



REVOLUTIONARY GOVERNMENT OF ZANZIBAR MINISTRY OF BLUE ECONOMY AND FISHERIES

ZANZIBAR BLUE ECONOMY GENDER STRATEGY AND ACTION PLAN





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FOREWORD


The Gender Action and Strategy Plan represents a comprehensive and actionable set of pathways towards gender equality and equity in the Blue Economy development of Zanzibar.

Approximately two-thirds of the Zanzibar' country's Gross Domestic Product (GDP) is intricately linked to the Blue Economy, and its rapid advancement is anticipated to propel us towards the goals outlined in the SDGs, Development Vision 2050 and the CCM election manifesto 2020-2025, aiming for upper-middle-income status by 2050. We have enthusiastically embraced the Blue Economy as a catalyst for the accelerated and inclusive development of Zanzibar.

The Zanzibar Blue Economy Policy as guided by his excellency, the President of Zanzibar and Chairman of the Revolutionary Council, He for She champion, Dr. Hussein Ali Mwinyi, emphasizes the promotion of social inclusion, gender equality, and equity, with a key focus on optimizing the contributions of women to ocean-based economic growth and poverty reduction. This Gender Strategy and Action Plan underscores our dedication to gender mainstreaming across all levels of priority within Zanzibar's blue economy policy.

Additionally, the Strategy acknowledges the growing global recognition of the significance of oceans and the blue economy in addressing climate change and ensuring environmental sustainability. The strategy recognizes the participation and leadership of women and girls for making climate, environmental and disaster risk reduction initiatives more effective.

The overall objective of the Gender Strategy and Action Plan is to enhance transparent and robust gender transformative interventions across Zanzibar's traditional sectors like fisheries and aquaculture and emerging sectors of the Blue Economy such as sustainable tourism, maritime trade and infrastructure, and energy.



Hon Hon. Suleiman Masoud Makame
Minister of Blue Economy and Fisheries.

ACKNOWLEDGMENT

The Blue Economy Gender Strategy and Action Plan has been collaboratively developed through consultations with various stakeholders, including government ministries, agencies, non-governmental organizations, development partners, and representatives from Women Rights Organizations and local communities. The input from this extensive network reflects a collective effort towards ensuring a comprehensive and inclusive blue economy framework.

We extend our profound gratitude to UN Women for their unwavering support, both in terms of financial resources, research and technical assistance, which played a pivotal role in the successful completion of the Blue Economy Gender Strategy and Action Plan. Our appreciation also goes to all stakeholders, including development partners, public institutions, the private sector, NGOs, and local communities, whose active participation in dialogue sessions significantly contributed to the development of this strategy.

Finally, special acknowledgment is reserved for the technical team of the Ministry of Blue Economy and Fisheries, comprising Directors, technicians, and experts from various backgrounds. Their dedicated efforts, working in tandem with the Department of Blue Economy Development and Coordination, were instrumental in the successful realization of the Gender Strategy and Action Plan. While the Ministry will be responsible for coordinating and implementing the Plan, its effective operationalization would include the commitment and meaningful action of all stakeholder groups. Together let us shape a prosperous future for Zanzibar founded on the lasting principles of inclusion and gender equality.



Dr. Aboud S Jumbe (PhD)
Principal Secretary
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1 INTRODUCTION

1.1 Background

The Revolutionary Government of Zanzibar recently embraced the Blue Economy as a pathway to the fast-tracked development of Zanzibar. About two-thirds of the country's Gross Domestic Product (GDP) is directly connected to the Blue Economy, the accelerated development of which is expected to advance Zanzibar, in alignment with Zanzibar Development Vision 2050 (Vision 2050) goals, to upper middle-income status by 2050. The Blue Economy implementation strategy is viewed as a critical enabler of the Zanzibar Blue Economy Policy, which ascribes to the Zanzibar Development Plan 2021 – 2026, the principal vehicle for the implementation of the Vision 2050, and its SDG commitment to ensure gender equality in a society where 'No One is Left Behind'. Towards these linkages, the Government is committed to sustainable and inclusive growth, central to which is the strengthening of women's participation to a process of equitable development.

Equitable Blue Economy growth in Zanzibar depends critically on the healthy development of its fisheries and aquaculture sectors, which provide livelihood and food security to the largest numbers of local people; as well as on sustainable tourism, energy, maritime trade, services and infrastructure, and ocean governance. The Government recognizes that thoughtful policy attention is required to ensure the inclusion of women who make up the most vulnerable sections of the fisheries and aquaculture value chains for the rural population, and especially the seaweed farmers. Further, greater inclusion of women can contribute significantly to the strengthening of the overall blue economy value addition, stability of the community, to safeguarding the environment, as well as to economic growth in the traditional economy which is primarily dependent on fisheries, aquaculture, seaweed farming and tourism.

The Blue Economy Policy thus promotes social inclusion, gender equality and equity, while optimizing the contribution of women to ocean-based economic growth and poverty reduction. The Policy is aligned with the Convention on the Elimination of all forms of Discrimination against Women (CEDAW). It recognizes and upholds the Sustainable Development Goals (SDGs), particularly SDG 5, which affirms Gender Equality; SDG 14, which emphasizes the conservation and sustainable use of the oceans, seas and marine resources for sustainable development; SDG 1 - No Poverty; SDG 2 - Zero Hunger; SDG 8 - Decent Work and Economic Growth; and SDG 13 - Climate Action. The Blue Economy Policy is aligned to the Zanzibar Gender Policy (2016), which aims to eliminate all forms of discrimination among women and men; addresses gender gaps in access to marine resources, financial services, and labour markets, and promotes women's empowerment across blue economy sectors. Furthermore, the United Republic of Tanzania is committed to the "Generation Equality Forum" – an international platform that seeks to accelerate the implementation of the gender equality commitments in the Beijing Declaration and Platform for Action of 1995 to achieve transformative change – and has adopted the "Economic Justice and Rights" thematic area as a vehicle towards the realization of gender equality and women's empowerment.

The Government recognizes that, while an all-of-society approach is needed to achieve its development goals, the inclusion and empowerment of women is a critical factor in ensuring implementational success. There is evidence that gender-responsive implementation of development would help alleviate poverty and hunger, increase employment and economic growth, and ensure environmental sustainability and climate resilience. The Blue Economy strategy of the Government therefore pledges itself to the process of gender mainstreaming at all levels in the priority areas of Zanzibar's Blue Economy.

1.2 Key Terms

This section defines the term gender mainstreaming and concepts related to it, with practical usage examples.

1.2.1 Gender Mainstreaming

Gender mainstreaming was established as a global strategy for promoting gender equality in the Platform for Action adopted at the United Nations Fourth World Conference on Women, held in Beijing in 1995. The United Nations Economic and Social Council (ECOSOC) has defined gender mainstreaming as "the

process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."

For every Blue Economy intervention, gender mainstreaming would require asking: Would there be a differential impact of that intervention on men and women? For example, deeper water seaweed aquaculture promoted as part of Blue Economy development is likely to increase the productivity of the seaweed sector. Are women and men equally equipped with the skills required for deeper water aquaculture – swimming, riding boats and accessing the ocean – or are there capacity gaps that require strategic attention to ensure that women can be equal partners in the changing economy?

1.2.2 Gender Audit

A gender audit is a tool and a process based on a participatory methodology, similar to a social audit but with the objective of mainstreaming gender. It is not a one-time activity but a process periodically carried out to assess the internal coherence within an organization or a programme with respect to gender mainstreaming objectives. It establishes baseline information; assesses critical needs and gaps and makes appropriate recommendations and suggests improvements and best practices, including documentation, to allow the system to develop collective capacity.

1.2.3 Gender Discriminatory, Gender-Blind, Gender-Sensitive, Gender-Responsive, And Gender Transformative

CEDAW, the 1979 Convention on the Elimination of all forms of Discrimination against Women the Gender discrimination ratified by the United Republic of Tanzania in 1986, defines gender discrimination as: "Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field."

Gender mainstreaming efforts would aim to design and implement development projects, programmes, and policies that:

- i. Do not reinforce existing gender inequalities (Gender Discriminatory)
- ii. Do not ignore differences in gender relations (Gender Blind)
- iii. Do redress existing gender inequalities (Gender Sensitive)
- iv. Do attempt to re-define gender roles and relations (Gender Responsive / Transformative).

1.3 Vision and Mission

1.2.4 Vision

The Blue Economy of Zanzibar enhances gender equality and equity.

1.2.5 Mission

Transparent and robust gender mainstreaming interventions, designed to promote gender equality and equity across Zanzibar's traditional and emerging sectors of the Blue Economy.

1.3 Guiding Principles

The Gender Strategy and Action Plan derives its vision of gender equality from the Constitution of Zanzibar, which deems all persons to be equal, and entitled, without any discrimination, to protection and equality before the law.

It receives its mandate from the Zanzibar Blue Economy Policy which promotes social inclusion, gender equality and equity, while optimizing the contribution of women to ocean-based economic growth and poverty reduction. It is strengthened by the Zanzibar Gender Policy, which aims to eliminate all forms of discrimination among women and men; addresses gender gaps in access to marine resources, financial services, and labour markets, and promotes women's empowerment across blue economy sectors.

The interlinkages of the above-mentioned Policies with key national, regional and international ethical and normative frameworks, including inter alia, the Convention on the Elimination of all forms of Discrimination against Women (CEDAW), the United Nations Sustainable Development Goals, and the International Bill of Human Rights, underpin the guiding principles of the Gender Strategy and Action Plan. These principles are:

- i. **Gender-inclusive and Sustainable Development:** Recognizing that the increased economic participation and empowerment of women, under decent conditions of work and employment, and with optimal skills and efficiency, contributes significantly to the Gross Domestic Product (GDP); enhances climate resilience; and strengthens the food security and stability of communities, gender inclusive and sustainable pathways to Blue Economy development shall be pursued.
- ii. **Gender-responsive Marine Spatial Planning:** Recognizing that gender-equitable, socially- inclusive and sustainable coordination and collaboration among the Blue Economy sectors is vital to ensuring social sustainability, environmental sustainability and economic sustainability, Marine Spatial Planning (MSP) within the Blue Economy framework, shall be participatory, accountable, transparent, equitable and inclusive, ensuring that no section of the population in Zanzibar is excluded, with special attention paid to the most vulnerable sections, at every stage of planning and implementation.
- iii. **Regulation and Enabling Environment:** Recognizing that the traditional economy including Fisheries and Aquaculture, employs women primarily as own-account, self-employed workers, and that the emerging sectors of the Blue Economy, including Tourism, Maritime Trade and Infrastructure, and Energy would generate increasing volumes of waged employment, differentiated and calibrated approaches shall be adopted to ensure gender equality and equity, both between and within Blue Economy sectors, through the adoption of necessary legal protections and enabling support.
- iv. **Support for Care Services:** Recognizing that women across sectors, region, class, and other differentiating factors, bear the primary responsibility for care work, enabling support and services shall be provided to reduce care-related time and labour burdens, thereby facilitating women to contribute value, in efficient and substantial ways, to Blue Economy development.
- v. **Gender Mainstreaming Across Stakeholders:** Acknowledging that effective gender mainstreaming would require an all-of-society approach, concerted efforts shall be undertaken to promote gender mainstreaming at all levels in government authorities and agencies; in public and private enterprises, in communities, and within households.
- vi. **Gender Mainstreaming in Education and Training:** Recognizing that education and training of the youth, in particular young women, is vital to meet the challenges of Blue Economy growth, capacities, knowledge, awareness and skills related to gender equitable, socially inclusive, and sustainable development shall be inculcated to ensure a future generation of responsible, gender-aware citizens.
- vii. **Gender Sensitive Data and Information:** Recognizing that gender responsive and gender sensitive data can significantly contribute to the recognition of women's work, gender responsive perspectives and methodologies shall guide data collection and analyses in the Blue Economy, with the impacts of Blue Economy development subjected to regular gender audit for any course correction required to promote gender equality and equity within and across Blue Economy sectors.
- viii. **Institutional Coordination and Coherence:** Coordination, coherence and cooperation between government bodies, research institutes, public and private enterprises, civil society organisations and representative organisations of people and workers is key to successful policy planning and implementation. Key to this is strengthening women's leadership and organisation.
- ix. **Development with Human Rights:** Zanzibar's commitment to Human Rights would extend to inclusion of all sections of the population in the development process; in particular the most vulnerable, including women, children and people with disabilities are integral to the development agenda. In the context, citizens share a responsibility to equitable share in the benefits from development; the Government is responsible for regulation of equitable development, ensuring in particular that the most vulnerable are full participants and equal beneficiaries.

2 STRATEGIC IMPLEMENTATIONS

2.1 Policy Objectives

Gender mainstreaming recognizes that the outcomes of any developmental intervention can be significantly different for men and women because of their gender-differentiated access to productive resources, assets, services, voice and agency. Gender mainstreaming therefore aims to enhance the role of women in society and in the economy, consequently enhancing women's capacity to contribute to economic growth and environment sustainability, with positive impacts on their social and economic status; their public participation and political representation, and on the food security and stability of coastal communities. In this context, it seeks to:

- i. Promote social and economic inclusion, with care to the needs of the most vulnerable sections, through gender mainstreaming at all levels across all sectors,
- ii. Ensure food security and climate resilience through sustainable Blue Economy development,
- iii. Strengthen policy coherence, collaboration and coordination between multiple sectors and stakeholders to ensure gender-inclusive and sustainable growth.

2.2 Priority Areas, Goals and Strategies

The Zanzibar Blue Economy Policy (2022) has a five-year implementation framework and is strategically focused on the following five broad areas:

- i. **Fisheries and Aquaculture;**
- ii. **Sustainable Tourism;**
- iii. **Maritime Trade and Infrastructure;**
- iv. **Energy (Oil & Gas and Renewable Energy); and**
- v. **Blue Economy Governance.**

These five priority areas include the traditional economy comprising the Fisheries and Aquaculture sectors, in which the majority of the population is employed, as well as the recent and emerging sectors of Tourism, Maritime Trade and Infrastructure and Energy. The areas collectively contribute to three overarching goals of the Blue Economy growth strategy:

- i. Contribute to growth in the national economy,
- ii. Strengthen resilience to effects of climate change, and
- iii. Ensure gender-inclusive growth across the population.

Taken together, these overarching goals lay the foundation for a socially and environmentally sustainable growth strategy that can help Zanzibar achieve its developmental aspirations as enshrined in Vision 2050.

2.3 The Blue Economy Strategy Implementation Matrix

The Gender Strategy and Action Plan is developed around the five priority areas, which align with the Zanzibar Development Plan (ZADEP 2021-26). The policy goals are translated into a matrix of activities, indicators, time frames, implementers and collaborating agencies. The plan will cover a period of five years of implementation between financial years 2023-24 to 2026-27. The Blue Economy Strategy Implementation Plan cuts across various sectors, and the strategies would guide the sectors and Blue economy stakeholders on programs and plans that contribute particularly to gender-inclusive Blue Economy growth. Detailed breakdown of the targets, planned actions, key performance indicators, and means of verification for each objective are contained in the Implementation Matrix. The planned targets provide guidance for monitoring; they are not cast in stone and can be reassessed in during mid-term Plan reviews. Specific actions pertaining to the five Priority Areas are summarized below. A summary sector profile and the major challenges in each of the Priority Areas is presented, followed by the strategic goals pertaining to the Priority Area, which are divided into specific objectives characterized by several targets. These targets are not static and can be re-assessed during the mid-term review of the Implementation Plan.

2.3.1 Priority Area 1: Fisheries and Aquaculture

The Fisheries and Aquaculture sector constitutes the largest source of livelihood and food security in Zanzibar. It also plays a vital role in terms of ensuring community resilience in times of social and economic disruption, as witnessed during the coronavirus pandemic. Women's labour in fisheries and aquaculture communities is crucial in terms of ensuring the reproduction and wellbeing of fishing households as well as the economic viability of artisanal fish value chains. The Government is therefore fully committed to protecting and strengthening artisanal and small-scale coastal and marine communities, particularly women, as part of the Blue Economy strategy.

2.3.1.1 Fisheries

Fish production in Zanzibar is of great importance to the local economy. Fish is the principal source of animal protein among the local population, with the current per capita consumption approximately 22 kg/person annually. The Fisheries and Aquaculture sector is the largest employer in Zanzibar, including of women, providing a basis for improving food and nutrition security, poverty alleviation, and fostering economic development, particularly for resource-poor coastal communities. It is vital therefore for the sector to develop in a robust and resilient manner through the process of Blue Economy development.

Official estimates in 2020 put the total number of fishers at 50,218 fishers, out of whom 43,080 are male (86%) and 7,138 are female (14%). The total number of fishers who harvest using vessels is 35,652 and the number of fishers who harvest on foot (foot fishers) is 14,566. Women in Zanzibar's fisheries sector are present across the fish value chain. In the fish harvesting subsector, 49% of those who harvest fish by foot for incomes and food are women. In the postharvest subsector, women engage in fish processing and fish trade. In the fish processing subsector, women manage a well-organized value chain involving the processing of small pelagics, destined for regional markets. Women are significantly present in the fish trade subsector as well, accounting for 19% of all fish traders in Zanzibar in the year 2020.

2.3.1.1.1 Cross-cutting Challenges

While there are sub-sectoral challenges specific to fisheries and the various forms of aquaculture practiced across Zanzibar, there are certain challenges arising out of the gender division of work, geographical differences, and differences in the level of development that have particular and cross-sectoral implications for women.

- I. **Need for Equality of Opportunity and Outcome:** Across the fisheries and aquaculture sector, women, in addition to economic work are also tasked with domestic labour and care responsibilities. For women to experience equality of opportunity and outcome in the sector, women's work in the care economy requires recognition and supportive facilities and infrastructure. In addition, gender mainstreaming across all actors at all levels in the fisheries and aquaculture value chain is necessary to ensure that the need for gender equality is understood and well supported.
- II. **Unequal Levels of Development:** Differences in the level of development in the urban and rural areas have differential impacts upon the fisheries sector. Some areas may be characterized by higher levels of poverty and lower levels of income differentiation, with agriculture as the mainstay of the population. In rural areas, where agriculture is the mainstay, due to a higher participation of men in the rural economy, men are present in greater numbers in the fisheries. In parts of the country where tourism and other services increase the employment options open to men, there are greater numbers of women in the fisheries sector. Blue Economy interventions would therefore need to be calibrated to the local specificities of gender-based challenges across regions.
- III. **Environmental and climate challenges:** Across Zanzibar, the very nature of women's work in the fisheries sector is ocean-based and exposes women to associated risks and disasters. Women's engagement with the ocean will increase with the development of deeper water fisheries and aquaculture. In such a context, existing gender-based socio-cultural challenges, such as normative practices that constrain women's ability to swim, to enter the ocean and to handle fishing and seaweed boats; their limited access to innovation-related opportunities; their lack of access to credit and markets, to cultivate their seaweed farms, to harvest marine products, to engage best practices in small-scale fisheries and aquaculture, would potentially impede policy goals aimed at accelerating women empowerment. Such challenges would therefore need to be addressed through well-planned, whole-of-society initiatives. Further, environmental and climate disasters

appear to have more severe impacts on the archipelago in terms of the scale of disaster risks, and environmental damage, with associated gender implications, that would require specific preventive and mitigative action.

2.3.1.1.2 Sub-sectoral Challenges

Women make vital contributions to the fisheries sector in Zanzibar throughout the fisheries value chain, but there are several gender-related challenges that must be addressed to recognize and promote their participation.

Since fishing or fish harvesting is formally defined as the act of capturing fish by boat or vessel, women's fishing-related activities attract less than adequate policy attention, be it harvest by foot fishing or postharvest activities, with consequently lower degrees of social protection available to women. Greater gender-responsive policy attention across the fish value chain would have positive and empowering implications on women's bargaining power, voice, and agency.

The Revolutionary Government of Zanzibar is fully committed to ensuring that fisheries sector modernization is pursued with gender-responsive safeguards and enabling provisions in ways that allow women to reap the equal benefits of the opportunities presented by sector development.

Fish Harvest

Food security: Fish is a critical component of food security for the local coastal population; however, the largely poor fishers, including women foot fishers, face an increasing pressure to monetize their catch, thus compromising the food and nutritional security of their households.

Recognition: Zanzibar annually collects gender-segregated data on the number of foot fishers in the country. However, since the amount or type of catches made from foot fishing are not measured, the fishing effort of women in the subsector, who are solely engaged in harvest through foot fishing, is not properly accounted for.

Nearshore resources: With shore-based gleaning increasingly contributing to daily incomes, nearshore invertebrate harvesting faces increased competition, threatening both women's livelihoods and nearshore biodiversity.

Fish Processing

Postharvest Loss: There are low investments into research and modernization techniques in the postharvest sector. As a result, fish processing and trade are marked by inefficiencies, leading to fish loss, and consequently, to low profits and the lack of product quality standardization, which have specific gender implications since the postharvest sector heavily employs women.

Market outreach: The seasonality of fish resources combined with the high degree of perishability of the product limits the markets accessible to women in postharvest fish processing.

Infrastructure and support: Fish landing sites are poorly equipped. No landing site has processing facilities. Only 25% of fish landing sites in the Marine Conservation Areas (MCA), and 20% in non-MCA areas, have public toilets. These sites therefore do not adequately address the needs of women in postharvest fish processing and trade.

Fish Trade

Cultural barriers: Social norms restricting women in public fish auction and market spaces create specific challenges for women in fish trade. As a result, women fish traders have lower access than do male fish traders to high value market spaces such as centrally located markets, hotels and restaurants.

Low mobility, low capital: Unlike male fish traders, women do not have access to private transport options like bicycles. This restricts the number and type of markets that women can access. Compared to men, women have poorer access to capital and credit, which limits their ability to grow and thrive in the sector.

Care responsibilities: Household care responsibilities are a barrier to the economic empowerment of all women but have a particularly significant impact on women in fish trade who are forced to limit their sales activities to local neighborhood markets where, typically, prices are lower than they are in centrally-located, high value fish markets.

2.3.1.2 Aquaculture

Seaweed cultivation is the main form of aquaculture that engages women in large numbers in Zanzibar. The other aquaculture sectors that are still in development stages include sea cucumber farming, fish farming, pearl and sponge culture and crab fattening.

2.3.1.2.1 Seaweed Aquaculture

Over the last three decades, women's labour in seaweed cultivation, boosted by organized cooperative efforts, helped seaweed export become the country's second-highest revenue earner.

Seaweed is cultivated in Zanzibar in coastal shehias throughout Unguja and Pemba, chiefly through the off-bottom, peg-and-line method in shallow, inter-tidal waters, but, due to diminishing returns and impacts of climate change, deeper water seaweed cultivation is being explored. In Unguja, the workforce is largely – 93 percent – female. In Pemba, which contributes 90 percent of the total production, men participate in greater numbers in the upper value chains of the sector, and make up a third of the workforce. In the Fisheries Frame Survey of 2020, there were 15,859 identified commercial producers in seaweed production, compared to the overall estimated total of 23,564 seaweed farmers from 2012 baseline year, of whom about 75 percent were women. However, current official statistics show a landmark production increase from 8,785 tons valued at TSh 5.38 Billion in 2020 to 12,594 tons valued at TSh 10.05 in 2023. There has also been an export increase from 11,832 tons valued at TSh 11.38 Billion in 2020 to 13,972.5 tons valued at TSh 16.01 Billion in 2023. A Post-COVID19 targeted increase in production and export of the seaweed crop is a challenge that the Revolutionary Government of Zanzibar is currently addressing through Blue Economy policy and implementation.

Key Gender-related Challenges

The seaweed sector and its challenges have been well researched in Zanzibar, and the Government under the Blue Economy Policy is taking several bold measures to address these. Chief among them are the following:

Need for better economic returns

Seaweed sector growth has depended primarily on bulk production through increasing the total area under seaweed cultivation for bulk exports to undifferentiated international markets, under the monopsonic control of a few buyers. Women's labour boosted production but economic returns from the sector remain low, despite positive signs of the increase in product selling prices. For example, since the establishment of the MoBEF under the current administration, the selling price of a *Spinosa* variety has increased from TSh 600/- per kilogram to above TSh 1,000/- per kilogram. At the same time, the selling price of *Cottonii* variety has increased from an average TSh 1,000/- per kilogram to TSh 2,200/- per kilogram. Blue Economy development planning includes increasing seaweed procurement prices and encouraging greater productivity, with gender-responsive safeguards and programmes to ensure that women are equal beneficiaries and viable actors in the sector.

Need for Value Addition

There are many avenues for value addition in the seaweed sector, which, through well-planned and gender-responsive Blue Economy development interventions, would significantly improve the prospects for women seaweed cultivators. These include introducing greater efficiencies in seaweed processing, enhancing downstream activities and improving product and market diversification.

Need to Ensure Occupational Health and Safety

Occupational health and safety is a vital concern in seaweed cultivation with wide ranging impacts that directly affect the health and wellbeing of women seaweed farmers, and indirectly, the health of the sector. The Revolutionary Government of Zanzibar is fully committed to taking stock of and addressing the full range of health and safety issues associated with seaweed production.

Need to Address Climate Change Impacts

Climate change-induced variations in local climatic conditions, including higher temperatures, irregular rainfall and stronger winds, have adversely impacted seaweed production and, consequently, the livelihood outcomes of women seaweed producers. The Blue Economy Policy of the Revolutionary Government of Zanzibar aims to promote deeper water seaweed cultivation, associated with higher climate resilience. Recognizing that deeper water seaweed cultivation requires special skills, including the ability to swim and handle boats, the Government is committed to gender mainstreaming in the sector through capacity building and skills training among women, and addressing cultural factors so as to ensure the continuance of women's economic participation as well as equal and equitable growth in the sector.

Need to Manage Competition from Other Sectors

The competitive use of intertidal and upper shore areas by sectors such tourism, already poses significant challenges for seaweed production. It is necessary to ensure that women seaweed farmers are not further marginalized by the growth of new sectors in the Blue Economy. The Revolutionary Government of Zanzibar is committed to implement Marine Spatial Planning process for better Blue Economy governance, with full attention paid to the need to protect and promote the livelihoods of women engaged in seaweed production.

2.3.1.2.2 Other Major Aquaculture Activities

Other major aquaculture value chains in Zanzibar include sea cucumber farming and crab fattening, while fish farming, pearl and sponge are in experimental or early stages of development in Zanzibar. The Post COVID19 intervention measures financed by the Revolutionary Government of Zanzibar to stimulate the economic growth and development of the Sea Cucumber and Mud Crab subsectors has seen establishment of 100 sea cucumber mariculture pens and 60 crab fattening pens across the archipelago. The commercial production of Sea Cucumber has increased from the Post-COVID19 baseline of 5.53 tons per year valued at TSh 28.6 Million in 2020 to above 15 tons per year valued at TSh 339 Million in 2023. Moreover, the commercial production of mudcrab has increased from the Post-COVID19 baseline of 29 tons per year valued at TSh 145.5 Million in 2020 to 175 tons valued at TSh 882 Million per year in 2023. Development of both freshwater and marine fish farming subsectors continues to gain pace with the recent establishment of 20 newly development fish ponds financed under Post-COVID19 Recovery Program. Recently, about 120,000 milkfish fingerlings were imported from Indonesia under a combination of IFAD Project and a Joint-Venture run Zanzibar Marine Hatchery Company Limited financed program, ready for acclimatization and supply to the local aquafarmers, including women.

Key Gender-related Challenges

There are several common challenges facing these sectors, with varying degrees of impact. These primarily signal the need for an enabling environment for small scale entrepreneurship and may be summarized as follows:

- i. Lack of skills and capacity development opportunities,
- ii. Need for post-harvest loss prevention,
- iii. Need for value addition through local processing,
- iv. Lack of regular supply of fingerlings,
- v. Need for better security and surveillance to prevent resource theft,
- vi. Lack of storage facilities,
- vii. Need for reliable markets and better economic linkages among sectors for better marketing,
- viii. Need for organization and networking among aquaculture producers,
- ix. Shortage of extension services,
- x. Need for research and investments into promoting occupational health and safety,
- xi. Need for research and investments into promoting environmentally safe aquaculture techniques,
- xii. Need for climate change adaptation and mitigation.

The overall approach of Priority Area 1 is to increase access and efficiency for women's activities in fisheries and aquaculture, while ensuring full recognition of their central role in economic and care functions, and as contributors to environmental sustainability. Accordingly, the goal of this sector is: Build capacity by protecting and strengthening access to productive resources and assets and enhancing access to skills and services; and by creating opportunities for gender equal employment. This will be done through targeted interventions that increase capacity and representation for women, supported by multiple partners within

the public and private sectors, NGOs, CSO, academics and development partners, and with full support by the Revolutionary Government of Zanzibar.

Priority Area 1 has a broader goal of enhancing sustainable fisheries in Zanzibar with three key objectives:

- i. Enhance value addition for women in post-harvest Fisheries and Aquaculture,
- ii. Increase capacity and entrepreneurship skills for improved economic gains for women in post-harvest Fisheries and Aquaculture, and
- iii. Strengthen women's livelihood and working conditions, representation, security and safety in Fisheries and Aquaculture.

2.3.2 Priority Area 2: Sustainable Tourism

Coastal tourism is a key component of Zanzibar's economy. It is a significant contributor to the GDP and employment. With its natural, historical, and cultural tourism attractions, Zanzibar has excellent potential for promoting sustainable and responsible tourism.

2.3.2.1 Key Gender-related Challenges

The sector faces several gender mainstreaming challenges, which include the following:

Promotion of Women's Employment

Currently, there is underrepresentation of local labour, in particular, of women, at the upper levels of employment in the sector. This is despite the existence of tourism training institutions and of trained women in Zanzibar. Gender-equal human capital development at all levels of tourism sector employment, is a priority requirement.

Better regulation and sector governance for decent work

Improvements in sector governance and regulation are needed to ensure decent work through enhancing the economic and working conditions for women, and through measures that promote gender equality and eliminate gender-based harassment at the workplace.

Skills training for Women

Investments in skills training that address a gamut of skills and abilities, including language, digital, cultural and special needs training, that are necessary for optimal performance and growth, would lead to better gender outcomes, and need to be prioritized.

Integration of local cultural sensitivities

Better integration of local cultural sensitivities into the operations of the sector is an urgent requirement. For example, a culturally sensitive dress code for employees in tourism establishments could be made optionally available to accommodate local cultural practices.

Support for Women's Economic Empowerment

Better investment support and the lowering of entry barriers for small manufacturing enterprises (SMEs) is needed to encourage female entrepreneurship in the tourism sector.

Greater Inter-Sectoral Economic Linkages

The promotion and improvement of economic linkages between tourism and other sectors, for example, fisheries and aquaculture, with a view to promoting women's economic activities is another priority area.

Seasonality of work

Seasonality of work in tourism is a drawback that deters women's participation in tourism since hotels may close during the low season, leaving employees without income for parts of the year. Viable employment alternatives are needed to address this challenge.

Support for Organization and Networking

Support for the organizing and networking activities of women workers in the tourism sector would be critical in enhancing women's social and political empowerment and would lead to better gender outcomes

in Blue Economy development.

Overall, the aim of Priority Area 2 is to promote and strengthen capacity and entrepreneurship skills for improved economic gains; and strengthen opportunities for gender inclusive employment with decent conditions of work for women in the Tourism sector

In the context, Priority Area 2 has the following two objectives:

- I. Impart and strengthen capacity and entrepreneurship skills for improved economic gains for women in Tourism, and
- III. Establish and strengthen workplace employment under decent conditions of work in Tourism.

2.3.3 Priority Area 3: Energy

Reliable and affordable energy is key to Zanzibar's economic and social reforms. The high rate of economic and population growth has increased energy demand and in turn, the demand for fuelwood, leading to untenable environmental pressures. Zanzibar is currently dependent on electricity imports. The requirement of self-reliance and environmental sustainability makes alternative sources of power a necessity to transform the economy of Zanzibar.

2.3.3.1 Key Gender-related Challenges

Access to electricity

The cost of acquiring a grid connection, power outages and bridging the rural-urban disparity in electricity access are significant priorities in Blue Economy development so that reliable and affordable access to electricity is available for rural women, such as fish and seaweed processors and small enterprise owners, as well as to households.

Improving energy use safety and efficiency

Given the restricted access to grid-based power, there is heavy dependence on biomass and fossil fuels, which are used with inefficient and unsafe technologies. In the immediate term, fuel-inefficient and unsafe energy utilization methods would be replaced with improved technology. In the long term, the efficient exploitation of renewable energy sources can universalize clean energy access. Equitable access to energy can be facilitated through dispersed and locally-managed off-grid power generation systems.

Ensuring gender equality in energy market opportunities

Energy expansion in Zanzibar could be a game changer for women in terms of increasing their livelihood and entrepreneurial options. However, there are a number of challenges that need to be addressed. These include:

- I. Promoting gender parity in STEM (Science, Technology, Engineering and Mathematics) education.
- II. Developing dispersed community-based and community-controlled power generation projects under the leadership of local women.
- II. Promoting women's entrepreneurship in the energy sector through better leadership training and financial inclusion (priority lending).

Gender-sensitive Oil and Gas (O&G) development

The Zanzibar Oil and Gas (Upstream) Policy acknowledges that there are several key challenges with gender-relevant implications for O&G development. These include:

- I. Promoting transparency and accountability by ensuring that consultations, community investments, and hiring processes include women and vulnerable groups,
- II. Minimizing gendered risks and impacts of oil and gas production, with special attention paid to any potential adverse impacts on women in subsistence-based livelihoods,
- III. Minimizing potential negative social impacts correlated with Oil & Gas exploration and development, including the risks of trafficking of women and children; the spread of HIV/AIDS; alcoholism, and gender-based violence,
- IV. Promoting gender parity in employment in upstream Oil & Gas projects.

Gender-sensitive Renewable Energy development

The renewable energy sector holds the promise of clean and dispersed energy, using the abundant solar, wind, wave, and tidal power potential that Zanzibar enjoys. The gender-related challenges that need to be addressed include the following:

- I. Ensuring gender parity in both direct employment in the sector as well as ancillary employment from power generation, by ensuring women's equal and equitable participation throughout the entire renewables value chain,
- II. Building on Zanzibar's existing strength of "solar mamas" skilled in dispersed solar energy installation and maintenance to support women's entrepreneurship while improving technical and leadership skills among them.

Consequently, the goal of this Priority Area is to impart and strengthen capacity and entrepreneurship skills for improved economic gains; and strengthen opportunities for gender inclusive employment with decent conditions of work for women in the Energy sector. This Priority Area has two objectives related to Gender Mainstreaming: (i) Impart and strengthen capacity and entrepreneurship skills for improved economic gains for women; and (ii) Establish and strengthen workplace employment under decent conditions of work in the sector.

2.3.4 Priority Area 4: Maritime Trade and Infrastructure

The development of the port and maritime infrastructure with resulting increase in ship traffic would generate direct employment in both seafaring and shore-based occupations. Gender mainstreaming in the sector would require an enabling environment to ensure that women have equal chances of benefitting from these new employment opportunities.

2.3.4.1 Key Gender-related Challenges

Maritime investment has a multiplier effect on the GDP, in turn creating new employment, both direct – in port and warehousing activity – and indirect, in sectors related to goods handling and export processing. At the same time, sector-related infrastructure development represents a threat in terms of competitive use of coastal and marine resources as well as environment degradation. These competing impacts need to be balanced to maximize gains from gender equal inclusive development in the sector, while minimizing the damages. The main challenges include:

Skills and capacity

Women in Zanzibar would require skills and capacity development to access direct jobs in ports and related infrastructure. Concerted efforts are needed to address capacity gaps and cultural barriers that restrict the full participation of women in public and private employment in the maritime sector.

Sector regulation for gender equality

The following key challenges need to be addressed to ensure gender equality in the sector:

- I. The availability of industry wide data on the status of women and their employment conditions in the sector is key to aid gender responsive planning and plan implementation.
- II. Infrastructure in shipping and ports should adequately address women's safety, hygiene, and health concerns,
- III. Specific areas on regulation to be addressed include gender parity in wages, hiring of local women in all positions, and zero tolerance policy towards sexual harassment at the workplace.
- IV. Promoting gender parity in STEM (Science, Technology, Engineering and Mathematics) education, and awareness on opportunities for women in the maritime sector.

2.3.4.2 Social and environmental challenges

- I. Maritime sector development is associated with significant challenges including disposal of construction debris, emissions and spills from large ship movement, dredging, etc. which can impact other economic sectors, particularly fisheries and aquaculture.

- II. Other challenges include erosion of shoreline, impact on fish catch, and direct displacement of populations, all of which affect the traditional forms of employment. These impacts, including gender specific impacts must be carefully factored into the planning process.

The goal of this Priority Area is to impart and strengthen capacity and entrepreneurship skills for improved economic gains for women and strengthen opportunities for gender inclusive employment with decent conditions of work in the Maritime Trade and Infrastructure sector. This Priority Area has the following objectives from the Gender Mainstreaming perspective; (i) Impart and strengthen capacity and entrepreneurship skills for improved economic gains; and strengthen opportunities for gender inclusive employment with decent conditions of work for women in the sector; and (ii) Establish and strengthen workplace employment under decent conditions of work.

2.3.5 Priority Area 5: Blue Economy Governance

The promotion of gender equality and equity would require an enabling environment to support the mainstreaming of the gender perspective into the governance framework. Of crucial importance is policy coherence and institutional coordination and collaboration between the various Ministries involved in the Blue Economy programme. The importance of policy coherence is underscored by the decision of the Government to create an empowered Ministry of Blue Economy and Fisheries (MoBEF) as a coordinating body for the Blue Economy. The increased participation of women from Zanzibar's coastal and marine communities in the implementation of Blue Economy programs and strategies is vital for robust Blue Economy governance.

2.3.5.1 Key Gender-related Challenges

The governance framework for Blue Economy development in Zanzibar faces the challenge of ensuring that the three pillars it rests on – social equity, environmental sustainability, and economic growth – are strengthened equally through its various policies and programmes. Social equity is undergirded by gender equality and equity; therefore, the stated commitment in Zanzibar's Blue Economy Policy to promote gender equality and equity, while optimizing the contribution of women to ocean-based economic growth and poverty reduction, would be an important guiding principle for Blue Economy governance.

Gender responsive policy and implementation is required in the following key areas of governance:

- I. Marine Spatial Planning (MSP) in Zanzibar should ensure socially responsible and gender equal sustainable growth.
- II. Project funding within the Blue Economy programme should ensure social and environmental sustainability, with full gender parity in processes and outcomes.
- III. Gender mainstreaming should be strengthened at all levels and in all spheres of the Blue Economy.
- IV. Capacity development for women should be emphasized at all levels and in all spheres of the Blue Economy.
- e. Gender sensitive and gender responsive data should be prioritized, with due regard to production and appropriate usage of data.

The goal of this Priority Area is to provide a Governance mechanism to ensure an enhanced enabling environment that identifies and addresses all structural, environmental, and normative barriers to gender equality; and promotes coordination and capacity across all relevant Ministries and policies to promote Gender Mainstreaming across the Blue Economy. This Priority Area has three specific objectives with respect to Gender Mainstreaming: (i) Introduce and strengthen a comprehensive policy and legislative framework for gender equality in livelihood and employment in the Blue Economy; (ii) Establish effective gender-disaggregated data and information management systems for recognition of women's economic and environmental contributions; (iii) Strengthen institutional coordination and collaboration mechanisms for gender mainstreaming; and (iv) Strengthen institutional capacity for gender mainstreaming in Blue Economy Governance structures.

3 IMPLEMENTATION ARRANGEMENT

3.1 Governance and Coordination

The Ministry of Blue Economy and Fisheries is responsible for the implementation of the BE Gender Strategy and Action Plan that ascribes to the Blue Economy Policy & Strategy, and its monitoring and evaluation. For this purpose, it will work together with the Ministry of Gender in providing oversight and support to all MDAs, assisting them in addressing deficiencies and solving major problems. Capacity-strengthening measures will be taken to ensure gender mainstreaming within the Ministry of Blue Economy and Fisheries.

3.2 Ownership of the BE Policy by All

Commitment: For the effective and successful implementation of the BE Policy, a strategic collaboration with all stakeholders is of paramount importance. Ownership of the policy strategies and goals, including and centrally, gender mainstreaming at every stage of policy making and implementation by all stakeholders therefore becomes a primary requirement. This shared responsibility will come through strategic partnerships with the private sector, civil society, academia, the media and its development partners, and with the community who are the principal stakeholder.

Enabling the private sector: The government will embark on additional policy reforms to make Zanzibar's private sector more vibrant and to diversify the economy in order to increase opportunities for the private sector to be able to participate. These include policy incentives to address some of the major challenges hindering the private sector, including access to financing, promoting exports and facilitating skills development. Critical reforms will also focus on ensuring inclusive and sustainable growth, with full and equal participation of women.

Civil society as an advocate for change: The government recognizes the importance of NGOs in the country's development. The civil society will play a crucial role in the development and implementation process, to ensure sustainable development, while assuring gender mainstreaming at all levels of programme implementation and outcomes. Towards this, the government shall establish appropriate partnership and collaborative instruments that will facilitate deeper interaction between government and NGOs.

3.3 Resource Mobilization

The costing and financing of the implementation plan for the Gender Mainstreaming of the BE Strategy have been considered. The in-depth costing associated with prioritization is aligned within the MTEF budget process. The development of thematic strategies, each with their own detailed costing exercises and financing analysis, are left to individual participating institutions.

The Government will seek support from the experienced international partners for expertise in establishment of a "Zanzibar Blue Fund for Gender Mainstreaming". Towards this, it will develop strong principles based on transparency, sustainability, efficiency, accountability and inclusiveness, while articulating a viable and coherent programme of activities consistent with Zanzibar's Blue Economy strategic priorities, including the priority area of Gender Mainstreaming.

3.4 Monitoring and Evaluation (M&E)

Monitoring and evaluation exercises shall be carried out on an annual basis, to analyze the implementation process and policy outcomes. The exercises will provide gender sensitive information on the extent of policy implementation, and on the progress being made in achieving the Blue Economy Policy objectives.

The output and outcome planning, monitoring and evaluation shall be at all levels of policy making and implementation. Targets and performance indicators will be designed to monitor the programme at all levels, and to provide dynamic course correction alternatives. This system shall be based on a set of key indicators that can be tracked at the policy level, while providing but be adequate signals about performance of the BE sector.

Recognizing the need to protect and promote the resilience of the traditional economies of Fisheries and Aquaculture where the majority of women are employed, gender-related metric pertaining to the Fisheries and Aquaculture sector will be reported periodically in a Gender and Fisheries & Aquaculture Status Report.

4 ANNEXES

4.1 Annex 1: Blue Economy Gender Strategy Implementation Matrix

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
PRIORITY AREA 1: FISHERIES AND AQUACULTURE						
Goal 1: Build capacity among women by protecting and strengthening access to productive resources and assets and enhancing access to skills and services; and by creating opportunities for gender equal employment.						
Objective 1.1: Enhance value addition for women in Fisheries and Aquaculture.						
1.1.1 Increase capacity of women across fish value chain	1.1.1.1 Launch and conduct Annual Gender and Fisheries & Aquaculture Status Report	1.1.1.1.1# of women engaged across fish value chain 1.1.1.1.2 average daily earnings	Annual Gender and Fisheries & Aquaculture Status Report	2023-2027	68,855,000	<ul style="list-style-type: none"> C: MoBEF; P: MoG; OCGS, DPs; NGOs and Private sector
1.1.2 Enhance climate-smart value addition for women fish processors	1.1.2.1 Promote clean and climate smart energy options by providing New Highly Efficient Cooking Stoves (NHECS) to women fish processors for processing fish (1000 cook stoves per year)	1.1.2.1.1# of women in New Highly Efficient Cooking Stoves 1.1.2.1.2 % decrease in energy consumption by women fish processors	Annual Gender and Fisheries Status Report	2023-2027	180,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Ministries; Ministry Responsible for Energy, Gender, NGOs; DPs and Private sector
	1.1.2.2 Pilot solar energy generation for drying fish (forced circulation solar dryers)	1.1.2.2.1 % decrease in post-harvest loss (PHL) among women fish processors 1.1.2.2.2 % decrease in use of fossil fuel/conventional energy	Annual Gender and Fisheries Status Report	2023-2027	180,000,000	
	1.1.2.3 Extend priority access to safe space for women fish processors in fish port infrastructure and related processing and storage facilities by reserving 25% of such spaces 1.1.2.3.1 Monitoring and Evaluation 1.1.2.3.2 Capacity building	1.1.2.3.1# of women accessing cold storage 1.1.2.3.1.2 % of reserved safe space used by women	Annual Gender and Fisheries Status Report	2023-2027	10,000,000	

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.3 Enhance value for women fish traders by allocating safe market space for their use	1.1.2.4 Extend priority access to women anchovy processors at the government anchovy processing unit	1.1.2.4.1# of women accessing the government anchovy processing unit	Annual Gender and Fisheries Status Report	2023-2027	10,000,000	
	1.1.3.1 Conduct two Annual Survey on average daily earnings and gender gap in fish trade; 1.1.3.1.1 Survey in 2023 to establish baseline 1.1.3.1.2 Survey in 2026 for comparison and status	1.1.3.1.2.1# average daily earnings 1.1.3.1.2.2% gender gap in fish trade available	Annual Gender and Fisheries Status Report	2023, 2026	500,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Ministry responsible for Gender, Markets, Trade and Infrastructure; NGOs, DPs and Private sector
	1.1.3.2 Reserve and allocate safe market space for women fish traders 1.1.3.2.1 Review existing legislations 1.1.3.2.2 Working group meeting for stakeholders 1.1.3.2.3 Official gazette notification	1.1.3.2.1.1% Increase in women fish traders average daily earnings 1.1.3.2.2.2% Decline in gender gap in earnings of women fish traders	Annual Gender and Fisheries Status Report	2023	50,000,000	
	1.1.3.3 Provide capacity and regulation (monitoring) to ensure correct use of women's safe market space;	1.1.3.3.1# of women fish traders given capacity training # of site inspection of markets spaces	Annual Gender and Fisheries Status Report	2024-2027	125,000,000	
	1.1.3.4 Provide and strengthen market linkages for women fish traders with tourism sector	1.1.3.4.1# Increase in market linkages for women fish traders with tourism sector	Annual Gender and Fisheries Status Report	2023-2027	100,000,000	
	1.1.4.1 Identify/develop prototype for utilizing solar energy for drying seaweed	1.1.4.1.1# of Proto type available	Annual Gender and Fisheries Status Report	2023-2027	800,000,000	<ul style="list-style-type: none"> C: MoBEF P: Ministry responsible for Gender, Trade, Markets; Cooperatives; SML-DA; DPs; NGOs; Private sectors
1.1.4 Enhance value addition through climate smart technologies for women seaweed producers	1.1.4.2 Provide and ensure maintenance of seaweed storage facilities for women seaweed farmers	1.1.4.2.1 % Decrease in post-harvest loss (PHL) among women seaweed farmers 1.1.4.2.2% Increase in earnings of women seaweed producers	Annual Gender and Aquaculture Status Report	2023-2027	545,000,000	

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	1.1.4.3 Pilot reliable and affordable seaweed transportation facilities to women seaweed farmers	1.1.4.3.1 Decrease in post-harvest loss (PHL) among women seaweed farmers 1.1.4.3.2 % Increase in earnings of women seaweed producers	Annual Gender and Aquaculture Status Report	2023-2027	80,000,000	<ul style="list-style-type: none"> MoBEF; P: Ministry responsible for Gender, Trade, Markets, Cooperatives; SMIDA; DPs; NGOs; and Private sectors
	1.1.4.4 Improve accessibility from seaweed sites to on-shore drying sites for women seaweed farmers	1.1.4.4.1 Decrease in post-harvest loss (PHL) among women seaweed farmers 1.1.4.4.2 % Increase in earnings of women seaweed producers	Annual Gender and Aquaculture Status Report	2023-2027	400,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Ministry responsible for Gender, Trade, Markets, Cooperatives; SMIDA; DPs, NGOs; and Private sector
	1.1.4.5 Pilot capacity and skills for deeper water seaweed farming among elderly women seaweed farmers	1.1.4.5.1 # of women trained in swimming 1.1.4.5.2# of women trained in boat riding/handling 1.1.4.5.3 # of trainings organized per district	Annual Gender and Aquaculture Status Report	2023-2027	100,000,000	<ul style="list-style-type: none"> C: MoBEF P: Ministry responsible for Gender, Markets, Cooperatives; SMIDA; Academic and Research Institutions; DPs; NGOs; and Private sector
	1.1.4.6 Promote and strengthen capacity and skills for deeper water seaweed farming among young (18-35 years) women seaweed farmers	1.1.4.6.1# of women trained in swimming 1.1.4.6.2# of women trained in boat riding/handling 1.1.4.6.3 # of trainings organized per district	Annual Gender and Aquaculture Status Report	2023-2027	250,000,000	
	1.1.4.7 Support a government-run seaweed-based products marketing outlets and small-scale restaurant serving seaweed-based products	1.1.4.7.1# of women seaweed producers supplying to the outlet 1.1.4.7.2Volume of sales of seaweed products in shop, annually 1.1.4.7.3 Volume of sales of seaweed products in restaurant, annually	Annual Gender and Aquaculture Status Report	2023-2027	300,000,000	<ul style="list-style-type: none"> C: MoBEF P: Ministry responsible for Gender, Tourism, Trade; DPs; NGOs; Private sector

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.5 Enhance value addition for women sea cucumber farmers	1.1.4.8 Pilot low-cost and climate-smart value addition through non-carrageenan value added products like animal feed and fertilizer using low value seaweed (e.g Ulva spp)	1.1.4.8.1# Of non-carrageenan value added seaweed products researched and piloted.	Feasibility study	2023-2027	500,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Ministry responsible for Trade, Environment; ZEMA; Academic and Research Institutions; NGOs; DPs and Private sector
	1.1.4.9 Promote and strengthen linkages with Vocational Training Institutes to improve value add for women seaweed producers producing seaweed-based cosmetic and skin care products	1.1.4.9.1# Products in product line 1.1.4.9.2# Market linkages	Feasibility study Project reports	2023-2027	250,000,000	<ul style="list-style-type: none"> C: MoBEF P: Ministry responsible for Gender; Markets DPs; NGOs; SMIDA, Vocational Training; DPs and Private sector
	1.1.4.10 Identify needs through needs-based survey and boost productivity of 1000 women seaweed producers as pilot project	<ul style="list-style-type: none"> # of farmers who require support # of low-cost technologies (wheel barrows; trolleys) disbursed % reduction in time spent for harvest 	<ul style="list-style-type: none"> Needs assessment survey report Annual Gender and Aquaculture Status Report 	2023-2027	100,000,000	<ul style="list-style-type: none"> C: MoBEF P: Ministry responsible for Gender; Markets; Regional Administration
1.1.6 Enhance value addition for women fish farmers	1.1.5.1 Build capacity among women staff in marine hatcheries in enhancing sea cucumber production through periodic internal trainings	<ul style="list-style-type: none"> # of women staff trained % increase in fingerling production 	Annual Gender and Aquaculture Status Report	2023-2027	500,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministry responsible for Gender; Regional Administration; Markets
	1.1.5.2 Pilot enhanced security by establishing monitoring systems (watch-tower; alarm systems) and imparting capacity training among women sea cucumber producers	<ul style="list-style-type: none"> # of theft monitoring systems established % Decline in theft 	Annual Gender and Aquaculture Status Report	2023-2027	20,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Ministry responsible for Gender; Regional Administration; Markets
1.1.6 Enhance value addition for women fish farmers	1.1.6.1 Build capacity among women staff in marine hatcheries in enhancing fish farming production through periodic internal trainings	<ul style="list-style-type: none"> # of women staff trained % increase in fingerling production 	Annual Gender and Aquaculture Status Report	2023-2027	500,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministry responsible for Gender; Regional Administration; Markets, DPs
	1.1.6.2 Provide nets free/at subsidized cost to reduce predation by birds	1.1.6.2.1# women farmers provided nets	Annual Gender and Aquaculture Status Report	2023-2027	100,000,000	
	1.1.6.3 Provide cold storage facilities to women fish farmers at subsidized costs	1.1.6.3.1# women farmers provided cold boxes	Annual Gender and Aquaculture Status Report	2023-2027	50,000,000	

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	1.1.6.4 Capacity building, development and enforcement of legal regulation for women-run fish farms	<ul style="list-style-type: none"> · # of by laws in place · # of cases reported and resolved through Government Legal systems/Shehia 	<ul style="list-style-type: none"> · Annual Gender and Aquaculture Status Report 	2023-2027	656,500,000	<ul style="list-style-type: none"> ▪ C: MoBEF ▪ P: Ministry responsible for Gender, Regional Administration; Markets, NGOs and DPs
Objective 1.1's Sub Total Budget					5,71,88,55,000	•
Objective 1.2: Increase capacity and entrepreneurship skills for improved economic gains for women in Fisheries and Aquaculture.						
1.1.1 Provide reliable, low-cost and climate-smart innovations to stem post-harvest losses in fisheries and marine products	1.1.1.1 Identify innovations to stem post-harvest losses in fisheries and marine products for better economic gains for women processors (80% of general budget allocated in IM)	<ul style="list-style-type: none"> · # and type of innovations designed and implemented 	<ul style="list-style-type: none"> · Annual Gender and Aquaculture report 	2023-2027	251,713,600	<ul style="list-style-type: none"> ▪ C: Ministry responsible for Blue Economy and Fisheries (BEF); ▪ P: Sector Line Ministries; Ministry Responsible for Finance; Gender; ZIPA; ZBS; Research and academic institutions; ZFDA; ZAFIRI; Financial Institutions; Chamber of Commerce; Development partners.
1.1.2 Improve access to financial services for women in postharvest fisheries (including processors and traders and women in aquaculture including seaweed, sea cucumber, and fish farming	1.1.2.1 Increase the number of women fish processors, fish traders and aquaculture farmers (including seaweed, sea cucumber, fish farmers) with access to credit and extension services	<ul style="list-style-type: none"> · # of women and men fish processors who receive credit, by individual credit amount · # of women and men fish processors with new bank accounts · # of women fish processors who are members of micro-insurance schemes 	<ul style="list-style-type: none"> · Annual Gender and Fisheries Status Report · Financial report 	2023-2027	100,000,000	<ul style="list-style-type: none"> ▪ C: Ministry responsible for Blue Economy and Fisheries (BEF); ▪ P: Sector Line Ministries; Ministries Responsible for Finance, Gender; Financial institutions; Development partners;
	1.1.2.2 Gender mainstreaming, climate adaptation and leadership training imparted to women fish processors, fish traders and aquaculture farmers (including seaweed, sea cucumber, fish farmers)	<ul style="list-style-type: none"> · # of women fish processors trained · # of women fish traders trained 	<ul style="list-style-type: none"> · Training delivered 	2023-2027	75,000,000	<ul style="list-style-type: none"> ▪ C: MoBEF; ▪ P: Sector Line Ministries; Ministries Responsible for Gender, Finance; Financial institutions; Development partners

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.3 Provide capacity and recognition to women and youth with special needs in the Blue Economy Sectors	1.1.3.1 Pilot provision of priority access ID cards in BE sectors	· # of women and young girls with special needs who have priority access ID cards	· ID cards (Blue Cards)	2023-2027	55,240,000	<ul style="list-style-type: none">▪ C: MoBEF▪ P: Sector Line Ministries; Ministries Responsible for Gender; Regional Administration; SMIDA; NGOs; Financial Institutions; Donor agencies
	1.1.3.2 Facilitate credit access through linkages with financial institutions	· # of loans disbursed	· Loans/credit access			
	1.1.3.3 Facilitate the setting up of SMEs (small shops; internet services)	· # of SMEs set up	· SMEs established			
	1.1.3.4 Provide scholarships for higher education	· # of scholarships, disaggregated by age	· Scholarships disbursed			
	1.1.3.5 Increase job quotas (% to be discussed)	· % increase in earnings	· Higher earnings			
Objective 1.2's Sub Total Budget 48,19,53,600						
Objective 1.3: Strengthen women's livelihood and working conditions, representation, security and safety in Fisheries and Aquaculture.						
1.1.1 Create and strengthen decent conditions of work and livelihood in the fisheries and aquaculture sector.,	1.1.1.1 Review minimum wages across Blue Economy sectors of Fisheries and Aquaculture,	· # of Actual earnings surveys conducted, disaggregated by gender, across all BE sectors · # of Minimum needs surveys conducted across all BE sectors	· Policy revision of minimum wages across sectors, based on needs versus actual earnings survey, is published in Official Gazette	2023-2027	200,940,000	<ul style="list-style-type: none">▪ C: Ministry responsible for Blue Economy and Fisheries (BEF);▪ P: Sector Line Ministries; Ministries Responsible for Gender; Labour, Tourism, Maritime Trade and Infrastructure; Energy;; Development Partners; NGOs
	1.1.1.2 Conduct bi-annual Occupational Health Survey in Fisheries and Aquaculture	· Survey conducted in 2024 and 2026	· Reports of Occupational Health Survey in Fisheries and Aquaculture available in 2024 and 2026	2023-2027	100,000,000	<ul style="list-style-type: none">▪ C: MoBEF;▪ P: Sector Line Ministries; Ministries Responsible for Labour, Health, Tourism, Maritime Trade and Infrastructure; Energy; NGOs; Research Institutions; Private sector; DPs

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.2 Support voice and agency and strengthen women's representation in the Fisheries and Aquaculture sector	1.1.2.1 Support voice and agency, and increase in women's representation in Village Fisheries Committees	<ul style="list-style-type: none"> Guidelines for affirmative action for 10% increase per year in women's representation in targeted villages issued 	<ul style="list-style-type: none"> Shehia records Village Fisheries Committee records 	2023-2027	121,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for, Gender, Regional Administration; NGOs; Development Partners
	1.1.2.2 Support voice and agency, and increase in women's representation in Village Seaweed Committees	<ul style="list-style-type: none"> Guidelines for affirmative action for 10% increase per year in women's representation in targeted villages issued 	<ul style="list-style-type: none"> Shehia records Village Seaweed Committee records 	2023-2027	121,000,000	
	1.1.2.3 Facilitate networking for sharing of experience, skills and organizational capacity among women in Fisheries and Aquaculture through regional meetings and national meetings	<ul style="list-style-type: none"> # of regional meetings held # of national level meetings held # women attendees at regional meetings # women attendees at national meetings 	<ul style="list-style-type: none"> Regional meetings National meetings 	2023-2027	655,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Gender, Regional Administration; NGOs; Development Partners
Objective 1.3's Sub Total Budget						
PRIORITY AREA 1's GRAND TOTAL BUDGET						
7,39,87,48,600						
PRIORITY AREA 2: MARITIME TRADE AND INFRASTRUCTURE						
Goal 2: Strengthen opportunities for gender-inclusive employment with decent conditions of work, while improving capacity and entrepreneurship skills for improved economic gains for women in the Maritime Trade and Infrastructure sector.						
Objective 2.1: Improve and strengthen capacity and entrepreneurship skills for enhanced economic gains for women in the Maritime Trade and Infrastructure sector.						
1.1.1 Enhance capacity and entrepreneurship skills in the Maritime sector	1.1.1.1 Provide management, entrepreneurship, climate adaptation and mitigation, gender mainstreaming and leadership training to women in Maritime sector	<ul style="list-style-type: none"> # of women attendees from Maritime sector 	<ul style="list-style-type: none"> Training delivered 	2023-2027	75,040,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BE); P: Sector Line Ministries; Ministries Responsible for Maritime Trade and Infrastructure; Gender; Development partners; ZAWOSA; WOMESA

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	1.1.1.2	Scholarship programme for STEM education to encourage young women to join the Maritime sector	<ul style="list-style-type: none">· # of STEM scholarships given annually· Proportion of women among engineers in Maritime sector	STEM scholarship programme is in place	2023-2027	120,540,000 <ul style="list-style-type: none">▪ C: Ministry responsible for Blue Economy and Fisheries (BEF);▪ P: Sector Line Ministries; Ministries Responsible for Maritime Trade and Infrastructure, Gender; ZAWOSA; WOMESA, Development partners
	1.1.1.3	Support for school awareness and education campaigns to promote women's participation in and dispel derogatory gender stereotypes about maritime sector	<ul style="list-style-type: none">· # of school girls and boys reached	Awareness programs held	2023-2027	88,000,000 <ul style="list-style-type: none">▪ C: Ministry responsible for Blue Economy and (BEF);▪ P: Sector Line Ministries; Ministries Responsible for Maritime Trade and Infrastructure; Regional Administration; Development partners; ZAWOSA; WOMESA,
	1.1.1.4	Access to small- to mid-size lines of credit to women SMEs in Maritime sector	<ul style="list-style-type: none">· # women availing micro-finance soft loans	<ul style="list-style-type: none">· Soft loans disbursal· Financial report· Quarterly Meeting reports	2023-2027	160,450,500 <ul style="list-style-type: none">▪ C: Ministry responsible for Blue Economy and Fisheries (BEF);▪ P: Sector Line Ministries; Ministries Responsible for Maritime Trade and Infrastructure, Gender; SMIDA; Financial Institutions
	Objective 2.1's Sub Total Budget					44,40,30,500
Objective 2.2: Strengthen workplace employment with decent conditions of work in the Maritime Trade and Infrastructure sector.						
1.1.1	Improve women's workplace security and safety in Maritime Trade and Infrastructure	1.1.1.1 <ul style="list-style-type: none">Collect compliance reports from all enterprises, annually, demonstrating compliance with existing workplace regulation	<ul style="list-style-type: none">· % increase among women with healthcare, maternity, pension benefits· % increase in women covered by statutory minimum wages with gender parity	Annual Compliance reports available	2023-2027	55,870,500 <ul style="list-style-type: none">▪ C: MoBEF;▪ P: Sector Line Ministries; Ministries Responsible for Labour; Maritime Trade and Infrastructure; Gender; Private Sector; NGOs, CSOs; CHODAWU; Development partners
1.1.2	Create awareness around workplace security and safety	1.1.2.1 <ul style="list-style-type: none">Disseminate information in the form of simple, easy to understand, manual (hard/soft copies) on applicable regulation and workers rights in sector	<ul style="list-style-type: none">· % enterprises in sector covered	Workers rights and regulations manual available for sector	2023-2027	85,500,000 <ul style="list-style-type: none">▪ C: Ministry responsible for Blue Economy and Fisheries (BEF);▪ P: Sector Line Ministries; Ministries Responsible for Labour; Maritime Trade and Infrastructure; Gender; Donor Agencies, Development partners

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	1.1.2.2 Conduct bi-annual survey of occupational health and safety in sector	<ul style="list-style-type: none"> # of occupational deaths, injuries and ailments, disaggregated by type, severity and gender, 	<ul style="list-style-type: none"> Survey report available in 2024 and 2026 	2024-2027	85,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Labour; Maritime Trade and Infrastructure Gender; Donor Agencies
	1.1.1.1 Increase in leadership trainings for women in enterprises	<ul style="list-style-type: none"> # of enterprise level training programs organized for trade union education among women and men employees % increase in women in leadership and decision making roles 	<ul style="list-style-type: none"> Training modules Progress reports 	2023-2024	75,350,000	
Objective 2.2's Sub Total Budget					30,17,20,500	•
PRIORITY AREA 2's GRAND TOTAL BUDGET					74,57,51,000	•
PRIORITY AREA 3: ENERGY (Renewable energy and Oil & Gas) DEVELOPMENT						
Goal 3: Enhance capacity and entrepreneurship skills and strengthen opportunities for gender-inclusive employment with decent conditions of work for women in the Energy sector.						
Objective 3.1: Enhance capacity and entrepreneurship skills for better economic gains for women in the Energy sector.						
1.1.1 Enhance capacity and entrepreneurship skills in the Energy sector (Renewable energy and Oil & Gas)	1.1.1.1 Management, entrepreneurship, climate adaptation and mitigation, gender mainstreaming and leadership training imparted to women in Energy sector;	<ul style="list-style-type: none"> # of women attendees from Energy sector 	<ul style="list-style-type: none"> Training and refresher courses delivered Periodic reports 	2023-2027	75,040,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Energy, Gender;; Development Partners; Academic Institutions
	1.1.1.2 Scholarship programme for STEM education to encourage girls to join the Energy sector	<ul style="list-style-type: none"> # of STEM scholarships given annually to facilitate the entry of women into the Energy sector % Share of women among engineers in Energy sector 	<ul style="list-style-type: none"> STEM scholarship programme is in place HBS; ILFS 	2023-2027	120,420,500	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Energy, Gender; Development Partners; Academic Institutions

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	1.1.1.3 Facilitate skill upgradation to diploma level, with scholarship, for rural women ("Solar Mamas") trained in off-grid solar engineering	· # of women upskilled	· Diplomas awarded to 'Solar Mamas' · Memorandum of Understanding (MoU) between Organisations · Linkages with VTA/Karume Institute of Technology	2023-2027	250,000,000	<ul style="list-style-type: none"> ▪ C: Ministry responsible for Blue Economy and Fisheries (BEF); ▪ P: Sector Line Ministries; Ministries Responsible for Energy, Gender, SMIDA; Financial Institutions; Training Institutions; NGOs Barefoot College, Private sectors
	3.1.1.4 Access to small- to mid-size lines of credit to women SMEs in Energy sector	· # of women availing micro-finance loans	· Loans disbursement · Financial Report	2023-2027	160,540,500	<ul style="list-style-type: none"> ▪ C: Ministry responsible for Blue Economy and Fisheries (BEF); ▪ P: Sector Line Ministries; Ministries Responsible for Energy, Gender, SMIDA; Financial Institutions; Private sectors
	3.1.1.5. Support for school and college awareness and education campaigns to promote women's participation in and dispel derogatory gender stereotypes about field Renewable Energy and Oil & Gas sector	# of school and college girls and boys reached	Awareness programs held		20,000,000	
	3.1.1.6. Promote with Industry gender mainstreaming and priority job opportunities for women in Renewable Energy and Oil & Gas, projects in line with global corporate standards.	# meetings with HR heads of companies and industry organisations in the Renewable Energy and Oil & Gas sectors	Feedback from HR manager and industry organisations on steps taken for jobs and gender mainstreaming		20,000,000	
Objective 3.1's Sub Total Budget					64,60,01,000	
Objective 3.2. Establish and strengthen workplace employment under decent conditions of work in the Energy sector.						

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.1 Create awareness around workplace security and safety	1.1.1.1 Disseminate information in the form of simple, easy to understand, manual (hard/soft copies) on applicable regulation and workers rights in sector	<ul style="list-style-type: none"> % enterprises in sector covered 	<ul style="list-style-type: none"> Workers' rights and regulations manual available for sector Advocacy and Communication strategy in place 	2023-2027	85,500,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Labour, Energy, Gender; Donor Agencies, Development partners
	1.1.1.2 Conduct bi-annual survey of occupational health and safety in sector	<ul style="list-style-type: none"> # of occupational deaths, injuries and ailments, disaggregated by type, severity and gender, 	<ul style="list-style-type: none"> Survey report available in 2024 and 2026 	2024-2027	88,550,750	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Labour, Gender, Donor Agencies, Trade Unions
	1.1.1.3 Increase in leadership trainings for women in enterprises	<ul style="list-style-type: none"> # of enterprise level training programs organized % increase in women in leadership and decision making roles 	<ul style="list-style-type: none"> Training modules 	2023-2024	78,540,350	
Objective 3.2's Sub Total Budget					17,40,50,750	
PRIORITY AREA 3's GRAND TOTAL BUDGET					82,00,51,750	
PRIORITY AREA 4: SUSTAINABLE TOURISM						
Goal 4: Ensure capacity and entrepreneurship skills among women for improved economic gains; and strengthen opportunities for gender-inclusive, local employment with decent conditions of work for women in the Tourism sector.						
Objective 4.1: Impart and strengthen capacity and entrepreneurship skills for improved economic gains for women in the Tourism sector.						
4.2.2 Enhance capacity and entrepreneurship skills in the Tourism sector	4.2.2.1 Conduct a Gaps and Skills Assessment study across young women in select sites in Unguja and Pemba	<ul style="list-style-type: none"> Gaps and Skills Assessment study is available 	<ul style="list-style-type: none"> Gaps and Skills Assessment study 	2023	25,592,708	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Tourism, Gender; Development partners;
	4.2.2.1 Management, entrepreneurship, gender mainstreaming, climate adaptation and mitigation, and leadership training imparted to women in Tourism;	<ul style="list-style-type: none"> # of women attendees from Tourism sector # of training conducted 	<ul style="list-style-type: none"> Training delivered Training manuals 	2023-2027	78,666,708	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Tourism, Gender; Development partners; NGOs, Private Sectors KAWA Training Center

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	4.2.2.1 Conduct training for women in tourism in: 1.1.1.1.1 Digital skills, 1.1.1.1.2 Specialized care skills, 1.1.1.1.3 Language proficiency, 1.1.1.1.4 Cultural heritage knowledge, 1.1.1.1.5 Linkages with Eco-tourism 1.1.1.1.6 How to deal with workplace sexual harassment	<ul style="list-style-type: none"> # of women attendees from Tourism sector # of trainings conducted 	<ul style="list-style-type: none"> Training delivered Training manuals 	2023-2027	95,650,450	
4.2.2	Pilot a women-run restaurant in a commercially viable area.	4.2.2.1 Conduct a feasibility study and operationalize	<ul style="list-style-type: none"> Feasibility report in place # of customers served over month (average), disaggregated by gender 	2023	150,765,655	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Tourism, Gender; SMIDA; ZIPA; Development partners; ZATO; ZATI
4.2.2	Pilot "women-only" transportation services linked to the Tourism sector	4.2.2.1 Operationalize a women-operated taxi service in Unguja	<ul style="list-style-type: none"> Monthly earnings # of passengers ferried 	2023-2027	160,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF) P: Sector Line Ministries; Ministries Responsible for Tourism; Gender, Transport; SMIDA; ZIPA; Development partners; ZATO; ZATI
	4.2.2.1 Support women providing transport services to tourists (e.g. Bicycles, Motorcycle & Bajaj hire services)	<ul style="list-style-type: none"> # of women providing transport services 	<ul style="list-style-type: none"> Progress report 	2023-2023	135,500,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF) P: Sector Line Ministries; Ministries Responsible for Gender, Tourism, Transport; Development partners
4.2.2	Establish female tour operators service	4.2.2.1 Support female tour operators service	<ul style="list-style-type: none"> # of Tour operators identified # of customers per month (average) disaggregated by gender 	2023-2027	65,558,855	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Tourism, Trade, Gender; SMIDA; ZATO; ZATI; Reclaim Marine Space; NGOs; Donor Agencies
4.2.2	Improve viability, working environment and market linkages between artisanal women-run shell jewelry businesses and Tourism sector	4.2.2.1 Improve women-operated shell jewelry entrepreneurship and enhance market linkages with Tourism sector	<ul style="list-style-type: none"> # of women entrepreneurs trained and capacitated % increase in earnings of women entrepreneurs % increase in sales of artisanal shell jewelry 	2023-2027	250,560,900	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Tourism, Trade, Gender; SMIDA; ZATO; ZATI; Reclaim Marine Space; NGOs; Donor Agencies
Objective 4.1's Sub Total Budget					88,36,28,568	•

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
Objective 4.2: Strengthen opportunities for gender-inclusive, local employment under decent conditions of work in the Tourism sector.						
4.2.2 Create awareness around workplace security and safety in the Tourism sector	<p>4.2.2.1 Disseminate information in the form of simple, easy to understand, manual (hard/soft copies) on applicable regulation and workers rights in sector</p> <p>4.2.2.2 Conduct bi-annual survey of occupational health and safety in sector</p>	<ul style="list-style-type: none"> % of Enterprises in sector covered 	<ul style="list-style-type: none"> Workers' rights and regulations manual available for sector Progress reports 	2023-2027	20,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Labour; Gender, Tourism Donor Agencies, Development partners
		<ul style="list-style-type: none"> # of M&E Reports in place 	<ul style="list-style-type: none"> Survey report available in 2024 and 2026 	2024-2027	60,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BE); P: Sector Line Ministries; Ministries Responsible for Labour; Health Tourism, Gender; Donor Agencies, Development partners; Private Sector; CHODAWU
4.2.2 Propose a model gender code protecting dignity at work.	1.1.1.3 Advocacy with enterprises in the Tourism sector to voluntarily adopt the Model gender code for employees	<ul style="list-style-type: none"> Model gender code drafted and validated and circulated 	<ul style="list-style-type: none"> Model Gender Code 	2023-2024	50,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Labour; Gender; Tourism, Maritime Trade and Infrastructure and Energy sectors; ZIPA; Trade Unions; NGOs; Donor Agencies

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	4.2.2.4 Increase in leadership trainings for women in enterprises	<ul style="list-style-type: none"> # of enterprise level training programs organized for trade union education among women and men employees % increase in women in leadership and decision making roles 	<ul style="list-style-type: none"> Training modules Progress Reports 	2024-2027	125,650,850	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Labour; Gender; and Tourism sectors; Trade Unions; NGOs; Donor Agencies
Objective 4.2's Sub Total Budget					235,650,870	
PRIORITY AREA 4's GRAND TOTAL BUDGET					111,92,79,438	
PRIORITY AREA 5: BLUE ECONOMY GOVERNANCE						
Goal 5: Provide a Governance mechanism to ensure an enhanced enabling environment that identifies and addresses all structural, environmental, and normative barriers to gender equality; and promotes coordination and capacity development across all relevant Ministries and policies to promote Gender Mainstreaming across the Blue Economy.						
Objective 5.1: Introduce and strengthen a comprehensive policy and legislative framework for gender equality in livelihood and employment in the Blue Economy.						
1.1.1 Promote and strengthen gender inclusion and tenure access (access to land and fishery resources) for women in Fisheries legislation	1.1.1.1 Review through a gender audit and enact revisions of the existing legislative framework in Fisheries	<ul style="list-style-type: none"> Gender audit of the existing legislative framework in Fisheries completed Amendments to Fisheries Act published in Official Gazette Revised Fisheries Act published in the Official Gazette 	<ul style="list-style-type: none"> Gender audit report available Progress Report 	2023	80,240,450	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries (Ministries responsible for Environment; Agriculture; Gender; ; Regional Administration, Land, Development partners
1.1.2 Gender-responsive Implementation Audit of project impact policies in public and private sector	1.1.2.1 Conduct Gender-responsive Implementation Audit of project impact policies in public and private sector to identify weaknesses and strengthen legislation to be people- and gender-responsive	<ul style="list-style-type: none"> Gender-responsive Implementation Audit report available # Amendments to laws governing project and environmental regulation 	<ul style="list-style-type: none"> Gender-responsive Implementation Audit Report 	2023-2027	250,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Labour; Health; Gender; Tourism, Maritime Trade & Infrastructure and Energy; Development Partners NGOs and Private Sectors

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.3	Promote model protocol for prevention of workplace sexual harassment in public and private enterprises	1.1.3.1 Circulate model protocol, for voluntary adoption, for prevention of harassment in enterprises.	<ul style="list-style-type: none"> Model protocol developed Model protocol circulated # of enterprises informed. 	2023-2027	20,000,000	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministry Responsible for Labour; Health; Gender; Tourism, Maritime Trade & Infrastructure and Energy, NGOs and Private sectors
1.1.4	Amend and enact occupational health and safety legislation to ensure gender responsiveness, in Public and Private Sector	1.1.4.1 Conduct a Gender Audit of Occupational Health and Safety legislation in Public and Private Sector	<ul style="list-style-type: none"> Gender audit of the existing legislative framework in Occupational Health and Safety legislation completed # of National consultation conducted for validation of Gender Audit of the existing legislative framework in Occupational Health and Safety legislation 	2023-2027	90,540,000	
Objective 5.1's Sub Total Budget					420,780,470	•
Objective 5.2: Provide robust gender-disaggregated data and information management systems for recognition of women's economic, social, and environmental contributions.						
1.1.1	Revise Fisheries Frame Survey (FFS) data collection parameters and methodology for gender inclusive fisheries	1.1.1.1 Conduct gender audit to identify gender gaps in data on fisheries harvest activities	<ul style="list-style-type: none"> # and type of gender gaps 	2023-2025	97,500,450	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BE); P: Sector Line Ministries; Ministries responsible for Environment, Gender, Agriculture, MCA; ZEMA; OCGS; Donor agencies; Research institutions
		1.1.1.2 Conduct pilot study to develop metrics to reflect foot fishing catch (an indicator of economic contribution) and diversity (an indicator of climate impacts)	<ul style="list-style-type: none"> Catch quantity estimates and diversity report available 			
		1.1.1.3 Validate and operationalize inclusion of revised metrics in Fisheries Frame Survey	<ul style="list-style-type: none"> Validation report available Revised methodology for FFS 			
Objective 5.2's Sub Total Budget					9,750,0450	•
Objective 5.3: Strengthen institutional coordination and collaboration mechanisms for gender mainstreaming.						

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.2 Include Ministry responsible for gender in High-Level Blue Economy Steering Committee	1.1.2.1 Include Ministry responsible for gender in High-Level Blue Economy Steering Committee	<ul style="list-style-type: none"> Ministry responsible for gender is included in High-Level Blue Economy Steering Committee 	<ul style="list-style-type: none"> High-Level Blue Economy Steering Committee Progress reports High-Level Blue Economy Steering Committee Meeting minutes 	2023 – 2027	8,590,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; OCGS; Donor agencies; Research institutions
	1.1.2.2 Conduct gender audit of Multi-sectoral National Spatial Management Plan for Blue Economy themes.	<ul style="list-style-type: none"> Functional Multi-sectoral National Spatial Management Plan gender audited 	<ul style="list-style-type: none"> Gender audited ICZM plans in place Gender audited Coastal Profile for Zanzibar in place Gender audited National Spatial Management Plan in place 	2023-2025	86,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; OCGS; Donor agencies; Research institutions
	1.1.2.3 Conduct gender audit of Zanzibar National Adaptation plans for coastal infrastructure developments, and implement adaptation and mitigation projects	<ul style="list-style-type: none"> Zanzibar National Adaptation plans gender audited. Adaptation and mitigation projects gender audited 	<ul style="list-style-type: none"> Gender audited Zanzibar National Adaptation Plans in place Gender audited Adaptation and mitigation projects documents available 	2023-2024	86,500,000	
	1.1.2.4 Inclusion of the Ministry responsible for Gender in institutional multi-sectoral coordination mechanism at the national level	<ul style="list-style-type: none"> # of Periodic Gender audited implementation reports # of institutional multi-sectoral coordination mechanism meeting reports # of gender strategic directives adopted for implementation 	<ul style="list-style-type: none"> Periodic Gender audited implementation reports in place Gender inclusive national multi sectoral coordination mechanism in place 	2023-2027	250,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; OCGS; Donor agencies; Research institutions
	1.1.2.5 Conduct regular gender-responsive monitoring and evaluation.	<ul style="list-style-type: none"> # of M&E reports in place 	<ul style="list-style-type: none"> Gender audited Performance reports available 	2023-2027	75,650,980	
Objective 5.3's Sub Total Budget					50,6740,980	
Objective 5.4: Strengthen institutional capacity for gender mainstreaming in Blue Economy Governance structures.						

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.1 Establish effective training for gender sensitization and mainstreaming	1.1.1.1 Develop and implement sensitization and mainstreaming module on Gender issues in the context of Blue Economy for government functionalities at all levels in Blue Economy sectors	<ul style="list-style-type: none"> Operating module in place # of public officials, disaggregated by gender and seniority, trained 	<ul style="list-style-type: none"> Training records Progress report 	2023-2027	170,250,340	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; Development agencies
	1.1.1.2 Monitor and evaluate effectiveness of sensitization and mainstreaming module	<ul style="list-style-type: none"> # of M&E reports 	<ul style="list-style-type: none"> Periodic reports 	2023-2027	75,300,350	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; Development agencies
	1.1.1.3 Increase capacity of Blue Economy Fisheries and Aquaculture extension officers	<ul style="list-style-type: none"> # of Technical training programs # of scholarships issued to women extension officers 	<ul style="list-style-type: none"> Periodic reports 	2023-2027	250,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; Development agencies
1.1.2 Enhance gender and women's representation in Blue Economy governance sectors	1.1.2.1 Increase number of women in decision making	<ul style="list-style-type: none"> # of women contributing to institutional decision-making 	<ul style="list-style-type: none"> Periodic reports 	2023-2027	25,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; Development agencies

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.3 Ensure Blue Financing mechanisms lead to beneficial outcomes for the most vulnerable sections of women	1.1.2.2 Increase the number of recommended laws/regulations/amendments/codes enacted or government policies adopted to address gender constraints	<ul style="list-style-type: none"> # increase in number of recommended laws/regulations/amendments/codes enacted or government policies adopted to address gender constraints 	<ul style="list-style-type: none"> Periodic reports 	2023-2027	100,000,000	
	1.1.3.1 Conduct annual gender-sensitive monitoring of Blue Economy projects which have highest impact on women, as direct or indirect beneficiaries/project- impacted	<ul style="list-style-type: none"> Guidelines/methodology for project selection available Impact parameters identified Findings of Gender-sensitive monitoring and Impact analysis 	<ul style="list-style-type: none"> Empowered Blue Finance Expert Committee Annual Impact Assessment Report 	2023-2027	170,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; Development agencies
	1.1.3.2 Publish annual Blue Financing impact metrics	<ul style="list-style-type: none"> Impact metrics published 	<ul style="list-style-type: none"> Impact analysis reports 	2023-2027	54,102,679	
Objective 5.4's Sub Total Budget					79,06,04,793	<ul style="list-style-type: none">
Objective 5.5: Reduce women's domestic care work and increase productive capacities of women, by increasing and improving the availability of private and public care services to address household-, community-, and employment-level needs of women as well as to promote climate resilience in the Blue Economy.						
1.1.1 Address and reduce gender-based violence (GBV)	1.1.1.1 Reduce gender-based violence in all sectors of the Blue Economy with emphasis on Fisheries and Aquaculture sectors	<ul style="list-style-type: none"> # of Campaigns with messaging on GBV conducted # of cases recorded by Safeguard Officer in infrastructure project sites # of First Responder centres established # of toll free GBV help-lines 	<ul style="list-style-type: none"> Campaign materials and records Project records Case diary of first responder centre Tollfree helpline statistics Open dialogue forum meetings 	2023-2027	120,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministry Responsible for Gender; Development agencies; NGOs

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.2 Increase care services in BE sectors, with attention to climate smart technologies, to reduce the time and labour burdens of care work among women	1.1.2.1 Establish, and increase the number of, child support centers with paid female attendants and mid-day meals: 1.1.2.1.1 In the community 1.1.2.1.2 At market spaces where women work	<ul style="list-style-type: none"> • # of childcare centres and attendance in communities • # of children attending childcare centres in communities • # of women employed at child care centres in communities • # of mid-day meals provided • # of childcare centres and attendance at market spaces • # of children attending childcare centres in market spaces • # of women employed at child care centres at market spaces • # of mid-day meals provided 	<ul style="list-style-type: none"> • Childcare centres established at community level • Childcare centres established at markets 	2023-2027	350,000,000	<ul style="list-style-type: none"> ▪ C: Ministry responsible for Blue Economy and Fisheries (BEF); ▪ P: Sector Line Ministries; Ministries Responsible for Gender; Child Development; Nutrition; Labour; Donor Agencies; Development Partners; NGOs, Private sectors
	1.1.2.2 Establish, and increase the number of child support centers with paid female attendants: 1.1.2.2.1 In public sector and 1.1.2.2.2 In private sector companies	<ul style="list-style-type: none"> • # of childcare centres and attendance in public sector enterprises • # of children attending childcare centres in public sector enterprises • # of women employed at childcare centres in public sector enterprises • # of childcare centres and attendance in private sector enterprises • # of children attending childcare centres in private sector enterprises • # of women employed at childcare centres in private sector enterprises 	<ul style="list-style-type: none"> • Childcare centres established at public sector enterprises • Childcare centres established at private sector enterprises 	2023-2027	95,000,000	<ul style="list-style-type: none"> ▪ C: Ministry responsible for Blue Economy and Fisheries (BEF); ▪ P: Sector Line Ministries; Ministries Responsible for Gender; Child Development; Nutrition; Labour; Donor Agencies; Development Partners; NGOs, Private sectors

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
	1.1.2.3	Increase the number of families adopting clean and climate smart energy options by providing New Highly Efficient Cooking Stoves to reduce domestic care burdens, improve climate resilience and health outcomes	<ul style="list-style-type: none"> # of families provided subsidized New Highly Efficient Cooking Stoves 	Periodic Reports	2023-2027	<ul style="list-style-type: none"> C: MoBEF; P: Sector Line Ministries; Ministries Responsible for Energy, Agriculture, Gender; NGOs; Private Sectors
	1.1.2.4	Increase allocation of new electricity connections through priority access for rural women, particularly those with special needs	<ul style="list-style-type: none"> # of women provided priority electricity connections disaggregated by income levels and disability 	Periodic Reports	2023-2027	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Energy, Gender, Agriculture ZECO,
	1.1.2.5	Increase clean potable water access for rural women, particularly those with special needs	<ul style="list-style-type: none"> # of women provided with priority connections from new water supply projects 	<ul style="list-style-type: none"> Potable water connections provided # of community buildings using rainwater harvesting % decrease in time spent on procuring water 	2023-2027	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Water, Gender, Agriculture, ZAWA; Development partners
	1.1.2.6	Increase the number of care centers in rural areas for the elderly and those with special needs to ease burden of care work for women	<ul style="list-style-type: none"> # of individuals receiving elderly care, disaggregated by income levels and gender 	Periodic reports	2023-2027	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Health, Elderly, Gender, Agriculture, Regional Administration Donor Agencies; Development partners
	1.1.3.1	Establish a 100 room working women's hostel in Unguja and Pemba attended by a trained female warden	<ul style="list-style-type: none"> # of women residents, disaggregated by income and place of birth 	Working Women's Hostel for women	2024-2027	<ul style="list-style-type: none"> C: Ministry responsible for Blue Economy and Fisheries (BEF); P: Sector Line Ministries; Ministries Responsible for Labour, Gender, Tourism, Maritime Trade and Infrastructure and Energy sectors; Trade Unions; NGOs; Donor Agencies and private sectors
1.1.3	Provide and strengthen safe lodging for working women					

Intervention	Action	Monitoring indicators	Means of Verifications	Time frame	Proposed Budget (TSH)	Coordinator (C) and Partners (P)
1.1.4 Support and strengthen HIV/AIDS, counselling and health services in the Blue Economy sectors	1.1.1.1 Prevention campaign 1.1.1.2 Response measures 1.1.1.3 Facilitate health services	<ul style="list-style-type: none"> # of people contacted through outreach programmes # of HIV affected persons supported with health services 	<ul style="list-style-type: none"> Campaign materials Linkages with health service Progress report 	2024-2027	240,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Health P: Sector Line Ministries; Ministries Responsible for Blue Economy and Fisheries; Tourism, Maritime Trade and Infrastructure; Trade Unions; NGOs; Development partners
1.1.5 Support legal counselling services for rural women	1.1.1.1 Setup Counselling services and legal desk for need women 1.1.1.2 Partner with legal service provider to setup the Counselling services and legal desk for need women	<ul style="list-style-type: none"> # of women supported #No of cases resolved 	<ul style="list-style-type: none"> Progress Reports 	2024-2027	170,000,000	<ul style="list-style-type: none"> C: Ministry responsible for Gender P: Sector Line Ministries; Ministries Responsible for Blue economy and Fisheries; Labour, Trade Unions; NGOs; Donor Agencies
Objective 5.5's Sub Total Budget					2,37,75,60,560	
PRIORITY AREA 5's GRAND TOTAL BUDGET					4,19,31,87,253	
GRAND TOTAL BUDGET					12,59,71,24,441	

