



THE MINISTRY OF BLUE ECONOMY AND FISHERIES

ZANZIBAR NATIONAL PLAN OF ACTION

2023



THE REVOLUTIONARY GOVERNMENT OF ZANZIBAR
THE MINISTRY OF BLUE ECONOMY AND FISHERIES

Zanzibar National Plan of Action (ZNPoA)

Towards implementation of FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries



THE MINISTRY OF BLUE ECONOMY AND FISHERIES, ZANZIBAR



Maisara Area, ZURA Building
Ground Floor, Room No.06
P.O.Box 149



+2550242941195



info@blueeconomysmz.go.tz

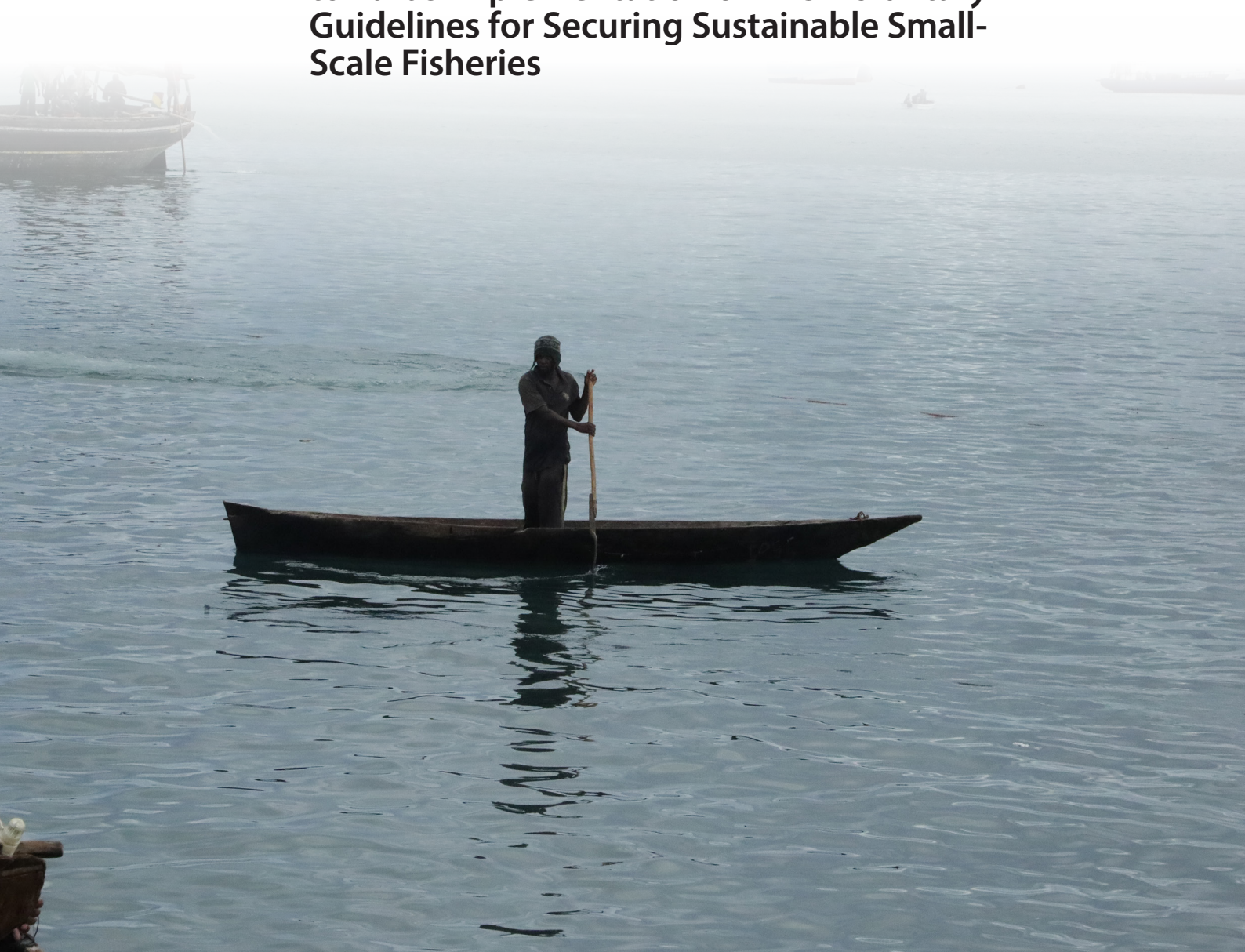




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APRIL, 2023



The Zanzibar National Plan of Action was prepared jointly by Mwambao Coastal Community Network and the Ministry of Blue Economy and Fisheries in Zanzibar. The typesetting, editing and publishing were made possible with the support of the United Nations Environment Programme (UNEP) and United Nations Development Programme (UNDP) in Tanzania

Cover photo by Ministry of Blue Economy and Fisheries in Zanzibar

FOREWORD

The Zanzibar National Plan of Action (ZNPoA) serves as a guide for implementing the FAO Voluntary guideline for Securing Small-scale Fisheries and Food Security (VGSSF). The Food and Agriculture Organization of the United Nations (FAO) assigned Mwambao-MCCC to conduct stakeholder awareness-raising on the VGSSF in Zanzibar. Mwambao in collaboration with the Ministry of Blue Economy and Fisheries through Department of Fisheries and Aquaculture Development and Department of Marine Conservation, organized a series of workshops to sensitize stakeholders about FAO-VGSSF in the context of food security and poverty reduction. These workshops were conducted at different stakeholder levels, including fishers from different Marine Conservation Areas (MCAs) in Zanzibar. Participants in these workshops included higher-level ministerial technical staff, fisher representatives, women fish workers, and manual fish processors.

To coordinate the development of Zanzibar National Plan of Action (ZNPoA), The Zanzibar National Task Team (ZNTT) was established. The ZNPoA focuses on five thematic areas outlined in the FAO guidelines, which are sustainable management of resources, social development, employment and decent work, value chains, post-harvest and trade, gender equality and vulnerable groups, disaster risks and climate change. Throughout the process, stakeholders iden-

tified several challenges, including lack of effective management capacity among fisher committees (SFC), limited access to capital and alternative livelihoods, inadequate awareness of sustainable resources management, poor handling practices for marine products, lack of proper and hygienic fish processing, and insufficient value addition infrastructure. All these factors contribute to high post-harvest loss.

To ensure comprehensive input, validation workshops were conducted with stakeholders in both Unguja and Pemba, incorporating the recommendations from the initial workshops into the ZNPoA. The actions outlined in the ZNPoA originated from both preliminary awareness-raising and validation workshops involving fisheries stakeholders from both islands of Zanzibar. Additionally, the document includes the monitoring framework and the budget required to effectively implement the plan of action.

Hon. SULEIMAN MASOUD MAKAME
Minister,
MINISTRY OF BLUE ECONOMY AND FISHERIES

ACKNOWLEDGMENT

I would like to express my sincere gratitude and appreciation to all those involved in the preparation of The Zanzibar National Plan of Action (ZNPoA). This plan will undoubtedly serve as a roadmap for the sustainable development of small-scale fisheries in Zanzibar. With the support and collaboration of all stakeholders, I am confident that we can achieve our shared vision of a thriving and resilient small-scale fisheries sector in Zanzibar.

I am truly grateful for the collective efforts of all those involved in the preparation of The Zanzibar National Plan of Action (ZNPoA). First and foremost, I would like to thank the Food and Agriculture Organization (FAO) for their invaluable facilitation throughout the entire process. Their expertise and guidance have been instrumental in shaping this plan to address the specific needs and challenges faced by small-scale fisheries in our region.

I would also like to extend my heartfelt thanks to Mwambao Coastal Community Network for their dedicated efforts in preparing this document. Their commitment to ensuring that the voices and concerns of small-scale fishers were accurately represented is

truly commendable. Without their hard work and dedication, the ZNPoA would not have been possible.

Furthermore, I would like to acknowledge the support of the United Nations Environment Programme (UNEP) and the United Nations Development Programme (UNDP) in Tanzania. Their financial assistance and collaboration have been crucial in the typesetting, editing, and publishing of this plan. Their commitment to promoting sustainable development and environmental conservation aligns perfectly with the goals of the ZNPoA.

Last but not least, I would like to express my gratitude to the Ministry of Blue Economy and Fisheries of Zanzibar for their unwavering support throughout the preparation of this plan. Their commitment to the welfare and prosperity of small-scale fishers in Zanzibar has been evident at every stage of this process.

Dr. ABOUD SULEIMAN JUMBE
Principal Secretary,
MINISTRY OF BLUE ECONOMY AND FISHERIES

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ABBREVIATIONS

CHABAMCA	Changuu-Bawe Marine Conservation Area
CMG	Collaborative Fisheries Management Group
DFD	Department of Fisheries Development
DFO	District Fisheries Officer
DPP	Department of Public Prosecution
DSFA	Deep Sea Fishing Authority
EEZ	Exclusive Economic Zone
FAD	Fish Aggregating Device
FETA	Fisheries Education and Training Agency
FMP	Fisheries Management Plan
GDP	Gross Domestic Product
GMP	General Management Plan
ICZM	Integrated Coastal Zone Management
IMS	Institute of Marine Science
MBEF	Ministry of Blue Economy and Fisheries
MBCA	Menai Bay Conservation Area
MCA	Marine Conservation Area
MCCC	Marine and Coastal Community Conservation Ltd Zanzibar
MCS	Monitoring, Control and Surveillance
MCU	Marine Conservation Unit
MWAMBAO	Mwambao Coastal Community Network Tanzania
NGO	Non-Governmental Organization
PECCA	Pemba Channel Conservation Area
PSE	Priority measures for Strong Enforcement
SFCs	Shehia Fisheries Committees
SMIDA	Small and Medium Industrial Development Authority
SUZA	State University of Zanzibar
SWIOFC	South West Indian Ocean Fisheries Commission
TUMCA	Tumbatu Marine Conservation Area
VFC	Village Fishers Committee
Vision 2050	Zanzibar Development Vision, 2050
ZAFIRI	Zanzibar Fisheries Research Institute
ZASEFA	Zanzibar Seaweed Farmers Association
ZMA	Zanzibar Maritime Authority



CHAPTER ONE

INTRODUCTION

1.1 ZANZIBAR FISHERIES SECTOR

Fish constitutes the primary source of animal protein in the diet of the individual in Zanzibar, and it is almost the only source of animal protein for lower income groups. According to the revised Fisheries Policy of 2022, the annual per capita fish consumption in Zanzibar is estimated at around 25 kg per year. Artisanal fishing activities are mainly carried out in shallow coastal waters, extending up to 12 nautical miles from the coastal low-water line, which includes coral reefs, mangrove creeks, seagrass beds and sand banks (van Hoof and Kraan, 2017). The fisheries sector plays an important role in the national economy by increasing household food security, generating income, and creating employment opportunities. The Fisheries sector employs around 75,000 people, with women comprising 17.4% of the workforce women.

Artisanal fishing is mostly done in shallow coastal waters, within 12 nautical miles of the coastal waters.

According to the latest frame survey (2020) there were 50,518 artisanal fishers, operating 7,900 fishing boats of different types. Thirty-nine percent of these boats were motorized. The total fish catch in 2020 amounted to 38,107 tonnes worth TZS 205,350 million equivalent to USD 89 million. The 2018 Household Survey suggests a high dependency ratio in fishing communities, with 36.9% of fishermen having seven dependents per household. It is estimated that the fisheries sector's entire value chain supports about 20% of Zanzibar's population (Feidi, 2005), generating a demand of USD 50 million from both the tourism and local trade sources (ZATI, 2010, SWIOFish, 2018).

In addition to supply domestic requirements, the fisheries sector in Zanzibar is also expected to meet the demand for exporting marine products. The Fisheries sector has been facing several challenges such as overfishing and illegal fishing practices which harm marine ecosystems; inadequate fishing gears; limited support from financial institutions; post-harvest loss, poor developed infrastructure within landing sites; poor knowledge on the use of modern fishing

technology; lack knowledge on Fisheries Act and Regulations; climate change impacts and environmental degradation.

Despite the aforementioned challenges, the fisheries sector plays a significant role in the socio-economic development of the fishing community. However, due to current development challenges and the growth of the fisheries sector, additional major efforts are still needed to minimize these challenges.



1.2 LINKAGES BETWEEN THE SMALL-SCALE FISHERIES (SSF) GUIDELINES AND OTHER SECTOR POLICIES

The Ministry of Blue Economy and Fisheries is responsible for sustainably managing fisheries and aquaculture resources in Zanzibar. The governance framework is guided under the Blue Economy Policy 2022, the Fisheries Policy of 2022, the Fisheries Masterplan and other relevant policy and strategic directions. The Zanzibar Blue Economy Policy aims to establish the blue sector development as a growth generator for the next decade particularly in employment generation and poverty reduction. It identifies five key areas of focus – fisheries and aquaculture; maritime trade and infrastructure; offshore renewable energy and oil and gas development; sustainable tourism and Blue Economy governance.

Furthermore, the Zanzibar Development Vision 2050 regards the Blue Economy as a priority area for the next 30 years, serving as an effective and sustainable means of improving livelihoods and transforming the economy in a sustainable and effective manner.



The overall objective of the Zanzibar Fisheries Policy is to promote sustainable economic development, and establish a competitive and efficient fisheries sector that contributes to food security and nutrition, managing environment and improve social well being. It also focuses on the development of management framework to ensure productivity is maintained. Other instruments which apply to the fisheries sector in Zanzibar include:

1. Fisheries Act No 7 of 2010
2. Fisheries Regulations of 1993
3. Marine Conservation Unit (MCU) Regulations of 2014
4. Fisheries Master plan (2023-2038)
5. General Management Plans for Marine Conservation Areas (MCAs)

This ZNPoA-SSF links to other sector policies and regulatory framework including;

Forest Policy (1996): The policy places significant importance on promoting the protection and restoration of mangroves that play a crucial role in the well-functioning of the aquatic ecosystems that support vital fisheries.

The Zanzibar Environmental Policy (2013): The policy prioritizes the maintenance of fundamental ecological processes that underpin productivity and regeneration in both terrestrial and marine environments. It emphasizes the promotion of sustainable and responsible utilization of renewable and non-renewable natural resources, including fisheries.

The Tourism Policy (2005): The policy stresses on the significance environmental conservation and protection, as well as the rational and efficient use of natural resources. The policy strongly advocates for the development of sustainable tourism practices that align with the principles of environmental management, conservation of marine resources and overall sustainable development.

The Water Policy (2004): The policy acknowledges the need of incorporating environmental considerations into the planning and execution of water and sanitation programs, which should be developed in a manner that minimizes harm to the environment. Meanwhile, issues related to the utilization of water resources for fisheries and aquaculture development has not been fully elaborated and there is a need for the Fisheries Policy to address collaboration on marine resources and water issues.

The Zanzibar Gender Policy (2016): The policy places a strong emphasis on promoting gender equity and equality across all sectors. It calls for the integration of gender perspectives, commonly referred as gender mainstreaming, in various areas, including the fisheries sector.

Parallel to Zanzibar fisheries policy, this ZNPoA also aligns with and enacts other international instruments including; Sustainable Development goals (SDGs), The Code of Conduct for Responsible Fisheries (CCRF); Voluntary Guidelines on the Responsible Governance of Tenure of Land, Fisheries and Forests. The fisheries

sector in Zanzibar, on the International level adheres to various protocols and conventions that are relevant. This includes the International Law of the Sea, UNCLOS of 1982; FAO Code of Conduct for Responsible Fisheries of 1995 (CCRF); SADC Fisheries Protocol; Ecosystem Approach to Fisheries and Small-scale Fisheries Guidelines of 2015; Convention on Biodiversity (CBD) (1992 - 1993); Agreement on the Application of Sanitary and Phytosanitary Measures (SPS Agreement) of 1995; the Beijing Declaration and Platform for Action of the Fourth World Conference on Women (1995) that provides a mandate to actively and visibly mainstreaming gender perspectives in all policies and programs, including fisheries and aquaculture.

1.3 DEVELOPMENT OF ZANZIBAR NATIONAL PLAN OF ACTION (ZNPoA)

The Food and Agriculture Organization of the United Nations (FAO) has played a key role in coordinating international efforts to support the development of the VGSSF since the initial first Global Conference on Small-Scale Fisheries which was held in Bangkok in 2008. Extensive consultations at national, regional, and global levels took place between 2010 and 2015 involving over 4,000 stakeholders worldwide. This resulted in the formulation of the Voluntary Guidelines for Securing Sustainable Small-scale Fisheries (VGSSF) in 2015 aimed on food security and poverty eradication. Several meetings were conducted in different countries to discuss and lay out strategies to implement the (VGSSF) guidelines. The United Republic of Tanzania was among the first countries which actively introduced the FAONPoA Guideline and implemented it effectively in the national and local level. While Tanzania Mainland

had already launched and operationalized the (VGSSF), Zanzibar is also adopting the Guidelines to support and protect the archipelago's small-scale fisheries sector.

The development of Zanzibar National Plan of Action (ZNPoA) was undertaken with support and collaboration from numerous fisheries stakeholders within Marine Conservation Areas of Zanzibar which include NGO, academic institutions, fishers' groups, women fish workers and many others. It also involved members from Tanzania Mainland, who had started implementation of VGSSF including the preparation and implementation of a ZNPoA. Mwambao-MCCC was tasked by FAO to undertake the implementation of the VGSSF in Zanzibar to include a series of awareness raising workshops on the introduction of the VGSSF. These workshops were conducted with stakeholders including technical staff from different departments, fish workers across the marine conservation areas of Zanzibar including women.

The process for development of ZNPoA was initiated through the formulation and launching of Zanzibar National Task Team (ZNTT) that involved eleven members from stakeholder groups such as Department of Fisheries and Aquaculture Development, Department of Marine Conservation, Zanzibar Fisheries and Marine Resources Research Institute, Zanzibar Fisheries Company and NGOs. Preliminary awareness raising events were also used to collate challenges and recommendations that affect small-scale fisheries development in Zanzibar as per VGSSF main themes. Validation workshops were also carried out with stakeholder groups to present and verify information from the draft ZNPoA.



1.4 THE RATIONALE

The development of the Zanzibar National Plan of Action [ZNPoA] is guided by prevailing challenges that are threatening sustainability in the small-scale fisheries sector in Zanzibar. The Plan aims to tackle these major challenges that are in line with Visionary Goals for Sustainable Small-Scale Fisheries (VGSSF) these challenges include, inadequate capacity and low conservation awareness of sustainable resource management, lack of marine spatial planning, insufficient systems to promote social development for small-scale fishers, market value chain post-harvest losses and lack of value addition and marketing controls; presence of gender inequality in the small-scale fisheries sector as well as lack of social systems to coordinate and inform community on disaster management in fisheries as a response to climate change impacts and lack of organized and powerful Small-Scale Fisheries (SSF) groups to participate in decision making as well as lack of a clear protocol for the governance of tenure.



CHAPTER TWO

ZNPOA GUIDING PRINCIPLES

This ZNPoA will adhere to the guiding principles of the Zanzibar Fisheries Policy of 2022 that are in-line with the VGSSF. These guiding principles of the 2022 Fisheries Policy, which are also consistent with the national development priorities, include the following:

1. **Sustainability:** The policy aims to prevent social, economic and environmental impacts, and aspires to strengthen community capacity to manage coastal and marine resources, through the co-management approach.
2. **Conservation:** The policy aims to develop effective management of marine ecosystems to ensure the integrity of sensitive ecosystems and marine biodiversity
3. **Research:** The Policy seeks to promote demand-driven scientific research to inform the development and management of the fishery and aquaculture resources.
4. **Poverty reduction:** Poverty reduction is intricately connected to enhanced fisheries management and, in relation to this, the regulation of fishing capacity. By advocating for pro-poor initiatives in fishing and related activities, progress can be made in reducing poverty.
5. **Gender and equity:** The equitable fishery sector aims to achieve fair and inclusive participation of men, women and youth. This goal is pursued by implementing transparent and equitable rules and frameworks.
6. **Partnership:** The management of fisheries and aquaculture initiatives strives to involve stakeholders in the decision making process through the establishment of Public-Private Partnership arrangements
7. **Co-Management:** The current practice of marine conservation emphasizes participatory management involving a wider array of stakeholders. This approach encourages active involvement from local fishers, Local Government Authorities (LGAs), non-governmental organizations (NGOs), community-based organizations (CBOs), public institutions, private sector institutions, development partners, and environment champions. By promoting collaboration and inclusive among these diverse stakeholders, it aims to achieve more effective and sustainable marine conservation efforts.
8. **Extension Services:** The Policy places particular attention on providing education, awareness-raising, and training programs to private and community-based institutions. The goal is to encourage the formalization of economic sector activities within the fisheries industry.
9. **Monitoring, Control and Surveillance in fisheries management:** The policy emphasis on implementing effective monitoring control, and surveillance measures in fisheries development and management. Special attention is given to the application of Priority measures for Strong Enforcement (PSE).
10. **Transparency and accountability:** The policy ensures the mainstreaming of good governance principles, By incorporating these principles into the policy's implementation, it seeks to promote transparency, accountability, inclusiveness, and efficiency in the governance of fisheries sector.
11. **Empowerment:** The Policy ensures active participation of fishers including women, youth and other vulnerable groups in the management of fisheries sector
12. **Competition:** The policy aims to ensure fair competition in the fishery industry so as to maximize social returns for the current and future generation.
13. **Corporate social responsibility:** The Policy will advocate for corporate social responsibility among potential actors within the fisheries sector.
14. **Strong governance and Poverty reduction:** The Policy will actively promote good governance throughout its implementation process.



CHAPTER THREE

KEY CHALLENGES AND OPPORTUNITIES AND PROPOSED INTERVENTIONS FOR ZNPOA

Throughout the world, small-scale fishers face several challenges. In Zanzibar, a series of stakeholder's consultation sessions identified the primary obstacles, categorized according to the VGSSF themes, as follows:

3.1 RESPONSIBLE FISHERIES AND SUSTAINABLE DEVELOPMENT

The challenges identified under part two of the main theme in VGSSF-Responsible fisheries and sustainable development, specifically focusing on Governance of Tenure in small-scale fisheries and resource management, are as follows.

3.1.1 Sustainable resource management

The Fisheries legislation in Zanzibar entrusts local communities and other stakeholders with the management of marine resources through representation of Shehias Fisheries Committee (SFC). However, the status of local resource management governance to deliver active co-management needs improvements to provide the expected benefits to small-scale fisheries. The following are the main challenges identified by stakeholders during the process for ZNPoA development:

1. Lack of effective co-management arrangements;
2. Poor governance and management capacity;
3. Inadequate monitoring, surveillance and control (MCS);
4. Lack of sustainable finance systems to support co-managements arrangements.

The following are the proposed interventions to address the challenges:

1. Implementation of 'Targeted Education Awareness' programs;
2. Establishment and implementation of Standard Operation Procedures (SOPs) for co-management clusters/Groups (CMG);

3. Strengthening the capacity of the Shehias Fisheries Committee (SFC) and Co-management groups (CMG) to effectively operationalize and manage their resources, including management, spatial planning and provision of equipment;
4. Establishment of a Monitoring, Control and Surveillance team with knowledge of building and provision of working equipment;
5. Establishment and implementation of co-management sustainable finance systems.



3.1.2 Social development, employment and decent work

This is an important aspect that has a direct connection to the small-scale fisheries sector that needs to be given much more attention. The priority challenges under this theme include the following:

1. Insufficient workplace safety policies and guidelines;
2. Lack of entrepreneurship skills and viable opportunities for fishers;
3. Lack of life-saving skills, techniques, equipment and well-defined protocols;
4. Lack of fisher information systems for monitoring and maintaining a comprehensive data base;

5. Lack of concessional loans and credit facilities to assist fishers;
6. Lack of health insurance coverage for fishers.

The proposed interventions for the Zanzibar Plan of Action (ZNPoA) includes:

1. Provide training and support entrepreneurship skills to fishers groups;
2. Establish and implement effective systems to link fishers with financial institutions that providing cheap loans to fishermen;
3. Support establishment of community rescue teams;
4. Training of life saving techniques and provision of equipment;
5. Identify, encourage and link fishers with insurance (health) institutions for their social security.

3.1.3 Value chains, post-harvest and trade

Currently, under the Ministry of Blue Economy and Fisheries, the Revolutionary Government of Zanzibar is engaged in conducting several studies to identify gaps and implement interventions under this theme. The development process for this plan has identified the following challenges;

1. Inadequate fish processing technology and value addition for marine products value chain;
2. Inadequate domestic markets for marine products trade;
3. Lack of proper standards for seaweed and anchovy products;
4. Insufficient seaweed value chain development including processing infrastructure and marketing;
5. Lack of clusters to organize and support fish workers to recognize their rights.

The proposed Zanzibar Plan of Action (ZNPoA) interventions include:

1. Strengthening capacity of fishers (processors groups) to improve the standards of their prod-

uct for better value chain including fish handling and processing;

2. Provision of suitable infrastructures such as drying racks, solar tent dryers, cold storage facilities.
3. Provide training on proper fish handling and processing.
4. Establish well developed fish markets to some landing sites and
5. Support establishment of umbrella national small-scale fishers' union to promote rights for small scale fisheries and marketing.



3.1.4 Gender equality and vulnerable groups

Ensuring fair treatment among fishers and fish workers in resource management and access is crucial to uphold the rights of all human being and adhere to global and national legal frameworks. Preferential treatment, when necessary, should be employed to achieve equitable outcomes, particularly for vulnerable and marginalized groups. The following are identified challenges that are needed to be addressed during the implementation of this plan of action:

1. Inadequate information on gender participation and status of child's labour challenges in fisheries sector;
2. Limited financial capacity and lack of credit facilities for women fish workers to engage in alternative livelihoods;
3. Uncoordinated gender participation at small scale fisheries at community level.

The proposed interventions in the ZNPoA are as follows:

1. Conduct an assessment to understand gender impact, including the status of child labor in fisheries sector, identifying gaps and providing recommendations for improvement;
2. Develop a safeguarding mechanism to protect women and children working in fisheries sector;
3. Facilitate the establishment of conservation eco-credit funds specifically designed for women, providing them with access to viable business opportunities and connecting them to fair credit institutions;
4. Conduct a comprehensive mapping of women fish workers, establish and train women fish workers network to strengthen their participation and representation in fisheries activities.

3.1.5 Disaster risks and climate change

The new fisheries policy aims to enhance national capacity to coordinate and collaborate on comprehensive disaster management programs across all inter-sector levels. The following are challenges that has been identified at the level of small-scale fisheries sector.

1. Insufficient information exists regarding the impact of climate change on fishers and fisheries.
2. Marine Conservation Areas (MCAs) lack of proper strategy for building resilience and adapting to climate change :
3. There is a lack of disaster management early warning systems to mitigate impacts of climate change;
4. Fishers face the loss of lives and their property, including vessels sinking and fishers drowning, loss of fishing boats, engines and fishing gears during bad weather condition.
5. Inadequate data is available on sea-based disasters and their impact on families within the small-scale fisheries sector.

The proposed interventions for ZNPoA under this theme include:

1. Conduct a study to identify climate change impacts in co-management areas within 5 MCAs in Zanzibar. This will facilitate the development of climate resilient and adaptation strategy.
2. Conduct a rapid assessment on disasters at sea and its impact at family level;
3. Facilitate the establishment and implementation of a disaster management strategy, including early warning systems and disaster funds to support fishers;
4. Facilitate the establishment of a task force to assist implementation of disaster management strategy.



3.2 ENABLING ENVIRONMENT AND SUPPORTING IMPLEMENTATION

The Ministry of Blue Economy and Fisheries along with its Departments of Fisheries and Aquaculture Development (DoFD) and Department of Marine Conservation (DMC), in collaboration with its national stakeholders, can play a good position in creating a conducive environment to support the implementation of national and international guidelines such as VGSSF by creating a supportive environment under various capacities including the following:

3.2.1 Policy coherence, institutional coordination and collaboration

The development process for the ZNPoA has identified some challenges that must be addressed to effectively support the implementation of the VGSSF. Establishing coherence of the fisheries policy and legislative framework with other internal sectors policies and legislative framework including those related to economic development policies; energy, education, health and rural development policies; environmental protection; food security and nutrition policies; labor and employment policies; trade policies; disaster risk management (DRM) and climate change adaptation (CCA) policies. The plan proposes the following:

- i). Through ZAFIRI and in collaboration with other stakeholders, carry out a gap analysis study to identify areas of incoherence within related sectoral policies. This study will focus on policies related to water & energy, education, health and community development forest and non-renewable resources, environmental protection; food security and nutrition policies; labor and employment policies; trade policies and environmental and climate change adaptation (CCA) policies;
- ii). Promote collaboration with small-scale fisheries stakeholders, including their professional associations academics, NGOs, fisheries cooperatives, investors and CSOs;
- iii). Facilitate the formation of strong bonds with local government and relevant stakeholders to successfully implement strategic co-management initiatives;

- iv). Enhance networking and collaborative platforms to facilitate the exchange of experiences and information among stakeholders. This includes creating platforms for stakeholders to engage in policy and decision-making processes relevant to small-scale fishing communities. By promoting information sharing and collaboration, stakeholders can contribute their knowledge and perspectives to shape policies and decisions that affect their communities.

3.2.2 Information, research and communication

The Revolutionary Government of Zanzibar has taken a significant step by establishing its own research institution (ZAFIRI) which is dedicated to addressing various aspects of fisheries, aquaculture and marine resources research. ZAFIRI's scope includes bio-ecological, social, cultural and economic research related to the marine domain. There is also "*Data information and management*" unit within the Department of Fisheries that is working to make sure all information is stored in safe directory and used by relevant stakeholders for decision making and whenever needed.

The ZNPoA aims to enhance collaboration among stakeholders in the fisheries sector during its implementation. The objective is to ensure the collection and submission of all data sets related to each theme of the ZNPoA to ZAFIRI. These data sets will be analyzed, and the results will be effectively communicated back to the stakeholders, this will enable them to influence all sets of data under each theme of ZNPoA. This will help to increase transparency and participation to add value to the institution. This ZNPoA is proposing the following:

- i). Carry out research to assess the current data management systems within the department of fisheries and how these data are communicated by small scale fisheries stakeholders for decision making;
- ii). Enhance the existing data management practices by promoting the creation of data management and communication systems that aid stakeholders in small-scale fisheries, such as fishers and fish workers.

3.2.3 Capacity development

This section highlights the importance of strengthening the capacity of small-scale fishing communities to enable their active participation in decision-making processes. The Ministry of Blue economy and Fisheries, under the Revolutionary Government of Zanzibar, is currently reviewing its co-management framework in all Marine Conservation Areas. This framework aims to ensure stakeholders at every level are involved in decision making process, contributing to the overall development of the small-scale fisheries sector.

Simultaneously, the government has initiated the provision of equipment and materials to support fishers in engaging in deep-sea fishing. This strategic measure is specifically designed to reduce fishing pressure in intertidal waters and allow rehabilitation of the ecosystems. NGOs and the private sector have been involved in conducting capacity building training for Shehia Fishers Committees to enhance their institutional governance and resource management. However, this effort alone has not been enough to bring about significant changes due to various challenges that must be addressed through the implementation of ZNPoA. These challenges include:

- i). Limited knowledge and innovation regarding value addition and entrepreneurship within small scale-fisheries sector.
- ii). Inadequate access to sustained access to capital, financing and markets.

- iii). Absence of proper platform to advocate for opportunities for women fishers in small scale fisheries.
- iv). Low capacity of Fishers Committee (SFC), Collaborative Management Groups (CMG) and other community groups.

To address these issues, the ZNPoA proposes the following support:

- i). Continuously strengthening the capacity of Shehia Fishers Committee (SFC), Collaborative Management Groups (CMG) and other community organizations to instill a sense of ownership and effective management of their local resources.
- ii). Establishing several platforms, such as fishers cooperatives, women fish worker network, and a women gender desk within the Ministry of Blue Economy and Fisheries and its departments.
- iii). At the same time, the ZNPoA proposes specific awareness campaigns and capacity building initiatives for communities in the fisheries sector, with focus on value addition and livelihood development.



3.2.4 Implementation support and monitoring

This section emphasizes the importance to ensure the effective implementation of the ZNPoA and ensure it complies with the national policy instruments. The Ministry of Blue Economy and Fisheries will receive support to address the following aspects:

- i). Lack of monitoring system to oversee the implementation of the ZNPoA and VGSSF as whole.
- ii). Insufficient resources for the implementation of the ZNPoA and VGSSF.

To address these challenges and ensure successful implementation and monitoring of this plan, the following measures are proposed:

- i). Support establishment of monitoring system to oversee the implementation of VGSSF, ensuring alignment with the national policy and legislative instruments.

- ii). Supporting fisheries stakeholders, including NGOs and civil society, in their effort to implement the ZNPoA and VGSSF
- iii). Create a platform that uses available resources to effectively implement the ZNPoA and VGSSF.
- iv). Seek financial support from development partners to support the implementation and closely monitor the progress of the ZNPoA with active involvement of all stakeholders.
- v). Continue to provide leadership and support to other institutions in the implementation of their project activities that align with the themes of the ZNPoA and are in accordance with national policy instruments.



CHAPTER FOUR

MONITORING, EVALUATION AND PERFORMANCE REPORTING

The sustainability of this ZNPOA is of utmost importance and crucial for the development of Zanzibar's small-scale fishers and fish workers. The implementation of this ZNPOA will be carried out in collaborative effort involving various stakeholders, such as fisheries sectors including Department of Fisheries and Aquaculture Development (DoFD), Department of Marine Conservation (DMC), ZAFIRI, ZAFICO, and development partners including NGO and other partners. Funds will be solicited through various donors and in-kind support expected to come from the government and other stakeholders. The following are expected partners and collaborators to make sure this ZNPOA is implemented effectively:

1. Development partners including FAO, NGOs
2. Government -responsible departments
3. NGOs.
4. Research institutions
5. Private investors/Hoteliers
6. Good Samaritans (Wasamaria wema)

This ZNPOA was prepared make sure it is in-line with various National and international treaties and procedures, including Sustainable development goal SDG- Indicator 14.b.1 Securing sustainable small-scale fisheries, the Zanzibar Blue Economy Policy, Zanzibar Fisheries Policy, General Management Plans and Fisheries Management Plans for priority fisheries.

The establishment of ZNTT will be a major agent to coordinate the implementation of the guidelines in collaboration with all fisheries stakeholders. The proposed establishment of a women's desk at the Department of Fisheries and the women fish workers union will make sure participation and access to fisheries by various stakeholders in the future. Furthermore, this plan also comprises of the Monitoring and Evaluation matrix that will act as tracker for its implementation. And finally, this plan will comprise of 5 thematic areas that will allow other agencies, including government, to fully participate in its implementation by streamlining in their projects interventions.



4.1 ZNPOA MONITORING MATRIX, CHALLENGES, ACTIONS AND VERIFIABLE INDICATORS

Table 4.1: Thematic area 1: Sustainable Resource Management

Output 1. Sufficient knowledge and capacity of Shehia level leading institutions enhanced to engage effectively in collaborative and sustainable marine resource management.				
Challenge	Action	Objectively verifiable indicators	Means of verification	Important risks & assumptions
i) Low-level on conservation awareness knowledge and capacities on sustainable resources management to small-scale fishers and fish workers of Zanzibar.	Design, establish and implement targeted education and awareness program for sustainable resources management.	KAP study conducted to inform an education and awareness program. Education and Awareness program established	KAP survey report Awareness and education program document progress report education and awareness material disseminated	Community willingness to participate in the survey
ii) Lack of effective procedures for co-management arrangements	Support establishment and implementation of SOP for co- management clusters/Groups (CMG)	Standard Operation Procedures (SOP) for CMG in place, number of trainings, number of members (M/F) trained.	SOP establishment report	Support from the department of Marine Conservation
iii) Weak governance and management capacity including inadequate monitoring, surveillance and control (MCS)	Strengthening capacity of SFC and collaborative management groups (CMG) on governance and management of their resources including management, planning, knowledge building and provision of surveillance equipment.	No of capacity building sessions, number of members (M/F) trained on collaborative management groups, MCS protocol developed, patrol equipment procured, management plan prepared.	Progress report, CMG management planning report, Patrol report, list of surveillance equipment procured.	Policy and legislative framework changes of co-management framework to effect the intervention.
iv) Lack of sustainable finance systems to support co management arrangements.	Establish and implement co-management sustainable finance systems	Sustainable finance system for co-management in place.	Co-management sustainable finance progress report.	Community willingness to participate.

Table 4.2: Thematic area 2: Social development, employment and decent work

Output 2: Working environment is promoted to support men and women fishers and fish workers				
Challenge	Action	Objectively verifiable- indicators	Means of verification	Important risks & assumptions
i) Lack of entrepreneurship skills viable opportunities and concessional loans assisting fishers to diversify their fishing activities.	Train and support entrepreneurship skills to fishers groups and link fisher groups with financial institutions providing soft loans to fishermen.	No of training sessions, no of supported conservation Eco-credit activity, no of supported fish workers (M/F) by financial institutions (10 fishers group @ 30ppt)	Progress report, eco credit activity established, list of community members supported by financial institutions	Willingness of fishers groups to participate in the programs.
ii) Lack of life saving skills/techniques equipment's and community lead institution for fishers lifesaving.	Support establishment of community rescue teams, training of life saving techniques and provision of equipments.	No. of training, no. of participants attended life saving techniques training, equipment procured	Progress report, list of equipment procured	Willingness of fishers groups to participate in the programs
iii) Lack of effective procedures and guidelines to manage occupational safety health insurance schemes for fishers	Support establishment of effective procedures and guidelines to manage occupational safety and link fishers with healthy insurance institutions for their social security.	Procedures established, No of fish workers (M/F) benefited with health insurance scheme, No of institution to support fishers insurance scheme	Progress report, list of fishers benefited in insurance scheme,	Acceptance of fishers to join health insurance scheme

Table 4.3: Thematic area 3: Value chain, Post-harvest and Trade

Output 3: Improved value chain development for post-harvest and trade				
Challenge	Action	Objectively verifiable- indicators	Means of verification	Important risks & assumptions
i) Inadequate technology, processing and value addition for marine products.	Strengthen capacity of fishers (processors groups) to improve standards of their product for better value chain including fish handling and processing.	No of training session provided to the groups, infrastructure established, materials procured and handled over to the group, No. of community members engaged,	Progress report, list of equipment procured, eco credit activity established, list of community members supported by financial institutions.	Willingness of fishers groups to participate in the programs
ii) Poor local level landing site infrastructure arrangements to provide service for type of fishers.	Promote local fish markets, landing sites to facilitate suitable arrangement and provide quality services to fishers and fish workers.	No of beneficiary (M/F) accessing services per landing sites. No. of landing site promoted	List of beneficiary per landing site. List of landing sites promoted	Willingness of fishers groups to participate in the programs

Output 3: Improved value chain development for post-harvest and trade				
Challenge	Action	Objectively verifiable-indicators	Means of verification	Important risks & assumptions
iii) Lack of organized clusters for fish workers/farmers to raise their voice on impactful fisheries matters.	Facilitate establishment of umbrella national small scale fishers union to promote rights for small scale fisheries and marketing.	Umbrella National small scale fishers union established.	Progress report	Willingness of fishers groups to participate in the programs

Table 4.4: Thematic area 4: Gender equality and vulnerable groups

Output 4: Achieve gender equity and empower women fish workers to equitably access the benefits from fisheries				
Challenges	Action	Objectively verifiable Indicators	Means of verification	Important risks & assumptions
i) Inadequate information on gender participation and status of child labour in fisheries sector and lack of safeguard mechanisms.	Conduct assessment on gender impact including status of child labour in fisheries sector that will result in the development of safeguard mechanisms for women and children working in fisheries sector.	Existence of gender impact assessment report, No. of community and groups consulted, feedback workshop, Safeguard mechanisms in place.	Progress report; assessment/feedback workshop report.	Department of fisheries actively implementing review of policy with inclusion of gender equity; willingness of women fish workers to organize themselves to fully participate in addressing gender issues in fisheries.
	Conduct mapping of women fish workers, establish and train women fish workers network to strengthen their participation in fisheries			
ii) Lack of financial capacity and credit facilities for women fish workers to engage in alternative livelihoods	Facilitate establishment of conservation Eco-credit funds for women including viable business and connect them to fair credit institutions	Eco credit funds disbursed; No. of women groups benefited.	Progress Report; Eco compliance protocol; women Eco credit status report	

Output 4: Achieve gender equity and empower women fish workers to equitably access the benefits from fisheries				
Challenges	Action	Objectively verifiable Indicators	Means of verification	Important risks & assumptions
iii) Lack of good governance systems and organized women fish workers in dealing with fisheries matters	Facilitate establishment of gender desk at the department of Fisheries and conduct training and gender mainstreaming action plan, facilitate establishment of women fish-workers network.	No of workshops conducted; no. of participants; gender desk established, action plan of gender mainstreaming developed; No. of women fish workers consulted, Women network in place, women network leaders trained	Progress Report, workshop reports, Gender desk at department of fisheries, Assessment Report, training report; progress report, women network leadership	Department of fisheries actively implementing review of policy with inclusion of gender equity; willingness of women fish workers to organize themselves to fully participate in addressing gender issues in fisheries.

Table 4.5: Thematic area 5: Disaster risk and climate change

Output 5: Reduced disaster risks on climate change impact through community led interventions				
Challenges	Action	Objectively verifiable Indicators	Means of verification	Important risks & assumptions
i) In-adequate data on climate change impact on small-scale fisheries of Zanzibar and Lack of climate change resilient and adaptation strategy within MCA.	Carryout study to identify climate change impacts in co management areas within 5 MCAs of Zanzibar and facilitate development of climate resilient and adaptation strategy.	Assessment report at MCA level in place,	Climate change impact Assessment at MCA report	Fish-workers readiness to adopt to climate change resilience strategy
		Climate resilient strategy in place		
ii) Insufficient information on disaster at sea and its impact at family level within small-scale fisheries sector	Carryout rapid assessment on disaster at sea and its impact at family level.	Rapid assessment report in place, number of consultations.	Rapid assessment Report	
iii) Lack of disaster management; early warning systems to mitigate loss of fishers lives and their properties (fishing Vessels drowning and loss of lives and fishing gears)	Facilitate establishment and implementation of disaster management strategy; early warning systems and disaster funds to support fishers.	Existence of strategy and early warning mechanism;	Progress Report, evidence of disaster funds disbursement, early warning mechanism.	

Output 5: Reduced disaster risks on climate change impact through community led interventions				
Challenges	Action	Objectively verifiable Indicators	Means of verification	Important risks & assumptions
		Fish Disaster management funds disbursed		
iv) Lack of collaborative task force to address disaster management issues at the community levels.	Facilitate establishment of task force to assist implementation of disaster management strategy.	Task force in place	Progress report, meeting minutes, action plan	
		Action plan developed, number of consultation to establish task force.		

4.2 ENSURING AND ENABLING ENVIRONMENT AND SUPPORTING IMPLEMENTATION OF ZNPOA AS A WAY TO IMPLEMENT VGSSF

Table 4.6: Policy coherence, institutional coordination and collaboration

Output 1: Promote enabling environment for the implementation of ZNPOA to enforce National fisheries policy instruments				
Challenge	Action	Objectively verifiable- indicators	Means of verification	Assumptions
i) Incoherent Fisheries policies and legislative framework with other internal sectors policies and legislative framework.	Conduct gap analysis assessment to identify gaps of coherence within related policies including; water & energy, education, health and community development forestry and non-renewable resources, environmental protection; food security and nutrition policies; labour and employment policies; trade policies and environmental and climate change adaptation (CCA) policies.	Report on gap analysis assessment to identify gaps of coherence policy and legislative frame work.	Progress report	Stakeholders engagement

Output 1: Promote enabling environment for the implementation of ZNPoA to enforce National fisheries policy instruments				
Challenge	Action	Objectively verifiable-indicators	Means of verification	Assumptions
ii) In-sufficient stakeholder's collaboration to facilitate their involvement in policy and decision making processes relevant to small-scale fishing communities.	Strengthen stakeholder's collaboration to facilitate their involvement in policy- and decision making processes relevant to small-scale fishing communities.	No of consultations and agreement, minutes from consultation	Progress report	Stakeholders engagement

Table 4.7: Information, research and communication

Output 2: Enhanced information, research and communication and feedback system				
Challenge	Action	Objectively verifiable-indicators	Means of verification	Important risks & assumptions
i) Lack of appropriate information management	Carry out assessment on existence of reliable information on small scale fisheries sector including illegal, unreported and unregulated (IUU) fishing. Disaster, climate change, livelihoods and food security and how this should be communicated by small scale fisheries stakeholders for decision making to recommend improvement.	Consultancy report on assessment of data management and communication system in place	Progress report	Department of Fisheries (DMC&DFDMP) are willing to lead and support
ii) Lack of data management and communication systems	Establish specific data management and communication systems to support small scale fisheries stakeholders including fishers and fish workers.	Data management and communication system in place.	Progress report	

Table 4.8: Capacity development

Output 3: Knowledge and capacity of small-scale fishing communities are enhanced to enable them to adopt in current co management framework decision-making processes and value chain development				
Challenges	Action	Objectively verifiable Indicators	Means of verification	Important risks & assumptions
i) Low capacity of Fishers Committee (SFC), Collaborative Management Groups (CMG) other community groups	Support engagement of fisheries stakeholders (NGOs, public sectors, CSOs) to strengthen capacity of Shehia Fishers Committee (SFC), Collaborative Management Groups (CMG) other community groups and building sense of ownership and for the positive decision making.	No. of NGOs and private sectors engaging community; no. of trained SFC. CMG another fishers groups.	Training reports, progress reports	Community are actively participate in the capacity building sessions and actively supported formulation of platforms.
ii) Lack of proper platform to advocate for women fishers rights in small scale fisheries	Support formation of national platforms including women fish worker network, Fishers union and the women gender desk at the department of Fisheries.	National platforms including women fish worker network in place.	Progress report (quarterly and semi-annual)	DMCA & DFDMP supported formulation of gender desk at the department level
iii) Insufficient knowledge on value addition and fisher enterprises to women groups and other fisher folks within small scale fisheries sector	Work collaboratively with stakeholders in capacity building on value addition and fisheries enterprises to women and other fishers and fish workers within small scale fisheries sector.	No of capacity building program carried out by each stakeholders, No. of fishers group facilitated	Progress report (quarterly and bi annual)	

Table 4.9: Implementation support and monitoring

Output 4: Tributary environment for the implementation of ZNPoA are secured				
Challenges	Action	Objectively verifiable Indicators	Means of verification	Important risks and assumptions
i) Lack of monitoring system to oversee the implementation of the ZNPoA and VGSSF as whole	Support establishment of monitoring system to oversee the implantation of VGSSF in accordance with the national policy and legislative instruments	Monitoring system to oversee the implantation of VGSSF in place.	Monitoring system progress report	Department of fisheries (DMCA & DFDMP) in collaboration with fisheries NGOs will participate fully to provide their support
ii) Insufficient resources to effect implementation of the ZNPoA and VGSSF	Lead and support fisheries stakeholders including NGOs and civil Society's to create the platform that will use available resources to effect implementation of ZNPoA and VGSSF.	NGOs and civil society platform support implementation of ZNPoA and VGSSF established.	Financial report	
	Solicit funds from Development partners to support implementation of ZNPoA	Funds from development partners in place according to donor/Development partners		

Table 4.10: Budget Summary for the Implementation of ZNPOA

Thematic area	Output	Total Cost (Tsh)	Total cost in USD (1\$ =TSH 2300)
4.1 Responsible fisheries and sustainable development			
4.1.1 Sustainable resource management	Sufficient knowledge and capacity of Shehia level leading institution enhanced to engage effectively in collaborative and sustainable marine resource management.	149,380,000	64,948
4.1.2 Social development, employment and decent work	Working environment are promoted to support men and women fishers and fish workers	166,895,000	72,563
4.1.3: Value chain, post-harvest and trade	Improved Value chain development for post-harvest and trade established	74,835,000	32,537
4.1.4 Gender equality and vulnerable groups	Gender equity strengthened whereas women fish workers empowered to equitable access the benefits from fisheries	115,740,000	50,322
4.1.5: Disaster risk and climate change	Reduced Disaster and risks on climate change impact through community led interventions	105,500,000	45,870
	Subtotal	612,350,000	266,239
4.2 Ensuring an enabling environment and supporting implementation of ZNPOA			
4.2.1 Policy coherence, institutional coordination and collaboration	Output 1:Promote enabling environment for the implementation of ZNPoA to enforce national fisheries and fisheries policy instruments	30000000	13043
4.2.2: Information, research and communication	Output .2:Enhanced Information, research and communication and feedback system	18830000	8187
4.2.3 Capacity development	Output 3: Knowledge and capacity of small-scale fishing communities are enhanced to enable them to adopt in current co management framework decision-making processes and value chain development	49000000	21304
4.2.4 Implementation support and monitoring	Output 4: Tributary environment for the implementation of ZNPOA are secured	30000000	13043
	Subtotal	127,830,000	55,578
	Grand total	740,180,000	321,817

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