seaweed is 0.2 USD whereas 1kg of seaweed powder is 4 USD. With money from sales of the products, women use less firewood, charcoal etc. and use more gas for cooking; this conserves the trees and forests.

Thus, women play a big role in the seaweed industry of Zanzibar. The seaweed industry in Zanzibar contributes 7.6% of GDP; the main actors for this are women. The seaweed industry in Zanzibar is the third largest industry that brings foreign money; women play a big role. Women do all these while piloting deep water methods that conserve trees, forests, and general environment.

### ***3.2 Session 2: Gender Mainstreaming in Aquatic Biodiversity and Environmental Management- How, Why and When?***

***Moderated by Dr. Bernice Mclean, Head of Industrialisation, AUDA-NEPAD***

Technical Presentations delivered under this session were:

#### ***3.2.1 What is Mainstreaming in Aquatic Biodiversity and environmental management? What are the priorities issues?***

***Presented by Dr. Khady Sane – Legal Environmentalist: Resources & Marine Environment Specialist***

Integrated management in biodiversity conservation is a management method or approach that seeks to include the interests, resources, and constraints of all stakeholders (including women) involved in the same field and environment. Gender equality is integral to effective, efficient, equitable biodiversity conservation and sustainable development. This is a principle increasingly understood by the global community. Ensuring that women's and men's perspectives, capacities, needs, and ideas are considered and integrated into policies and initiatives at all levels is critical to achieving this goal. International policy frameworks have contributed greatly to this recognition, including valuable instruments to guide and govern conservation and sustainable development, including in the 2030 Agenda and the Sustainable Development Goals (SDGs). Through programs and projects at all levels and in all sectors, countries are now putting those commitments into practice. But, evidence of mainstreaming women's empowerment and gender equality in environmental management remains lacking. Women are not well taken into account in decision-making processes.

The main lessons learned in the implementation of women's capacity-building initiatives for their effective integration in biodiversity conservation and management processes are: 1) A legal framework for co-management is important; 2) Extensive stakeholder consultation that includes individuals from all sections of the value chain is needed; 3) Focus on gaining the trust of women (and men), and build their confidence to be champions; 4) Deliver concrete short-term benefits and visible progress towards medium – long-term benefits in the process; 5) Improve profitability in value chains can be an incentive for conservation but needs management in parallel; 6) Identifying and working with champions that can own and lead the process is a guarantee of sustainability; 7) Decentralize methods for disseminating new concepts (gender,



blue economy, etc.).

Key recommendations include the need for policy reform, in some cases requiring cultural change, so that women had the right to own and inherit the land. More focused gender equality components and dedicated funding for women in community conservation projects are also needed, as the current allocation for that is only about 5% of donor assistance. Further recommendations are to facilitate awareness and knowledge sharing on gender-responsive conservation initiatives through the establishment of institutional structures and peer-to-peer exchange and strengthening gender dimensions in the development, implementation, monitoring, and reporting of conservation projects. Economic case studies of the value of gender equality are important, to support the shift from “fortress” to inclusive conservation.

### **3.2.2 Accelerating the inclusivity of women in aquatic biodiversity and environmental management in Africa - Gender Mainstreaming; challenges, opportunism and mechanism**

**Presented by Dr. Mastewal Yami – Gender Consultant**

Aquatic biodiversity conservation and management is of great importance for supporting Blue economy, a strategy for safeguarding the world’s oceans and water resources. The increased demand for food, infrastructure, employment and entrepreneurship in Africa requires the sustainable management of aquatic resources. The efforts in aquatic biodiversity conservation and management can lead to sustainable outcomes by properly addressing social equity, environmental sustainability, economic viability issues. Among others, incorporating the needs of different societal groups (women, young people, local communities, indigenous peoples, and marginalized or underrepresented groups), and their traditional knowledge and practices are critical for achieving sustainable outcomes.

Inclusivity of women in aquatic biodiversity and environmental management in Africa has relevance due to: 1) Gendered Roles and Responsibilities, 2) Gender Differences in Access to and Control over Natural Resources, 3) Gender-Specific Knowledge, 4) Imbalances in Decision-Making Power Related to Aquatic ecosystem conservation and environmental management, 5) Inequalities in benefit-sharing from aquatic resource conservation and management, and 6) The likely increase in women’s vulnerability to poverty and sexual exploitation due to decline in aquatic biodiversity.

The opportunities for gender mainstreaming in aquatic biodiversity conservation and management include: Increased realization of women’s role in biodiversity conservation; custodians of environmental stewardships, availability of gender transformative approaches, Blue Economy Strategy, new entrepreneurship and employment opportunities, the increased demand for products and services of aquaculture biodiversity, the increased gender awareness among stakeholders, interest in gender responsive planning among government and NGOs, attention to expertise on gender and youth, and the availability of good practices.

The challenges for gender mainstreaming in aquatic biodiversity conservation and management include: Limited access to gender awareness and capacity development in aquatic biodiversity conservation; Socio-cultural constraints limiting women’s mobility, imbalance between socio-cultural vis-à-vis biophysical aspect, lack of thorough understanding on gender issues in aquatic biodiversity conservation, and application of gender concepts, limited gender expertise and competence in aquatic biodiversity conservation, inadequacy

of resources and limited coordination among institutions, poor representation of women in decision-making and leadership positions, and limited availability of gender mainstreaming tools specific to aquatic biodiversity conservation.

An overview of mechanisms for gender mainstreaming is provided including undertaking sex disaggregated data and gender analysis in the baseline assessments (gender norms, agency, and the structures), developing gender action plans based on sex disaggregated assessment and gender analysis for realistic targets and rigor, encouraging the use of intersectional approaches for inclusive conservation activities, and ensuring that women have the position and active role in conservation activities.

Women have potentially huge role to play in aquatic biodiversity conservation and management. However, their roles are little understood. Influence of gender norms in aquatic biodiversity conservation and management are context specific. Looking at intersectionality has relevance for capturing the complexity and dynamics in the society. Employing transformative approaches has importance in reinforcing gender equality. Gender mainstreaming needs to build on evidence and adopt relevant instruments (e.g. gender strategies, gender action plans).

### ***3.2.3 Nature-based solutions to minimizing impacts of climate change on ecosystems and biodiversity and the role of women play in these initiatives***

***Presented by Mrs. Anne Wanjiru – Project Coordinator, KMFRI***

The roles and responsibilities of men and women in the WIO region, their status and the relationship between them are evolving and responding to changing social, political and economic contexts and the opportunities or challenges confronting them. Women are now increasingly present in coastal Community Based Organizations, their involvement in these structures often seen as critical for enhancing resource management and effective participation.

Mikoko Pamoja project in Gazi Bay, South Coast Kenya is an initiative that has integrated a gender-responsive approach into mangrove conservation efforts. The project is the first of its kind to restore and protect mangroves through sale of carbon credits. This initiative is verified by Plan Vivo System and Standards to sell at least 3000 tCO<sub>2</sub>-equivalent per annum earning the community approximately US\$28,000 per year. The money is channelled back into the community and used to finance community development project in water, education, health and sanitation as well as in mangrove conservation.

Time and again, cultural influences as well the patriarchal nature of coastal communities has hindered women from participating fully in decision making on marine resource management. Yet, since they are key stakeholders in resource extraction, Mikoko Pamoja recognized that their participation was critical to the long-term success of conservation efforts in Gazi Bay. The initiative has adopted an all-inclusive participatory approach towards decision making, which encourages social inclusion cutting across all social groups. All members of the community are mobilized to attend the village barazas (meetings) where they decide on the priority community projects to be financed by the revenue from the sale of carbon credits. Mikoko Pamoja promotes women empowerment especially in a society where women have traditionally held less influence than men. The project management constitutes a 13-member committee of men and

women elected after 3 years by community members. The committee has the responsibility of ensuring that Mikoko Pamoja annual workplan is implemented in a timely manner.

Mobilization of the community members during Mikoko Pamoja activities is emphasized with much consideration given to women and youth. Several women and youths have been trained in sustainable mangrove forest management, integrated aquaculture, book-keeping, as well as in collecting data for monitoring, verifying and reporting of carbon. The project has been recognized for being an outstanding example of a local, nature-based solution to climate and sustainable development and thus received the UN's Equator prize in 2017. Mikoko Pamoja was also among the 12 projects that won the UpLink Blue Carbon Challenge in February 2022 for being a top innovator.

This presentation thus uses the case study of Mikoko Pamoja to show how integrating a gender-responsive approach into mangrove conservation can lead to increased food and water security, gained leadership and voice, improved health, education and skills development as well as improved livelihoods and environment as evident in the Gazi Bay community.

### **3.2.4 Pathways to promote Private sector and Women's representation in climate change decision-making institutions at national, regional levels and continental levels**

**Presented by Mrs. Rebecca Ahabwe – Technical Advisor, Responsible Fisheries Business Chains Project**

The current situation as it stands is national and sub national bodies comprise the main drivers/ decision making institutions for climate change.

The private sector and women are currently underrepresented in climate change decision making bodies because the national and subnational levels bodies are the driving seat in most economies. This is not to negate the roles other bodies play various roles as well in curbing climate change. Important to note that under representation of women in decision making institutions cuts across to other areas and usually for the same reasons. However, there is need to acknowledge that both the private sector and the women play an important role in climate change which needs to be taken into consideration.

The barriers to representation of both range from cultural issues, social demographic factors to economic and political barriers. Therefore, there is need to overcome these impediments because the benefits we stand to reap with multi-level involvement are innumerable such as sharing of innovative technologies, better use/allocation of resources rather than duplicating roles across various sectors. How do we go about it? Promoting pathways/strategies to further encourage private sector and women representation include continuously acknowledging that there is an issue, multilevel governance among many. The continued multilevel commitment to overcome these obstacles is key.

## 4.0 COUNTRY PRESENTATIONS

### ***Moderated by Mrs. Hellen Moepi-Guebama, AU-IBAR***

Country presentations on Gender Mainstreaming in Aquatic Biodiversity and Environmental Management were received as follows:

### ***4.1 Uganda***

#### ***Presented by Ms Nassali Rhitah, MAAIF***

Gender mainstreaming in Uganda has been emphasized in the last decades to support the call by sustainable development goal 5, that focuses on gender equality. Gender mainstreaming policies have been developed and some implemented at research, management, academia, conservation and community levels. This is seen by an increase in the number of women in the different bodies, giving the same opportunities to men and women, enhancing the number of girls that join the university by giving them an extra mark of 0.5, among others.

Implementation of policies and strategies on gender mainstreaming by governmental bodies to people in different communities specifically in aquatic biodiversity and environmental management should be emphasized. Although gender mainstreaming has been practiced at high levels in research, academia and institutions, community implementations are still hard due to constraining gender norms and taboos and other social structures and this needs to be addressed fully if aquatic biodiversity and environmental management is to be affected.

Women that depend largely on nature for food, employment, wood and charcoal should be trained on alternative livelihood to mitigate environmental degradation due to over exploitation. For example, use of briquette thus changing waste to wealth.

Women need to be sensitized about the importance of aquatic biodiversity protection and environmental management.

Action plan by Directorate of fisheries and NARO have outlined gender equality in small scale fisheries as well as sustainable resource use but with little focus on aquatic biodiversity and environment management.

### ***4.2 Egypt***

#### ***Presented by Dr Amany Ahmed Mohamed, CLAR***

The key issues on gender mainstreaming in aquatic biodiversity conservation include:

- Development of aquaculture systems through integrated aquaculture
- Development of a future vision for the optimal use of groundwater in Egypt, and developing systems to improve the use of groundwater in fish farming and agriculture.
- The use of modern technology to increase the density of fish with the aim of increasing productivity without affecting the amount of water used.
- Development of the feed factories sector, improve feed components and work to find alternatives to fish meal in blackberries as a source of protein and the use of plant proteins as an alternative, and

reduce the amount of fish meal and feed ingredients imported through the use of local types of them, while developing ready-made feed storage systems.

- Development of fisheries management systems to reduce fishing effort and enhance fish stocks with a view to reducing fuel use and greenhouse gas emissions, which must be an important consideration when developing fisheries management strategies and other relevant management controls.
- Work to increase the area of vegetation, including top plants, seaweeds and algae - and grow new breeds of plants, seaweeds and algae that can withstand a wide range of global warming.
- Research and monitoring changes in stocks and ecosystems and their relationship to environmental conditions.
- Development of the marketing sector, expansion of the establishment of fish exchanges, diversification of markets and fish products
- Assessment of the impact of climate change on the marine and coastal environment using sophisticated systems for the collection, storage and analysis of marine environmental data, and the use of early warning systems.
- Improvement of regional climate models and development of biophysical models, with the development of a national model for the analysis and prediction of the social and economic impacts of climate change.

### 4.3 Senegal

#### **Presented by Mrs. Christine Valentine Noella Sagna, Nature Reserve of Popenguine**

The Collective of Women's Economic Interest Groups (GIE) for the Protection of Nature (COPRONAT) brings together women's groups from communities bordering the Popenguine Nature Reserve, a 1009-hectare coastal reserve located in the Thiès region of Senegal. Since the creation of the reserve in 1986 by decree No. 86/604 of May 21, 1986, to prevent overexploitation of natural resources and forest degradation, the park authorities have sought to involve local communities in management. Thus, voluntary groups of women have begun to form to reforest sections of the Popenguine Nature Reserve.

The Réseau des Femmes de Popenguine pour la Protection de la Nature (RFPPN), founded in 1989 and initially composed of 129 women and one man, was the first women's group to become active in the restoration of the reserve's ecosystem with national park agents. The strong involvement of these women in environmental management activities and the visible result of the numerous reforestations they have carried out in the reserve has greatly contributed to their knowledge at the international level. This is how they began to benefit from funding that allowed them first to build a tourist camp to accommodate tourists who come to see the work they have done in the reserve, then a restaurant, etc.

The model of local leadership and cooperation initiated by the RFPPN quickly spread to the other seven villages surrounding the reserve. Women in each of the seven villages mobilized their own "economic interest groups," eventually leading to the creation of the Collective of Women's Groups for the Protection of Nature (COPRONAT) in 1996.

COPRONAT's central concern is the rehabilitation of local ecosystems through reforestation, with an emphasis on boosting the local economy. COPRONAT is no longer solely active in conservation and reforestation, but has expanded its scope of action into socio-economic (improving local livelihoods and

incomes, creating lots of wood and energy efficient stoves, setting up nurseries and grain banks, etc.), educational (environmental education and awareness raising in schools and homes) and community-based ecotourism, thus ensuring the sustainability of the project. With its membership now standing at over 1550 from 8 villages, COPRONAT has become the community framework for local conservation and decision-making in the region.

#### 4.4 Ethiopia

**Presented by Dr. Mastewal Yami, Gender consultant**

In Ethiopia, efforts are underway in improving gender mainstreaming in aquatic biodiversity conservation and environmental management. Some of the mechanisms for gender mainstreaming include: 1) assigning gender focus person at the different levels in the relevant ministries, 2) treating gender as a cross cutting issue in relevant policies and programs, 3) including sex disaggregated information in project activities such as number of male and female participants in capacity development, 4) developing gender mainstreaming strategy and action plans. However, the strategies and action plans have low level of implementation.

#### 4.5 Ghana

**Presented by Mrs. Adiza Camillus Mensah, Hen Mpoano**

Though Ghana has made some progress towards gender equality and women's empowerment under the Sustainable Development goals, women and children remain disadvantaged in many aspects of their lives especially, participation and decision making in natural resource management. Within Ghana's Fisheries sector, the role and contributions of women cannot be underrated. They constitute 50% of the fisheries workforce, and makeup about 90% of the post-harvest section of the sector. Fisheries, like other sectors, is susceptible to gender inequality, and women tend to experience the effect of this disparity as undervalued and underrepresented actors in fisheries management and development.

In Ghana, marine fishery is often described as a male dominant sector. Activities in the value chain are sharply divided along gender lines, with men engaged mostly in fish exploitation and women handling post-harvest responsibilities. Accordingly, decision-making power between men and women shifts sharply along the chain. Fishers have limited bargaining power, whereas fish processors, traders, and retailers have more economic power. Although women wield significant economic power in setting the price of fish, they are not adequately integrated into decision-making about fisheries management and resource governance. Consequently, Gender Based Violence (GBV) is a major barrier for women's empowerment in fisheries communities. Similarly, household poverty and other factors place children in fisheries communities at high risks for Child Labour and Trafficking (CLaT).

Hen Mpoano's effort towards addressing gender needs within the sector, include conducting gender assessment and analyses; development of gender mainstreaming strategy and tailored training modules for men and women empowerment. In terms of promoting gender equality and empowering women to actively participate in the management of fisheries and coastal resources, Hen Mpoano's contribution includes post-harvest fisheries improvement trainings like hygienic fish handling, value addition; packaging of fish products; ecosystem based enterprise; formation of village Savings and loans associations; climate smart agriculture, mangrove restoration activities; advocacy actions against GBV and CLaT; Training in

business development and management; leadership and conflict management trainings; and Safety net program designed for vulnerable fisheries dependent households

#### 4.6 Cameroun

**Presented by Mrs Beyene Ateba Epse Baliaba, AWFISHNET**

Mrs Beyene underscored that since the average consumption of fish in Cameroun is high, there is the need to support women to produce good quality fish for public consumption. In the light of this, Cameroon has close to 500 fish processing operators in each region who are supported by the government. She highlighted the need to improve the involvement of women and girls in fisheries to enhance the value chain.

#### 4.7 Algeria

**Presented by Ms Hammad Sihem, the Dauphin**

Ms Sihem noted that fishing is well regulated in Algeria and both women and men are well involved in monitoring of fishing activities. She indicated that women are well involved in research and monitoring of fisheries activities as well as the sale of aquaculture equipment and product. She also highlighted government's support to women networks in terms setting up fisheries related businesses and job creation.

#### 4.8 Kenya

**Presented by Ms Anne Wanjiru, KMFRI**

Ms. Anne presented on aquatic ecosystem management in Kenya and indicated that mangroves in Kenya are gazetted thus access rights need to be provided in agreement mechanisms by the Government. She indicated that government support women to gain access rights to mangrove sites.

### 5.0 ISSUES RAISED

- i. Career development and mentorship should be complimented with creating equal opportunities for women in the blue economy.
- ii. Gender disaggregated data is a necessity for making relevant evidence-based policies in aquatic biodiversity conservation and environmental management.
- iii. Potential uses of untapped aquatic resources, for example the water hyacinth, should be explored for creating new livelihood opportunities for women.
- iv. Engaging youth and women in environmental stewardship in marine protected areas as in the case of Abidjan Convention project in Cote d'Ivoire with women involvement in aquatic environmental conservation.
- v. Government support to women with incentives and grants can enhance women's active engagement in aquatic environmental management.
- vi. Women benefit from exclusive ownership rights to aquatic resources for income and livelihood improvements.
- vii. Consideration should be put into adapting the Cassava value chain module in the context of Blue Economy development in Africa.
- viii. There is limited dedication in environmental and biodiversity conservation policy instruments which address the role of women in conservation and environmental management in the various AU member

states.

- ix. Lessons to be drawn from AU member states that are ahead in overall policy frameworks for gender mainstreaming in aquatic conservation and environmental management, as important inputs for the development of a continental gender strategy.

## 6.0 OUTCOMES OF THE MEETING

Following up on the above issues, the meeting participants summarized key issues and actions for enhancing the role of women in aquatic biodiversity and environmental management. Specifically, the following were achieved:

- i. Existing continental, regional and national policies for including gender perspectives in aquatic biodiversity and environmental management identified.
- ii. Policy considerations for enhancing the role of women and youth in aquatic biodiversity conservation and environmental management outlined.
- iii. Ongoing initiatives / projects on aquatic biodiversity and environmental management with focus on gender inclusivity in some AU-MS identified.
- iv. Initiatives that are implementing nature-based solutions to minimizing impacts of climate change on ecosystems and biodiversity and the role women play in the initiatives outlined.
- v. Pathways to promote Private sector and Women's representation in climate change decision-making institutions at national, regional levels and continental levels examined.
- vi. Priority issues and actions for enhancing the role of women in aquatic biodiversity and environmental management documented.
- vii. Key priority areas for intervention and collaboration by the project documented.

## 7.0 RECOMMENDATIONS

### ***Moderated by Dr. Mastewal Yami, Independent gender consultant***

The following key issues and priority actions were outlined by experts for consideration in the design of a continental strategy for gender mainstreaming in aquatic biodiversity conservation and environmental management:

- a. Capacity Development and Empowerment
  - Human capacity development – Organization of training workshops for identified local communities on the following: leadership; conflict management and resolution; strategic planning; innovation and technology; digital literacy and tools; financial literacy; conservation of aquatic resources and environmental management.
  - Women's equal access to resources in identified local communities – enhance women's access to finance; facilitate the formation of women's groups for collective action; promote reform of constraining gender norms; promote women's access to inputs.
  - Capacity building in gender mainstreaming among relevant institutions.
- b. Communication and Stakeholder Engagement
  - Promotion of gender-responsive communication strategies – use of mass media to sensitize society, taking into consideration cultural settings e.g., using local actors/ drummers in the local context,



influential community members, community leaders/customary, religious institutions, Identification of community champions/ influencers

- Establishing a gender working group on aquatic biodiversity conservation and environmental management to enhance: creation of databases and platform for data sharing; monitoring and evaluation of gender mainstreaming; informing policies at different levels.
  - Developing instruments for involvement of private sector in supporting gender inclusivity in aquatic biodiversity conservation and environmental management.
  - Putting in place mechanisms for stakeholder and consultative engagements for increased implementation and ownership of policy measures – knowledge sharing /experiential learning.
- c. Policy Reform
- Domestication of gender-responsive international protocols / policies into national laws – alignment with national level policies and legal frameworks; harmonization of relevant policies across different levels.
  - Strengthening of institutions and allocation of resources to them for policy adaptation and implementation.
- d. Research and Innovation
- Gender-responsive research and innovation approaches – Collection of sex disaggregated data to increase the visibility and value of women’s contributions and identify the constraints they face in aquatic biodiversity conservation and environmental management; development of women-friendly innovations and technologies.
  - Involve women in research and innovation and support their engagement in a holistic approach; Incentivise women’s activities
  - Value addition and competitiveness – developing value chains to reduce post-harvest losses; promoting “waste to wealth” activities.
  - Organisation and support – developing social capital (including child care facilities).

## 8.0 NEXT STEPS

The meeting proposed the following actions:

- i. Consultant to follow up with experts and stakeholders to finalize the continental report on gender mainstreaming in aquatic biodiversity conservation and environmental management in African Union member states.
- ii. AU-IBAR to draft terms of reference for the proposed gender working group and share with experts for their inputs
- iii. AU-IBAR to organize a virtual validation workshop to validate the final report.

## ANNEXES

### Annex 1: List of Participants

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## Annex 2: List of Continental, Regional and National Gender Policies Related to Aquatic Biodiversity Conservation and Environmental Management

Continental	Regional	National
<b>African Development Bank</b> <ul style="list-style-type: none"> <li>The Gender Policy (2001)</li> <li>Investing in Gender Equality for Africa's Transformation 2014-18</li> <li>Empowering African Women: An Agenda for Action (2015)</li> </ul>	<b>CILSS</b> <ul style="list-style-type: none"> <li>Politique genre du CILSS (2009)</li> </ul>	<b>Benin</b> <ul style="list-style-type: none"> <li>Politique nationale de promotion du genre au Bénin (2008)</li> </ul>
<b>African Union</b> <ul style="list-style-type: none"> <li>Solemn Declaration on Gender Equality in Africa (2004)</li> <li>The Maputo Plan of Action for Sexual and Reproductive Health and Rights (2006)</li> <li>African Union Gender Policy (2009 Rev.)</li> </ul>	<b>ECOWAS</b> <ul style="list-style-type: none"> <li>ECOWAS Gender Policy</li> <li>Supplementary Act relating to Equality of Rights between Men and Women for Sustainable Development in the ECOWAS Region (2015)</li> <li>ECOWAS Policy for Gender Mainstreaming in Energy Access (2015)</li> <li>Stratégie genre - Parlement de la CEDEAO 2010-2020</li> <li>ECOWAS Gender and Elections Strategic Framework (GESF) and Action Plan (2016)</li> </ul>	<b>Burkina Faso</b> <ul style="list-style-type: none"> <li>Document de la Politique nationale du genre du Burkina Faso (2009)</li> </ul>
	<b>UEMOA</b> <ul style="list-style-type: none"> <li>UEMOA Gender Policy (under elaboration)</li> </ul>	<b>Cabo Verde</b> <ul style="list-style-type: none"> <li>I Plano nacional para igualdade e equidade de género (1996-2000) 1996</li> <li>I Plano nacional para igualdade e equidade de género 2005-2009 (2005)</li> <li>I Plano nacional de combate à violência baseada no género (2006)</li> </ul>
	<b>ECCAS</b> <ul style="list-style-type: none"> <li>Economic Community of Central African States (ECCAS) Gender Action Plan</li> <li>ECCAS Gender Policy on Environment and Natural Resources Management</li> </ul>	<b>Chad</b> <ul style="list-style-type: none"> <li>Politique nationale genre (2011)</li> </ul>
	<b>EAC</b> <ul style="list-style-type: none"> <li>East African Community (EAC) Gender Equity and Development Policy</li> </ul>	<b>Côte d'Ivoire</b> <ul style="list-style-type: none"> <li>Plan stratégique de l'éducation des filles en Côte d'Ivoire (2007)</li> <li>Politique nationale de l'égalité des changes, l'équité et le genre 2009</li> <li>Stratégie nationale de lutte contre les violences basées sur le Genre (SNLVBG) 2012</li> <li>Plan d'action pour l'implémentation de la Résolution 1325 du Conseil de Sécurité sur les Femmes, Paix et Sécurité: adopté pour la période 2008-2012.</li> </ul>
	<b>COMESA</b> <ul style="list-style-type: none"> <li>Common Market for Eastern and Southern Africa (COMESA) Gender Policy</li> </ul>	<b>Gambia</b> <ul style="list-style-type: none"> <li>The Gambia National Gender Policy (2010-2020)</li> <li>Gender and Women Empowerment Policy (2010-2020)</li> <li>National policy for the advancement of Gambian Women 1999-2009 (NPAGW)</li> </ul>

Continental	Regional	National
	<b>IGAD</b> <ul style="list-style-type: none"> <li>Intergovernmental Authority on Development (IGAD) Gender Policy Framework and Implementation Plan</li> </ul>	<b>Ghana</b> <ul style="list-style-type: none"> <li>National Gender Policy, Theme: Mainstreaming gender equality and women's empowerment into Ghana's development efforts (2015)</li> </ul>
	<b>SADC</b> <ul style="list-style-type: none"> <li>Southern African Development Community (SADC) Treaty and Protocol on Gender and Development</li> </ul>	<b>Guinea</b> <ul style="list-style-type: none"> <li>Politique nationale Genre de la Guinée (2011)</li> </ul>
	<b>AMU</b> <ul style="list-style-type: none"> <li>Efforts at awareness-raising on women's rights issues, adherence to UN's global women's rights agenda and full and equal citizenship for women resulted in the Advocacy book; Dalil pour l'égalité dans la famille au Maghreb.</li> <li>Algeria has effected several amendments to its penal code and constitution to improve the rights of women</li> <li>Morocco has pledged to empower rural women, combat violence against women and bring the domestic laws into compliance with CEDAW.</li> <li>Tunisia has declared to ensure gender parity in elections and lift remaining reservations on CEDAW.</li> </ul>	<b>Guinea-Bissau</b> <ul style="list-style-type: none"> <li>Plano de Acção Nacional para a Implementação da Resolução 1325 (2000)</li> <li>Política Nacional para a Promoção da Igualdade e Equidade de Género (2014)</li> </ul>
		<b>Liberia</b> <ul style="list-style-type: none"> <li>The Liberia National Gender Policy (2009)</li> <li>The Liberia National Action Plan for the Implementation of United Nations Resolution 1325 (2009)</li> </ul>
		<b>Mali</b> <ul style="list-style-type: none"> <li>Politique nationale genre du Mali (PNG-Mali) (2011)</li> <li>Plan d'actions du politique nationale genre du mali 2011-2013 (2011)</li> </ul>
		<b>Mauritania</b> <ul style="list-style-type: none"> <li>Stratégie nationale d'institutionnalisation du genre (2015)</li> </ul>
		<b>Niger</b> <ul style="list-style-type: none"> <li>Politique nationale genre 2008-18 (2008)</li> <li>Plan décennal de mise en œuvre de la politique nationale de genre, 2009-2018</li> </ul>
		<b>Nigeria</b> <ul style="list-style-type: none"> <li>National Gender Policy Strategic Framework - implementation plan 2008-13 (2008)</li> <li>National Gender Strategic Implementation Framework (NGSF)</li> </ul>
		<b>Senegal</b> <ul style="list-style-type: none"> <li>Stratégie nationale pour l'égalité et l'équité de genre au Sénégal (2015)</li> </ul>

Continental	Regional	National
		<p><b>Sierra Leone</b></p> <ul style="list-style-type: none"> <li>• National Policy on the Advancement of Women (2009)</li> <li>• National Policy on Gender Mainstreaming (2009)</li> <li>• National Gender Strategic Plan 2009-2012</li> <li>• National Action Plan (SILNAP) on United Nations Security Council Resolution (UNSCR) 1325 on Women, Peace and Security (2009)</li> <li>• UNSCR 1820 on Sexual Violence (2010)</li> </ul>
		<p><b>Togo</b></p> <ul style="list-style-type: none"> <li>• Politique nationale pour l'équité et l'égalité de genre du Togo (2011)</li> </ul>

## *Annex 4 – Terms of Reference for the Gender Expert Consultative Workshop Group Session*

The purpose for this Group Session is to deliberate and identify priority issues and actions that will enhance the role of women in aquatic biodiversity and environmental management in AU member states.

### **QUESTIONS / ISSUES FOR DELIBERATION**

1. How do women contribute to conservation of aquatic biodiversity and ecosystems?
2. What are the main barriers / challenges to women inclusivity in biodiversity and environmental management?
3. In what ways can Women's representation or role be enhanced in aquatic environmental management and biodiversity conservation decision-making at national, regional levels and continental levels.
4. Determine key priority areas / actions for intervention and collaboration by the Project.
5. List NGOs working on conservation and environmental management in the region.



## Annex 5 – Group Presentations

### Group I

- Dr. Bernice McLean
- Ms. Rebecca Ahabwe
- Dr. Ruby Asmah
- Mrs. Adesida Margret Olushola
- Mrs. Anne Wanjiru
- Dr. Amang Ahmed

#### 1. How do women contribute to conservation of aquatic biodiversity and ecosystems?

- Women are involved in resource management like land, water resources, etc.
- Fish processing using of less rudimentary methods of processing
- Improved Fishing methods that aren't sustainable/illegal methods have been discouraged e using of illegal gears
- Representation of women in fisheries across fish value chain from production through processing to trading
- Alternative livelihoods and translates into having less impact on the environment/ less exploitation of fishing bodies
- Women are at the core of resource use; they have the opportunity train the future resource users on proper resource management
- Mangroves: women raise mangrove seedlings that are sold, they participate in the planting and monitoring of the forests.
- In Kenya, the women are part of the carbon projects, and they earn carbon credit through plan vivo.
- Women are culturally the indigenous knowledge base/source of information especially with historical knowledge of species
- Ecotourist project (Board walk) in the mangroves which has enc conservation. They also engage in different income generating activities such as bee keeping ensures conservation of the mangroves.
- Women in the mangroves also compose songs; story telling on how to conserve the ecosystem
- Seaweed farming in Zanzibar to ensure women are running conservation project
- Household aquaculture reducing the overexploitation of the natural water resource
- Social provision having facilities that will ensure pregnant women and newborns are catered for.
- In Madagascar, access to reproductive health is a must in all projects
- Waste management/ Reuse/ recycling of waste products on the water bodies. Women have created a link between the fisheries and the private sector e.g., as waste plus scales to get fish meal, extract fish oil from fish waste, recycled plastic into building materials, etc.

#### 2. What are the main barriers/challenges to women inclusivity in biodiversity and environmental management

- Low representation of women in decision making bodies (mechanisms in place to give grants/ sponsorship/mentorship for women to get access to more opportunities)
- Highly qualified women will be side stepped with the assumption that women wouldn't be able to do

the job (sociocultural barriers)

- Institutional barriers e.g., meetings times that don't favor women.
- Ownership/Tenure rights aren't for women in some cases
- Culture norms and traditions excluding women from key areas
- Lack of funding and finance/ Access to collateral e.g., some banks would need men to co-sign for them to have loans
- Limited access to market for their products
- Gender "Unfriendly" policies that aren't keen on gender equity.
- Low access to education
- Cooperatives for fisheries but they are for both male and female. Its key that they have female ownership
- Less access to technology/ICT access; Ensuring equal access to digital technologies/communication tools which limits access to different facilities e.g., mobile money services
- Having accurate data on women roles and representation in the aquatic biodiversity
- Few experts in Africa can carry out the carbon verification which becomes expensive to bring international experts

3. How can women's representation be enhanced in aquatic and environmental management in national, regional and continental levels?

- Mentoring /sponsorships for the girl child
- Need to enabling policy, national and subnational policy on gender mainstreaming
- Social welfare day-cares and stipends for pregnant and new mothers.
- Post-harvest handling and value addition done better to maintain the quality of the fish/ fresher for long e.g., refrigeration
- Policy implementation; by adopting the bottom-up approach
- Development of establishing mechanisms and interventions that will functionalize the policies in place
- Bridging facilities to enable access to higher education for women
- Financing mechanisms; specific funds/ grants; social fund specifically targeting women
- Policies that speak to cultural barriers
- Dialogues in the community and at policy level to discuss the cultural aspects
- Women champions
- Giving access to women to more roles in science/STEM areas
- Intentional policies to ensure women are represented at the continental, national and regional levels
- Develop specific guidelines on how to mainstream and speak to specific guidelines to these challenges
- Setting timelines for implementation of set guidelines
- Collection of specific Disaggregated data to determine the role/ women's participations/ jobs which will build be an actual basis for future decision making.
- Constant monitoring and evaluation/ reviews of the mechanisms put in place
- Training to enable the local/regional people develop the expertise to

4. Determine key priority areas/ actions for interventions and collaboration by the project

- Consultative engagements to create awareness to get buy in from all sectors/ Knowledge sharing/

### Experiential sharing

- How to raise awareness/ share knowledge the modes of delivery taking into consideration cultural aspects e.g., using local actors/ drummers in the local context/Influential community members
  - Identification of community champions/ influencers
5. List of NGOs working on Cooperation and environmental management in the region.
- a. International: BINGOS; UN Environment; Worldwide Fund (WWF); IUCN (International Union for conservation of Nature; World life conservation society (WCS); Wetlands International (WI); The Nature Conservancy (TNC); GIZ; CORDIO;
  - b. Ghana: Development action association
  - c. Nigeria: Africa Marine Environment Sustainability Initiative
  - d. Kenya: Northern Rangeland trust, Nature Kenya
  - e. Uganda; Uganda National Women fish organization; KATOSI women development trust
  - f. South Africa: Wildlife and Environment Society (WESA)
  - g. Zanzibar: Mwambao coastal community; Seaweed cluster initiative

### Group 2

- Beyene Ateba Awwfishnet
  - Dr Khady Sane (PRCM)
  - Christine Sagna (Reserve naturelle Popenguine)
  - Myriam Bana (Abidjan Convention)
  - Sihem Hammad (Association de la pêche artisanale)
1. How do women contribute to conservation of aquatic biodiversity and ecosystems?
    - a. Through the activities of conservation and general restoration of areas. For example, through their participation in the creation of MPAs, the reforestation of mangroves, the reconstitution of species and habitats.
    - b. Through the sustainable management of resources (resource development in general, resource diversification, value chain improvement, improvement of the living conditions of species).
  2. What are the main barriers/challenges to women inclusivity in biodiversity and environmental management?
    - a. Legal barriers
    - b. Institutional barriers
    - c. Social - cultural barriers
    - d. Inequality in decision-making processes
    - e. Lack of traceability of processes (lack of archival data on women's contribution to biodiversity conservation)
    - f. Lack of gender mainstreaming mechanism in national action plans related to biodiversity conservation.
    - g. Access and lack of technical resources (Lack of training)
    - h. Lack of access to information relevant to their activities

3. How can women's representation be enhanced in aquatic and environmental management in national, regional and continental levels?
  - a. Integration in decision making
  - b. Quotas
  - c. Capacity building
  - d. Women: Technical training, access to data, technical and financial reinforcements
  - e. Decision-makers, Authorities: awareness raising, technical and financial reinforcement
  - f. Implementation mechanism
  - g. Judicialization, creation and enforcement of legislation at all levels (Technical training of stakeholders)
  - h. Sensitization of women to show gender issues (Benefits of solidarity among women)
  
4. Determine key priority areas/ actions for interventions and collaboration by the project Organisation d'ateliers de formation et sensibilisation
  - a. Domestication des protocoles/politiques internationaux en lois nationales
  - b. Une plateforme d'échanges d'experts dans le genre
  - c. La création d'un groupe de travail ad hoc sur l'inclusion du genre dans les politiques régionales et internationales qui sera impliqué dans les activités liés au genre
  
5. List of NGOS working on Cooperation and environmental management in the region  
 PRCM; Rastoma; AWFISHNET; Réseau de la pêche artisanale; Plateforme des pays magrhebins; Oceancare; RAMPAO, REPAO; SEEDD (societe environnement education et developpement durable); Réseau des conseils locaux de la pêche artisanale; ONG Green Ivory; Greenpeace ; IUCN ; WWF ; EJF ; TMT ; Global Fishing Watch ; Grid Arendal

### GROUP 3

- Mrs. Adiza Camillus Mensah
- Dr Andrew Baio
- Ms. Nassali Rhitah
- Dr. Flower Msuya
- Ms. Valentine Njoroge
- Dr. Yoseph Mamo

1. How do women contribute to conservation of aquatic biodiversity and ecosystems?
- 2.

Value chain	Contribution
Productive input	Owners of gears Finance activities
Exploitation and disposal	<ul style="list-style-type: none"> <li>• Plant flora</li> <li>• Share knowledge about ecosystems</li> <li>• Participate in aquaculture</li> <li>• Use environmentally friendly technologies</li> <li>• Observe area closure/ restrictions</li> <li>• Ensure sustainable use of environment/ clean</li> <li>• Value addition (effort reduction mechanism)</li> <li>• Contribute to management decisions</li> </ul>

2. What are the main barriers/challenges to women inclusivity in biodiversity and environmental management
  - Cultural norms /taboos
  - Sexual hostility
  - Domestic work burden/ responsibilities
  - Little access to and control over resources
  - Lack of improved technologies
  - Lack of information / Education / Awareness
  - Patriarchy society
  - Lack of ownership of assets
  - Little access to finances
  - Reduced mobility
  - Lack of appropriate policies at national level
  - Reproductive health short coming
  - Not including communities at the start of projects
  
3. How can women's representation be enhanced in aquatic and environmental management in national, regional and continental levels?
  - Capacity building
  - Appropriate Policies for women empowerment
  - Ownership of projects by communities
  - Develop women friendly technologies and innovations
  - Networking of women groups
  - Facilitate financial accessibility
  - Establishment of cooperatives of men and women to educate about cultural norms
  - Convince religious leaders about need for change
  - Change staffing in organisations (for decision making)
  - Build capacity about self-efficacy (challenge culture)
  
4. Determine key priority areas/ actions for interventions and collaboration by the project
  - Attach every activity with income / incentive
  - Organisation and support
  - Policy reforms to empower women
  - Collect sex disaggregated data on women's work to inform policy and strategies for implementation of policy
  - Capacity building
  - Involve private sector
  - Value addition
  - Mass media to inform society
  
5. List of NGOs working on Cooperation and environmental management in the region.  
 Action Aid in Zambia; African wildlife foundation; The Nature conservancy; Global environmental facility;

International Fund for Animal welfare; CIDA; GIZ; NORD; Regional Partnership for Conservation of Coastal and Marine Zones; VI Agro forestry, Uganda; Bird Life; E.A wild life society; The African conservation Centre; Nature Uganda; One tree planted

## Annex 6: Agenda

Time	Activity	Facilitator
<b>Day I - Wednesday (05/10/2022)</b>		
09:00-09:30	REGISTRATION AND INTRODUCTION OF PARTICIPANTS	AU-IBAR
<b>OFFICIAL OPENING SESSION- Moderator, Dr. Mohamed Seisay</b>		
09:30-10:15	Welcome remarks – AU-IBAR	Dr. Nick Nwankpa, Director
	Statement by representative of AUDA-NEPAD	Dr. Bernice McLean, Project Coordinator
	Statement by representative from Embassy of Sweden	Mrs. Senait Regassa, Program Manager
	Opening statement by Kenyan Government	Hon. Minister in charge of Fisheries, Aquaculture & Blue Economy
	Objectives of the meeting	Dr. Alberta Sagoe, AU-IBAR
10:15 - 10:30	FAMILY PHOTO AND TEA BREAK	
<b>SESSION I: SETTING THE SCENE – INFORMATION SHARING- Moderator: Prof Emmanuel Kaunda</b>		
10:30 - 10:45	The Policy Framework and Reform Strategy – Gender perspectives	Mrs. Hellen Moepi, Fisheries Officer, AU-IBAR
10:45 - 11:05	Africa Blue Economy Strategy	Dr. Mohammed Seisay – Aquatic Ecosystem Management Expert, AU-IBAR
11:05 - 11:20	The project ‘Conserving Aquatic Biodiversity and Ecosystems in Africa’	Dr. Alberta Sagoe – Gender Policy Expert, AU-IBAR
11:20 – 11:35	Discussion	
11:35 – 11:50	Empowering women role in blue economy sectors in Africa	Dr. Bernice McLean – Blue Economy Programme Lead (AUDA-NEPAD)
11:50 - 12:05	Women in Environmental Management	Dr. Ruby Asmah – Principal Research Scientist, CSIR Water Research Institute
12:05 - 12:20	Existing continental, regional and national policies for including gender perspectives in aquatic biodiversity and environmental management	Mrs. Adesida Margaret Olushola – AFMESI
12:20 – 12:35	Strategies for enhancing role of women and youth in natural resources sectors (productive economies) in Africa	Dr. Andrew Baio – Associate Professor of Aquatic Resource Economics & Governance, University of Sierra Leone
12:35 – 13:00	Discussion	
13:00 - 14:00	LUNCH	Moderator - Mrs. Hellen Moepi -
14:15 – 14:30	Ongoing initiatives / projects on aquatic biodiversity and environmental management with focus on gender inclusivity in the various AU-MS (West, Central and Northern Africa regional cluster)	Dr. Paule-Myriam Bana – Project Officer, Abidjan Convention
14:30 – 14:45	Ongoing initiatives / projects on aquatic biodiversity and environmental management with focus on gender inclusivity in the various AU-MS (Southern and Eastern Africa regional cluster)	Dr. Yoseph Mamo – Project Coordinator, COMESA
14:45 - 15:00	Case studies: Seaweed farming in Zanzibar	Dr. Flower Msuya – President, Zanzibar Seaweed Cluster initiative
15:00 – 15:30	Discussions	
15:30 – 15:40	TEA BREAK	
15:40 - 16:20	Country presentations on Gender Mainstreaming in Aquatic Biodiversity and Environmental Management	
16:20 - 16:30	Wrap-up for the day	

Time	Activity	Facilitator
<b>Day 2 - Thursday (06/10/2022)</b>		
<b>SESSION 2: GENDER MAINSTREAMING IN AQUATIC BIODIVERSITY AND ENVIRONMENTAL MANAGEMENT- HOW, WHY AND WHEN?</b> Moderator – Ms. Bernice Mclean		
09:00 – 09:15	Recap of Day 1 Proceedings	Consultant
09:15 – 10:15	Country presentations on Gender Mainstreaming in Aquatic Biodiversity and Environmental Management	Meeting Participants
10:15 – 10:35	What is Mainstreaming in Aquatic Biodiversity and environmental management? What are the priorities issues?	Dr. Khady Sane – Project Coordinator (Fisheries Governance), PCRM
10:35 - 10:45	TEA BREAK	
10:45 – 11:00	Accelerating the inclusivity of women in aquatic biodiversity and environmental management in Africa - Gender Mainstreaming; challenges, opportunism and mechanism	Dr. Mastewal Yami – Gender Consultant
11:00 - 11:30	Discussion	
11:30 - 11:45	Nature-based solutions to minimizing impacts of climate change on ecosystems and biodiversity and the role of women play in these initiatives.	Mrs. Anne Wanjiru – Project Coordinator, KMFRI
11:45 – 12:00	Pathways to promote Private sector and Women’s representation in climate change decision-making institutions at national, regional levels and continental levels	Mrs. Rebecca Ahabwe – Technical Advisor, Responsible Fisheries Business Chains Project
12:00 – 13:00	Group Work on priorities issues, challenges, and mechanism for gender inclusivity in aquatic biodiversity conservation and environmental management – Group allocation, Terms of Reference	Ms. Alberta Sagoe and Consultant Meeting participants
13:00-14:00	LUNCH	
14:0 –15:00	Group Work on priorities issues, challenges, and mechanism for gender inclusivity in aquatic biodiversity conservation and environmental management	Ms. Alberta Sagoe and Consultant Meeting participants
15:00 – 15:10	TEA BREAK	
15:10 – 16:00	Group Work on priorities issues, challenges, and mechanism for gender inclusivity in aquatic biodiversity conservation and environmental management	Ms. Alberta Sagoe and Consultant Meeting participants
16:00 – 16:30	Plenary / Group work presentations	Meeting participants
<b>Day 3 - Friday (07/10/2022)</b>		
<b>SESSION 3: GROUP PRESENTATIONS – Moderator – Mohamed Seisay</b>		
09:00 - 09:15	Recap of Day 2 Proceedings	Dr. Alberta Sagoe
09:15 – 10:30	Plenary / Group work presentations	Meeting participants
10:30 – 10:45	TEA BREAK	
10:45 -12:15	Discussions and Prioritization of Issues	Meeting participants
12:15 – 13:00	Development of Communique (and recommendations)	AU-IBAR
13:00 -14:00	LUNCH	
14:00 -14:30	Presentation of Communique and adoption by meeting participants	AU-IBAR
14:30 – 15:00	Closing remarks	AU-IBAR, NEPAD, Kenyan Government





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