



Government of Malawi

**IMPLEMENTATION, MONITORING AND
EVALUATION STRATEGY FOR THE NATIONAL
FISHERIES AND AQUACULTURE POLICY**

2016 - 2021

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List of Abbreviations

AIDS	Acquired Immune Deficiency Syndrome
BVC	Beach Village Committees
CCRF	Code of Conduct for Responsible Fisheries
CSO	Civil Society Organisations
DOF	Department of Fisheries
EAD	Environmental Affairs Department
FAO	Food and Agriculture Organization
FRU	Fisheries Research Unit
GoM	Government of Malawi
HIV	Human Immunodeficiency Virus
IAA	Integrated Agriculture Aquaculture
IGA	Income Generating Activities
ILO	International Labour Organisation
IMES	Implementation, Monitoring and Evaluation Strategy
LFMA	Local Fisheries Management Authorities
IUU	Illegal Unreported and Unregulated
M & E	Monitoring and Evaluation
MBS	Malawi Bureau of Standards
MCF	Malawi College of Fisheries
MCCI	Malawi Confederation of Chambers and Industry
MCS	Monitoring Control and Surveillance
MFI	Micro Financing Institutions

MGDS II	Malawi Growth and Development Strategy II
MITC	Malawi Investment and Trade Centre
MoAIWD	Ministry of Agriculture, Irrigation and Water Development
NAC	National Aquaculture Centre
NFAP	National Fisheries and Aquaculture Policy
NGO	Non Governmental Organisation
OPC	Office of the President and Cabinet
PPP	Public Private Partnership
SADC	Southern African Development Community
SPS	Sanitary and Phytosanitary
WTO	World Trade Organisation

Definitions of Technical Terms

Codex Alimentarius - International Food Standards Guidelines and Codes of Practice designed to contribute to the safety, quality and fairness of international food trade

1. INTRODUCTION

In order to operationalise the second edition of the National Fisheries and Aquaculture Policy, the Implementation, Monitoring and Evaluation Strategy (IMES) has been developed to ensure achievement of the set targets in the Malawi Growth and Development Strategy II (MGDS II). Hence, in this document there is an elaboration of the key priority areas, specific objectives and strategies. These have been presented in a matrix form showing the responsible institutions mandated to implement actions to achieve the set targets within a given or prescribed timeframe.

Considering that implementation of the Second Edition of the National Fisheries and Aquaculture Policy requires an effective monitoring and evaluation system with appropriate and efficient feedback mechanism, a Monitoring and Evaluation (M&E) Plan has also been included. The plan has also been presented as a matrix which outlines the outputs, performance indicators, means of verification and the assumptions. Thus the M&E Plan will entail carrying out monitoring and evaluation functions at all levels and gathering information at national, sectoral and local levels.

2. STRATEGIES FOR POLICY PRIORITY AREAS

The Second Edition of the National Fisheries Policy has identified seven priority areas as follows: (i) Capture Fisheries; (ii) Aquaculture; (iii) Fish Quality and Value Addition; (iv) Governance; (v) Social Development and Decent Employment; (vi) Research and Information; and (vii) Capacity Development. In this section, specific objectives and strategies have been elaborated under each policy priority area.

2.1 Policy Priority Area 1: Capture Fisheries

Objective 1: To increase sustainable fish production from capture fisheries from average current landings averaging 90,000 tonnes to 110,000 tonnes by 2021.

Strategy 1: Enhance monitoring and control of the use of the fisheries resources in collaboration with various

Objective 2: To enforce sustainable control measures for the recovery of the over-exploited stocks and areas as well as those areas and stocks that are not over exploited.

Strategy 1: Develop area-specific management plans for various water bodies.

Strategy 2: Develop and implement strategic measures of the Chambo Restoration Strategic Plan.

Objective 3: To promote public private partnership and investment in capture fisheries.

Strategy 1: Facilitate the provision of financial incentives to attract investment in capture fisheries.

Strategy 2: Develop grants, microfinance, interest-free and soft loan schemes to encourage investment by the local private sector in offshore deep water fisheries.

Strategy 3: Promote aquarium fish trade.

Objective 4: To develop and disseminate appropriate fishing technologies for various fisheries with focus on the offshore fisheries resources

Strategy 1: Develop and disseminate appropriate fishing technologies for deep water fishing in Lake Malawi

Strategy 2: Enhance collaboration in fisheries research with other research institutions

2.2 Policy Priority Area 2: Aquaculture

Objective 1: To promote development of small and large scale commercial aquaculture production in the country with a view of increasing production from 3,600 tonnes to 10,000 tonnes by 2021.

Strategy 1: Promote development of integrated fish farming schemes.

Strategy 2: Facilitate the establishment of fingerling production centres/ hatcheries.

Strategy 3: Promote local feed production.

Strategy 4: Increase utilisation of dam, irrigation canals and other water bodies for small scale aquaculture.

Objective 2: To promote coordination of aquaculture development initiatives.

Strategy 1: Undertake mapping of areas that have potential for aquaculture.

Strategy 2: Scale up and coordinate small-scale aquaculture initiatives at all levels by forming associations.

Strategy 3: Provide technical assistance to the private sector for the development of commercial aquaculture.

Strategy 4: Develop appropriate regulatory measures for sustainable aquaculture development.

Strategy 5: Carry out market studies and feasibility studies for aquaculture.

Objective 3: To develop, implement and adopt sustainable control measures for aquaculture development

Strategy 1: Develop and enforce regulatory frameworks and operational guidelines such as hatcheries and use of improved strains in aquaculture.

Strategy 2: Restrict use of exotics in aquaculture development to conserve native biodiversity.

Strategy 3: Coordinate with other stakeholders in the use of water and land resources to minimise conflicts.

Objective 4: To promote public private partnership and investment in aquaculture

Strategy 1: Facilitate the provision of financial incentives to attract foreign investment in aquaculture.

Strategy 2: Develop grants, microfinance, interest-free and soft loan schemes to assist investment by the local private sector in aquaculture.

Strategy 3: Advocate for public private partnerships in aquaculture development.

2.3 Policy Priority Area 3: Fish Quality and Value Addition

Objective 1: To reduce fish post harvest losses from 40% to 20% by 2021.

Strategy 1: Mapping of “hot spot” fish loss areas and setting of loss reduction targets.

Strategy 2: Facilitate development of appropriate infrastructure for fish handling, processing and value addition by establishing landing and marketing facilities for fish in key areas.

Strategy 3: Promote fish quality inspection.

Strategy 4: Develop regulatory frameworks such as guidelines on safety and fish quality, fish quality standards for various fish products.

Objective 2: To increase fish exports from 500 tonnes to 5000 tonnes by 2021.

Strategy 1: Develop a set of manuals and Codes of Practice for inspection of fisheries products and fish feed for fish quality, chemical residues and environmental contaminants for both local and export markets.

Strategy 2: Stipulate minimum hygiene requirements for handling and storage of fish in licensed industrial fishing boats, landing areas and markets.

Strategy 3: Dynamically update fish quality control regulations to ensure compliance with those of importing countries as well as ensure compliance with internationally-recognised standards of food safety and trade (e.g. WTO agreements, CODEX Alimentarius).

Strategy 4: Establish and administer quality assurance programmes for fisheries and aquaculture products.

Strategy 5: Establish and upgrade laboratory inspection facilities.

Objective 3: To promote public private partnership and investment in post harvest facilities.

Strategy 1: Facilitate the provision of financial incentives to attract foreign investment in for handling and marketing and particularly to comply with national and international quality control requirements.

Strategy 2: Secure matching grant, microfinance, interest free and soft loan schemes to assist investment by the local private sector in handling and marketing and particularly to comply with national and international quality control requirements.

Strategy 3: Advocate for public private partnerships in fish handling and marketing.

Objective 4: To develop guidelines and procedures for certification of fish and fish products for domestic and export markets

Strategy 1: Establish a Fish Quality Inspectorate Unit within the Department of Fisheries

Strategy 2: Collaborate with Competent Authority in the development and enforcement of fish standards

2.4 Policy Priority Area 4: Governance

Objective 1: To strengthen participatory fisheries management regimes.

- Strategy 1: Promote the formation and sustainability of strong local fisheries management institutions for devolution of fisheries management and enforcement of fisheries regulations.*
- Strategy 2: Enhance collaboration among natural resource management sectors and programmes.*
- Strategy 3: Develop local fisheries management plans for different fish stocks and geographic areas where they do not exist already in collaboration with local management institutions.*
- Strategy 4: Encourage the establishment of local and national member owned and member controlled Producer Organisations in both Aquaculture and Capture fisheries.*
- Strategy 5: Facilitate support for decentralisation by integrating fisheries extension in District Assembly's structures and functions.*
- Strategy 6: Develop conflict resolution systems and mechanisms with stakeholders.*
- Strategy 7: Develop incentives for participation of local government, fishing communities, civil society and NGOs in resource management.*
- Strategy 8: Maintain up-to-date fisheries legislation and regulations.*

Objective 2: To monitor and control exploitation of fisheries resources.

- Strategy 1: Introduce an observer system for commercial fishing on Lake Malawi to improve data collection for research purposes and also to control Illegal, Unreported and Unregulated (IUU) fishing (Monitoring, Control and Surveillance - MCS).*
- Strategy 2: In collaboration with local fishing communities and their management institutions enlarge the network of lake and riverine protected areas where only controlled fishing is permitted.*
- Strategy 3: Develop a network of fish sanctuaries where no fishing is permitted at all to serve as a refuge for fish.*
- Strategy 4: Monitor and evaluate fisheries programmes and projects.*
- Strategy 5: Consolidate best practices in participatory fisheries management in selected areas.*
- Strategy 6: Provide policy guidance by instituting networking and collaborative measures regional and international bodies in fisheries related issues.*

Objective 3: To enhance coordination in usage of water resources.

- Strategy 1: Support the establishment of an overarching body for management of various water bodies to co-ordinate and centralise responsibility for matters pertaining to water bodies.*

Strategy 2: Promote trans-boundary fisheries management regimes to facilitate management and development of shared aquatic resources.

2.5 Policy Priority Area 5: Social Development and Decent Employment

Objective 1: Enhance social development and decent employment in small-scale fisheries and aquaculture, with attention to disadvantaged groups including women and youth for social and economic empowerment of small-scale fishing communities.

Strategy 1: Promote access of small-scale fishing and fish farming communities, particularly women and youth, to essential services for social and economic development, including education and training, health and social protection.

Strategy 2: Increase business and entrepreneurial capacities and skills of small-scale fish producers in an age-and gender-sensitive manner as well as enhancing opportunities for the diversification of their incomes.

Strategy 3: Promote decent employment in small-scale fisheries and aquaculture through improvements of working conditions, fair remuneration, and occupational health and safety.

Strategy 4: Promote gender equality in the small-scale fishing and fish farming communities for the improvement of livelihoods and the socio-economic sustainability.

Objective 2: Prevent and eliminate child labour in small-scale fisheries and aquaculture

Strategy 1: Determine the extent of child labour in the fisheries sector and mainstream child labour concerns within the fisheries and aquaculture sub-sectors.

Strategy 2: Put in place and implement strategic mechanisms for prevention and elimination of child labour in the sector, particularly its most hazardous forms for fair distribution of resources along value chains.

2.6 Policy Priority Area 6: Research and Information

Objective 1: To promote applied research in fisheries.

Strategy 1: Develop strong collaborative partnerships and processes between institutions.

Strategy 2: Establish linkages with local and international research institutes/universities for research and collaborative programs on fisheries and aquaculture, including composition and nutritional patterns of local species.

Strategy 3: Develop relevant research programmes for sustainable fisheries development (including use of exotic species in Aquaculture).

Strategy 4: Produce and apply reliable, accurate and up to date statistics and information for fisheries, including age- and gender-sensitive.

Strategy 5: Analyses of the labour market in the fisheries sector with regards to work standards and conditions, potential for employment creation and entrepreneurship promotion and self-organization.

Objective 2: To monitor and adapt to the impact of pollution and environmental changes, including the threat of climate change on fisheries and aquaculture.

Strategy 1: Improve monitoring of changes on the aquatic environment, including those of climate change.

Strategy 2: Provide suitable equipment and trained staff for aquatic environment monitoring.

Strategy 3: Assess the effects of bottom trawling on the benthos of Lake Malawi.

Strategy 4: Mitigate the effects of environmental and climatic changes on the aquatic environment.

Strategy 5: Collaborate with other sectors to reduce deforestation resulting from fish processing.

Strategy 6: Reduce pollution from fish processing facilities.

Objective 3: To enhance awareness of stakeholders on fisheries-related issues.

Strategy 1: Disseminate in usable form, and in a timely manner the results of frame surveys, catch data and aquaculture production figures.

Strategy 2: Disseminate to the public the health benefits of fish consumption and ways to assess fish quality.

Strategy 3: Develop and implement a programme of awareness-raising targeted at stakeholders and the general public about important fisheries issues.

Objective 4: To develop and implement appropriate fishing technologies for the various fisheries with special focus on the Lake Malawi offshore deep water resources

Strategy 1: Develop and disseminate appropriate fishing technologies for deep water fishing in Lake Malawi

Strategy 2: Enhance collaboration in fisheries research with other research centres

2.7 Policy Priority Area 7: Capacity Development

Objective 1: To develop the capabilities of the Government and local management institutions to serve the industry.

Strategy 1: Develop and implement a training and Human Resources development plan for the DoF and the sector.

Strategy 2: Develop performance management systems for all sections of the Department of Fisheries.

Strategy 3: Strengthen the capacity of local fisheries management authorities to enable them to participate effectively in fish resource management.

Strategy 4: Develop appropriate fishing technologies suitable to exploit deep water pelagic stocks in Lake Malawi.

Strategy 5: Promote adoption of the developed offshore deep water technologies through awareness campaigns and training/ capacity building programmes.

Strategy 6: Facilitate provision of fisheries infrastructure in all fishing communities.

Strategy 7: Develop appropriate human capacity for fish handling, processing and value chain analysis.

Strategy 8: Support establishment of a Competent Authority equipped with modern and sufficient laboratory facilities for inspection and control and with trained staff.

Objective 2: To improve and provide relevant fisheries research and education.

Strategy 1: Support and strengthen training programmes at the Malawi College of Fisheries and other relevant tertiary institutions.

Strategy 2: In collaboration with tertiary institutions, develop and implement relevant education and training programmes, including to small-scale fishing communities, particularly women and youth.

Strategy 3: Develop capacity in all areas including policy formulation and analysis, research, extension services, inspectorate as well as facilitation and support of fish resource management and aquaculture development.

Objective 3: To mainstream HIV and AIDS in all programmes.

- Strategy 1: Revise and implement the Department of Fisheries Strategy on HIV and AIDS.*
- Strategy 2: Establish and strengthen mechanisms for coordination, with other agencies, the implementation of the National HIV and AIDS Strategy in the wider sector and in the development of responses.*
- Strategy 3: Raise awareness about HIV and AIDS within the fisheries and aquaculture sub-sectors.*
- Strategy 4: Improve enumeration of baseline data on HIV and AIDS in the capture fisheries and aquaculture sub-sectors.*

3. IMPLEMENTATION PLAN

In order to operationalise and track progress on the identified strategies outlined in Section 2, an Implementation Plan in the form of a matrix has been developed highlighting the institutions that will be responsible for particular strategies and the timeframe.

POLICY PRIORITY AREA 1: CAPTURE FISHERIES			
Policy Statement 1: Proper monitoring and control of exploitation of the fisheries resources are put in place			
Objective	Strategy	Responsibility	Time Frame
To increase fish production from capture fisheries from 90,000 tonnes to 110,000 tonnes by 2020	Enhance monitoring and management of exploitation of the fisheries resources in lakes and rivers in collaboration with various stakeholders in line with the FAO Code of Conduct for Responsible Fisheries (CCRF), SADC Protocol on Fisheries and other related guidelines	Department of Fisheries (DOF), Local Fisheries Management Authorities (LFMAs), Traditional leaders, Fishers Association of Malawi (FISAM), NGOs/CSOs, Ministry responsible for Local Government and Ministry responsible for Home Affairs	2016-2021
Policy Statement 2: Sustainable management measures for the recovery of the over-exploited stocks are developed, adopted and implemented			
To develop, implement and adopt sustainable control measures for the recovery of the over-exploited stocks and areas	Develop area specific management plans for various water bodies	DOF, Local Government, District Fisheries Officers, Traditional leaders, Academia, NGOs	2016-2021
	Implement fish stock recovery measures based on Ecosystem Approach to Fisheries and Aquaculture (EAFA)	DOF, PPC, NGOs, Academia, Traditional leaders, Local	2016-2021

		Government, Departments responsible for natural resources sectors, Irrigation	
Policy Statement 3: Fishing-related activities based on Public Private Partnership (PPP) arrangements are promoted			
To promote public private partnership and investment in capture fisheries	Facilitate provision of incentives to attract foreign investment in capture fisheries	DOF, Ministry of Finance & Financing Institutions (MFI), MCCCCI, Ministry of Trade and Industry, MITC	2016-2021
	Develop matching grant, microfinance, soft loan schemes to encourage investment by the local private sector in capture fisheries	DOF, Ministry of Finance & Financing Institutions (MFI), MCCCCI, Ministry of Trade and Industry, MITC	2016-2021
	Promote aquarium fish trade	DOF, Public Private Partnership Commission (PPPC), Parks and Wildlife, Industry and Trade, MITC, MRA, Competition and Fair Trade Commission	2016-2021
Policy Statement 4: Appropriate fishing technologies for the various fisheries with focus on the offshore fish resources are developed and disseminated			
To exploit deep water resources in Lake Malawi	Develop and disseminate appropriate fishing technologies for deep water fishing in Lake Malawi	DOF, FISAM, Academia, PPPC	2016-2021
	Enhance collaboration in fisheries research with other research institutions	DOF, Academia	2016-2021

POLICY PRIORITY AREA 2: AQUACULTURE			
Policy Statement 1: Appropriate regulatory measures for sustainable aquaculture development are put in place			
To increase aquaculture production from 3,600 tonnes in 2015 to 10,000 tonnes by 2020	Promote development of integrated fish farming schemes.	DOF, NGOs, Academia, Ministry of Lands, Departments responsible for water resources, crops, extension and livestock	2016-2021
	Facilitate the establishment of fingerling production centres/ hatcheries.	DOF, NGOs, Academia, MCCCCI	2016-2021
	Promote local feed production.	DOF, NGOs, Academia, MCCCCI, Departments responsible for research, crops and livestock, National Science and Technology Commission	2016-2021
	Increase utilisation of dams, irrigation canals and other water bodies for small scale aquaculture.	DOF, Irrigation and water Departments, NGOs, Academia, MCCCCI	2016-2021
	Promote development of integrated fish farming schemes.	DOF, NGOs, Academia, Ministry of Lands, Departments responsible for water resources, crops, extension and livestock	2016-2021
To promote coordination of aquaculture development initiatives	Undertake mapping of areas that have potential for aquaculture. Scale up and coordinate small-scale aquaculture initiatives at all levels by forming associations.	DOF, NGOs, Farmer Associations and Aquaculture Schemes, Academia, MCCCCI	2016-2021

	Provide technical assistance to the private sector for the development of commercial aquaculture.	DOF, Ministry of Finance & Financing Institutions (MFI), MCCCCI, Ministry of Trade and Industry, MITC, Malawi Bureau of Standards (MBS)	2016-2021
	Develop appropriate regulatory measures for sustainable aquaculture development	DOF, EAD, Ministry of Justice, fish farmers, MBS, Local Government, Ministry of Lands, NGOs, Gender, Youth	2016-2021
	Carry out market studies and feasibility studies for aquaculture.	DOF	2016-2018
To develop, implement and adopt sustainable control measures for aquaculture development	Develop and enforce regulatory frameworks and operational guidelines such as hatcheries and use of improved strains in aquaculture	DOF, EAD, Ministry of Justice, Local Government, Ministry of Lands	2016-2019
	Restrict and enforce use of exotics in aquaculture development to conserve native biodiversity	DOF, EAD, Ministry of Justice, Ministry of Trade private sector, MRA, DARS, Animal Health	Ongoing
	Coordinate with other stakeholders in the use of water and land resources to minimise conflicts	DOF, Department of Land Resources, Ministry of Irrigation & Water Development, Physical Planning	2016-2021
To promote development of small and large scale commercial aquaculture production in the country	Establish integrated fish farming schemes at various levels such as government owned, communal and private	DOF, District Fisheries Officers, MCCCCI, Crops	Ongoing

	Establish fingerling production centres/ hatcheries	DOF, NGOs, Academia, MCCCCI	2016-2021
	Develop capacity of local feed production	DOF, National Aquaculture Centre (NAC), Academia, District Fisheries Officers, MCCCCI	2016-2021
	Increase utilisation of dam, irrigation canals and other water bodies for small scale aquaculture	DOF, Irrigation and water Departments, NGOs, Academia, MCCCCI	2016-2021
Policy Statement 2: Small-scale aquaculture production is promoted as business			
To promote aquaculture production from small-scale farmers	Undertake mapping of areas that have potential for aquaculture	National Aquaculture Centre (NAC)	2016-2018
	Scale-up and coordinate small-scale aquaculture initiatives at all levels by forming associations	District Fisheries Officers	2016-2021
	Provide technical assistance to the private sector for the development of aquaculture	DOF, MCCCCI	2016-2021
Policy Statement 3: Investment in aquaculture development from both Government and the private sector is increased			
To promote public private partnership and investment in aquaculture	Facilitate the provision of financial incentives to attract foreign investment in aquaculture	DOF, Ministry of Finance & Financing Institutions (MFI), MCCCCI, Ministry of Trade and Industry, MITC	2016-2021
	Develop matching grant, microfinance, interest-free and soft loan schemes	DOF, Ministry of Finance & Financing Institutions	2016-2021

	to assist investment by the local private sector in aquaculture.	(MFI), MCCCCI, Ministry of Trade and Industry, MITC	
	Advocate for public private partnerships in aquaculture development	DOF, MCCCCI	2016-2021
POLICY PRIORITY AREA 3: FISH QUALITY AND VALUE ADDITION			
Policy Statement 1: An enabling legislative framework for quality fish for the local and export markets is put in place			
To increase fish exports from 500 tonnes to 5000 tonnes by 2020	Develop a set of manuals and Codes of Practice for inspection of fisheries products and fish feed for fish quality, chemical residues and environmental contaminants for both local and export markets.	DOF, MBS	2016-2021
	Stipulate minimum hygiene requirements for handling and storage of fish in licensed industrial fishing boats, landing areas and markets	DOF, MBS	2016-2021
	Dynamically update fish quality control regulations to ensure compliance with those of importing countries as well as ensure compliance with internationally-recognised standards of food safety and trade (e.g. WTO agreements, CODEX Alimentarius).	DOF, MBS, MCCCCI	2016-2021
	Establish quality assurance programmes for fisheries and aquaculture products	DOF, MBS	2016-2021
	Establish and upgrade laboratory inspection facilities	DOF, MBS	2016-2021
Policy Statement 2: Adoption of best practices including sanitary and phytosanitary (SPS) that will enhance quality, hygiene and sanitation and value addition for fish and fish products is promoted			
To promote public private partnership and investment in	Facilitate the provision of financial incentives to attract foreign investment in for handling and marketing and particularly to comply with national and	DOF, Ministry of Finance	2016-2021

post harvest facilities	international quality control requirements		
	Secure matching grant, microfinance, interest free and soft loan schemes to assist investment by the local private sector in handling and marketing and particularly to comply with national and international quality control requirements	DOF, Ministry of Finance	2016-2021
	Advocate for public private partnerships in investment of fish handling and marketing infrastructure	DOF, MBS, MCCCCI	2016-2021
Policy Statement 3: The Policy will ensure that fish quality standards are developed and enforced			
To reduce fish post harvest losses from 40% to 20% by 2019	Facilitate the development of appropriate infrastructure for fish handling, processing and value addition by establishing landing and marketing facilities for fish in key areas.	DOF, Ministry of Finance, MEP&D, Trade & Industry, MIPA	2016-2021
	Promote fish quality inspection	DOF, MBS, District & Councils	2016-2021
	Develop regulatory frameworks such as guidelines on safety and fish quality, fish quality standards for various fish products	DOF, MBS, District & Councils	2016-2021
Policy Statement 4: Guidelines and procedures for certification of fish and fish products for domestic and export markets are introduced and implemented			
To develop guidelines and procedures for certification of fish and fish products for domestic and export markets	Establish a Fish Quality Inspectorate Unit within the Department of Fisheries	DOF, MBS, District & Councils	2016-2021
	Collaborate with Competent Authority (MBS) in the development and enforcement of fish standards	DOF, MBS, District & Councils	2016-2021
POLICY PRIORITY AREA 4: GOVERNANCE			

Policy Statement 1: The Policy will ensure that active participation of local fishing communities and fish farmers in the sustainable development of the fisheries sector is promoted			
To strengthen participatory fisheries management regimes	Promote the formation and sustainability of strong local fisheries management authorities for devolution of fisheries management and enforcement of fisheries regulations	DOF, Extension	2016-2021
	Develop local fisheries management plans for different fish stocks and geographic areas where they do not exist already in collaboration with local management institutions	DOF, Extension, FRU	2016-2021
	Encourage the establishment of local Producer Organisations in both Aquaculture and Capture fisheries	DOF, Extension	2016-2021
	Facilitate support for decentralisation by integrating fisheries extension in District Assembly's structures and functions	DOF, Extension	2016-2021
	Develop conflict resolution systems and mechanisms with stakeholders especially for interacting fishing methods and in aquaculture i.e. bylaws	DOF, Extension	2016-2021
	Develop incentives for participation of local government, fishing communities, civil society and NGOs in resource management	DOF, Extension, Ministry of Trade & Industry	2016-2019
	Maintain up to date fisheries legislation and regulation	DOF, Admin & Planning	Ongoing
Policy Statement 2: The Policy will ensure that legal instruments and procedures for the participation of relevant stakeholders in the fisheries sector are developed			
To monitor and control exploitation of fisheries	Introduce an observer system for commercial fishing on Lake Malawi to improve data collection for research purposes and also to control Illegal, Unreported and Unregulated (IUU) fishing (Monitoring, Control and	DOF, FRU, MCCI, District/ City Councils	2016-2021

resources	Surveillance - MCS).		
	In collaboration with local fishing communities and their management institutions enlarge the network of lake and river protected areas where only controlled fishing is permitted	DOF, Extension	2016-2021
	Develop a network of fish sanctuaries where no fishing is permitted at all to serve as a refuge for fish	DOF, Extension	2016-2021
	Monitor and evaluate fisheries programmes and projects	DOF, Planning	Ongoing
	Consolidate best practices in participatory fisheries management in selected areas	DOF, Extension & Planning	Ongoing
	Provide policy guidance by participating in regional and international fora on fisheries related issues	DOF, Admin	Ongoing
Policy Statement 3: The Policy will ensure that an enabling environment for fishing communities to organize themselves at local and national level is provided			
To enhance coordination in usage of water resources	Support the establishment of an overarching body for management of various water bodies to co-ordinate and decentralise responsibility for matters pertaining to water bodies.	DOF, Foreign Affairs, Local Government	2016-2021
Policy Statement 4: The Policy will ensure that sustainable financing mechanism for promotion of fisheries and aquaculture is established			
To identify mechanisms for supporting development of fisheries and aquaculture at local levels	Develop by-laws with support from all district based stakeholders with consideration of possible financing mechanisms	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021

	Determine value of fisheries for various fishing districts and at national level	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
	Develop a guide on the devolution process of fisheries functions	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
	Facilitate setting up of cooperatives along fish value chains	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
	Adopt and implement Voluntary Guidelines on the Small-scale Fisheries Management and other relevant guidelines	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
Policy Statement 5: The Policy will ensure that best practices in the management of shared ecosystems is promoted			
To establish transfrontier co-management arrangements of fisheries resources	Promote trans-boundary fisheries management regimes to facilitate management and development of shared aquatic resources	District Councils, Local Fisheries Management Authorities, CSOs/NGOs,	2016-2021

		Academia and NGOs	
	To develop working agreements with partner countries on the management of the shared aquatic resources in lakes, rivers and wetlands	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
Policy Statement 6: The Policy will ensure that collaboration with other natural resource sectors in the conservation and management of fisheries resource is strengthened			
To strengthen collaboration with other natural resource sectors	Enhance collaboration among natural resource management sectors and programmes	DOF,	ongoing
	Adopt best practices in community based or co-management of natural resources	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
	Collaborate on the implementation of natural resource management policies with government and non-state actors	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
POLICY PRIORITY AREA 5: SOCIAL DEVELOPMENT AND DECENT EMPLOYMENT			
Policy Statement 1: A strategic enabling environment for the small-scale fishing communities in a gender-equitable manner is developed			

Enhance gender-equitable social development and ensure decent employment in small-scale fisheries	Foster a strategic enabling environment for small-scale fishing communities in a gender-equitable manner through enhanced decent employment and increased social development and protection	DOF, Extension, Ministry of Labour, MCTU, Ministry of Gender	2016-2021
	Promote gender equality in the small-scale fishing communities for the improvement of livelihoods and the socio-economic sustainability	District Councils, Local Fisheries Management Authorities, CSOs/NGOs, Academia and NGOs	2016-2021
Policy Statement 2: Child labour issues in the fisheries sector are assessed and mainstreamed			
	Determine the extent of child labour in the fisheries sector and mainstream the issue	DOF, Ministry of Labour, MCTU	2016-2021
	Prevent and eliminate child labour, particularly its most hazardous forms	DOF, Extension, Ministry of Labour, MCTU	2016-2021
Policy Statement 3: Decent employment in small-scale fisheries and aquaculture is promoted			
To improve working conditions within the fisheries and aquaculture	Promote decent employment in small-scale fisheries and aquaculture including improvements of working conditions, fair remuneration, occupational health and safety	DOF, Extension, Ministry of Labour, MCTU	2016-2021
	Support development of decent employment standards, including elimination/prevention of child labour in the fisheries sector to all		2016-2021

	frontline staff and stakeholders involved.		
Policy Statement 4: Access by the small-scale fishing communities to services essential to social and economic development is promoted			
To promote gender equitable access to social services within the fishing and fish farming communities	Increase access of small-scale fishing communities to services essential to social and economic development, including education, health and social protection.	MoH, MoE, Ministry of Labour, Dept of Nutrition (OPC)	2016-2021
Policy Statement 5: HIV/AIDS and gender are mainstream in the fisheries sector strategies and programmes			
To mainstream HIV and AIDS in all programmes	Revise and implement the DoF strategy on HIV and AIDS	DOF, Extension	2016-2021
	Establish and strengthen mechanisms for coordination, with other agents, the implementation of the national HIV and AIDS strategy in the wider sector, and in the development of responses	DOF, Ministry of Gender	2016-2021
	Raise HIV and AIDS awareness throughout the sector.	DOF, Extension	2016-2021
	Improve the enumeration of baseline data on HIV and AIDS in fisheries	DOF, Planning	2016-2021
POLICY PRIORITY AREA 6: RESEARCH AND INFORMATION			
Policy Statement 1: The Policy will ensure that promotion and implementation of demand-driven, service oriented research for effective generation of information in both capture fisheries and aquaculture is achieved			
To promote applied research in fisheries	Develop strong collaborative partnerships and processes between institutions	FRU, NAC, DOF, Academia, MCCCCI	2016-2021

	Establish linkages with local and international research institutes/universities for research and collaborative programs on fisheries and aquaculture	FRU, NAC, DOF, Academia, MCCCCI	2016-2021
	Develop relevant research programmes for sustainable fisheries development	FRU, DOF, Academia, MCCCCI	2016-2021
	Produce and apply reliable, accurate and up to date statistics and information for fisheries	FRU, NAC, DOF	2016-2021
Policy Statement 2: Appropriate extension methodologies and approaches for fishing and fish farming communities are applied			
To develop an information system for dissemination of appropriate messages on fisheries and aquaculture	Review extension methods, approaches and tools for capture fisheries and aquaculture		2016-2021
	Introduce new technologies in communications and information transfer in the fishing industry	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021
	Identify appropriate channels for dissemination of policy and technical information to fisher-folk and fish farmers	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021
	Identify appropriate user communities for targeted information	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021
	Collaborate with media (print and electronic) on message dissemination	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021

	Encourage research-extension linkages for proper policy guidance	DoF	2016-2021
Policy Statement 3: Establish an information system necessary for sustainable exploitation, management, conservation of biodiversity, utilization marketing as well as investment in the fisheries sector			
To provide necessary information for sustainable utilization of fisheries resources and investment in fisheries and aquaculture	Prepare and disseminate technical messages on fishing technologies, resource management and conservation of biodiversity to stakeholders within the fishing industry	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021
	Develop investment/business profiles in fishing and fish farming	DoF (P&D)	2016-2021
	Map potential areas of investment in both fisheries and aquaculture	DoF (FRU and NAC)	2016-2021
	Develop PPP models to guide investment in fisheries and aquaculture	DoF, MITC, Ministry of Trade and Industry	2016-2021
	Develop value chains in fisheries and aquaculture to identify potential areas of investment	DoF (P&D)	2016-2021
Policy Statement 4: Climate change vulnerability, risks and adaptation measures within the fishing and fish farming communities is assessed			
To monitor and adapt to the impact of pollution and environmental changes, including the threat of climate change on fisheries and aquaculture	Improve monitoring of changes on the aquatic environment, including those of climate change	FRU, DOF, Academia, MCCCCI	2016-2021
	Provide suitable equipment and trained staff for aquatic environment monitoring	DOF, Academia	2016-2021
	Assess the effects of bottom trawling on the benthos of Lake Malawi.	FRU, DOF, Academia	2016-2021

	Mitigate the effects of environmental and climatic changes on the aquatic environment	FRU, DOF, Academia, MCCCCI	2016-2021
	Collaborate with other sectors to reduce deforestation resulting from fish processing	DOF, NGO, Forestry, Land Resources	2016-2021
	Reduce pollution from fish processing facilities	DOF & EAD	2016-2021
Policy Statement 5: Labour market study in the fisheries sector with regards to work standards and conditions, potential for employment creation and entrepreneurship is conducted			
To enhance awareness of stakeholders on fisheries related issues	Disseminate in usable form, and in a timely manner the results of frame surveys, catch data and aquaculture production figures	DOF, FRU, NAC	Ongoing
	Disseminate to the public the health benefits of fish consumption and ways to assess fish quality	DOF, FRU, NAC	2016-2021
	Develop and implement a programme of awareness-raising targeted at stakeholders and the general public about important fisheries issues	FRU, DOF, Extension	2016-2021
POLICY PRIORITY AREA 7: CAPACITY DEVELOPMENT			
Policy Statement 1: Capacity of both technical staff and fishing communities including women and youth in delivering various services enhanced			
To develop capacity of the Government and local management institutions to serve the industry	Develop and implement a training and Human Resources development plan for the DoF and the sector	DOF, MCF, Academia	2016-2021
	Develop performance management systems for all sections of DoF	DOF	2016-2021
	Strengthen the capacity of local fisheries management authorities to	DOF	2016-2021

	enable them to participate effectively in fish resource management		
	Develop appropriate fishing technologies suitable to exploit deep water pelagic stocks in Lake Malawi.	DOF – Fisheries Research Unit (FRU)	2016-2021
	Promote adoption of the developed offshore deep water technologies through awareness campaigns and training/ capacity building programmes	DOF – Fisheries Extension Section and the District Fisheries Officers & MCF	2016-2021
	Facilitate provision of fisheries infrastructure in all fishing communities	DOF, District Councils	2016-2021
	Develop appropriate human capacity for fish handling, processing and value chain analysis	DOF	2016-2021
	Establish a Competent Authority with modern and sufficient laboratory facilities for inspection and control and with trained staff	DOF, MBS	2016-2021
Policy Statement 2: Capacity development on decent employment standards, including elimination/prevention of child labour in the fisheries sector to all frontline staff and stakeholders involved is conducted			
To improve and provide relevant fisheries education.	Support and strengthen training programmes at the MCF and tertiary institutions	DOF, MCF, Academia	2016-2021
	In collaboration with tertiary institutions, develop relevance of fisheries training and education	DOF, MCF, Academia	2016-2021
	Develop capacity in all areas (aquaculture extension services, facilitation and support of commercial aquaculture in the DoF)	DOF, District Fisheries Officers, NGOs, MCF	2016-2021

To strengthen gender awareness and child labour in the management and development of fisheries	Promote involvement and participation of women in all aspects of fisheries (ownership of capital equipment, marketing, management, etc) in accordance with the GOMs strategy on mainstreaming gender.	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021
	Promote awareness of child labour rules and regulations in the fishing and processing industry and follow the principles of the Convention on the Rights of the Child and other relevant international and national regulations	DOF, District Fisheries Officers, NGOs, Private Sector	2016-2021
	Determine the extent of child labour in the fisheries sector and mainstreaming of the issue	DOF, District Fisheries Officers, ILO, NGOs, Private Sector	2016-2021
Policy Statement 3: Fisheries research and educational facilities are rehabilitated and upgraded			
To rehabilitate fisheries and aquaculture research infrastructure	Maintain fisheries and aquaculture research buildings	MCF, NAC, FRU	2016-2021
	Procure necessary laboratory equipment for research	MCF, NAC, FRU	2016-2021
	Provide research vessels for fisheries and climate-related studies	MCF, NAC, FRU	2016-2021
To rehabilitate fisheries and aquaculture research infrastructure	Maintain Malawi College of Fisheries buildings	MCF	2016-2021
	Procure necessary laboratory equipment for pre-service and community training	MCF, Community Training Colleges	2016-2021
	Equip college library with necessary reading materials	MCF	2016-2021

Enhance collaboration with other relevant training institutions	Review curriculum on vocational courses taught at the Malawi College of Fisheries to be in line with that of community training colleges	MCF, TEVETA, Community Colleges, LUANAR	2016-2021
	Upgrade vocational courses to be in line with TEVETA courses	MCF, TEVETA	2016-2021
	Develop tailor-made vocational courses for entrepreneurs like boat builders along lakeshore areas	MCF, TEVETA	2016-2021

4. MONITORING AND EVALUATION PLAN

The Monitoring and Evaluation Plan presented as a matrix outlines the outputs, performance indicators, means of verification and the assumptions. The plan provides a bench mark herein referred to as baseline as well as set target that will show progress attained.

Policy Priority Area 1: Capture Fisheries						
Outcome 1: Enhanced capacity to sustainably manage and develop fisheries and aquaculture in Malawi						
Objective	Output	Performance Indicator	Target	Baseline	Source of Verification	Assumptions/Risks
Objective 1: To increase fish production from capture fisheries from 90,000 tonnes to 110,000 tonnes by 2020	<i>Output 1:</i> Appropriate fishing technologies suitable to exploit deep water pelagic stocks in Lake Malawi developed	Number of deep water off-shore fishing technologies	4 fishing technologies developed by 2020	Currently 2 (Chilimira and gillnet) modified gear technologies are available	Fisheries Research Bulletins	Technical Assistance with a gear technology expert provided
	<i>Output 2:</i> Monitoring and control of exploitation of the fisheries resources in collaboration with various stakeholders in line with the FAO Code of Conduct for Responsible Fisheries (CCRF), SADC Protocol on Fisheries, Voluntary Guidelines on the Small-scale Fisheries and other related guidelines done	Percentage of gear licenses Percentage of fishermen licensed Percentage of inspectors/observers Record of catches	100% of legal gears licenses 100% fishermen licensed 100% observer coverage on industrial vessels 110,000 mt	45% of gears licensed 60% fishermen licensed 25% observers 98,000mt	District Fisheries Officers reports FRU reports	Enforcement patrol boats and vehicles in place Willingness by commercial fishers to allow observers on board fishing
Objective 2: To promote public private partnership and	<i>Output 1:</i> Financial incentives to attract investment in capture fisheries	Numbers of fishing companies	4 large fishing companies established	1 large fishing company	DoF reports License record	PPP framework operational

investment in capture fisheries	instituted					
	<i>Output 2:</i> Matching grant, microfinance and soft loan schemes/ frameworks established	Numbers of fishing companies	4 large fishing companies established	1 large fishing company	DoF reports License record	PPP framework operational
	<i>Output 3:</i> Aquarium fish trade promoted	Number of aquarium fish traders licensed	12 aquarium fish traders	3 aquarium fish traders	DOF reports	Stock assessment conducted
	<i>Output 4:</i> Fisheries infrastructure in all fishing communities provided	Number of fish landing sites redeveloped	20 landing and processing infrastructure	3 landing sites	District Fisheries Officers reports	Capacity exists at district councils to sustain the facilities
Objective 3: To develop, implement and adopt sustainable control measures for the recovery of the over-exploited stocks and areas	<i>Output 1:</i> Area specific management plans for various water bodies developed	Number of management plans	15 management plans	5 management plans in place	District Fisheries Officers reports	District Councils allocate funds to this exercise
	<i>Output 2:</i> Chambo Restoration Strategic Plan implemented	Recovery of depleted stocks of chambo	10,000 mt of chambo annual production	3,016 mt of chambo	District Fisheries Officers reports	Catch assessment surveys continued
Policy Priority Area 2: Aquaculture						
Outcome 1: Enhanced capacity to sustainably manage and develop fisheries and aquaculture in Malawi						
Objective 1: To promote development of	Output 1: Establishment of integrated fish farming schemes	Number of fish farming schemes Number of farmers	4 fish farming schemes 6000 farmers	2 fish farming schemes 800 farmers	DOF Extension Section reports	PIAD phase II approved by Ministry of

small and large scale commercial aquaculture production	promoted	practicing integrated agriculture aquaculture (IAA) Number of fish ponds constructed	1200 fish ponds	400 fish ponds		Finance
	<i>Output 2:</i> Fingerling production centres/ hatcheries established	Number of hatcheries established Number of fingerlings produced	20 hatcheries 12,600,000 fingerlings	3 hatcheries 2,400,000 fingerlings	DOF reports NAC reports	PIAD phase II approved by Ministry of Finance
	<i>Output 3:</i> Feed production units/machines/ feed mills established	Number of feed production units established	6 feed production units	3 feed production units	DOF reports	
	<i>Output 4:</i> Feed formulae development programmes undertaken	Number of feed formulae developed	8 feed formulae in place	2 feed formulae	Academia (Bunda) & NAC reports	
	<i>Output 5:</i> Utilisation of dam, irrigation canals and other water bodies for small scale aquaculture promoted	Number of dams restocked	215 dams	20 dams are stocked	District Fisheries Officers reports	Mechanism for collaboration with Dept of Irrigation put in place
Objective 2: To promote coordination of aquaculture development initiatives	<i>Output 1:</i> Mapping of potential areas for aquaculture done	Number of potential areas for pond culture identified Number of potential areas for cage culture identified Maps produced	Central region and northern region sites noted 12 cage culture sites recorded	Currently known sites exist for southern Malawi only 3 sites studied	NAC Reports Senga-Bay (FRU) Reports	Experts are made available to do the mapping
	<i>Output 2:</i> Associations formed to coordinate small scale aquaculture initiatives	Number of associations formed	3 regional associations	1 national association	DOF Extension	
	<i>Output 3:</i> Capacity in aquaculture	Number of frontline staff trained	200 frontline staff 3000 fish farmers	27 frontline staff 300 fish farmers	District Fisheries Officers reports	

	extension services enhanced	Number of fish farmers trained				
	<i>Output 4:</i> Capacity for facilitation and support of commercial aquaculture in the DoF developed	Number of experts trained	15 experts	6 experts	DOF reports	
	<i>Output 5:</i> Technical assistance to the private sector for the development of commercial aquaculture provided	Numbers of commercial aquaculture enterprises in Malawi	10 cage operators 30 large commercial land based units 20 private hatchery operators	1 cage operators 2 large commercial land based units 3 large private hatchery operators & smaller fingerling producer	DOF reports	
	<i>Output 6:</i> Regulatory measures for sustainable aquaculture development put in place	Guidelines on hatchery establishment, cage culture operations, feed formulations put in place	5 regulatory frameworks developed	2 frameworks in form f of manuals	DOF reports	
Objective 3: To promote public private partnership and investment in aquaculture	<i>Output 1:</i> Financial incentives to attract foreign investment in aquaculture instituted	Numbers of PPPs Numbers of fish farming companies	20 large commercial aquaculture enterprises 20 hatcheries	2 large aquaculture companies 3 hatcheries	DOF reports	
	<i>Output 2:</i> Matching grant, microfinance and soft loan schemes/ frameworks established in aquaculture.	Numbers of PPPs Numbers of fish farming companies	20 large commercial aquaculture enterprises 20 hatcheries	2 large aquaculture companies 3 hatcheries	DOF reports	
	<i>Output 3:</i> Public private partnerships framework	Numbers of PPPs Numbers of fish farming companies	20 large commercial aquaculture	No PPPs 2 large aquaculture	DOF reports	

	in aquaculture development established		enterprises 20 hatcheries	companies 3 hatcheries		
Policy Priority Area 3: Fish Quality and Value Addition						
Outcome 2: Increased earnings for people and government from fish exports and domestic trade						
Objective 1: To increase fish exports from 500 tonnes to 5000 tonnes by year 2020	<i>Output 1:</i> Competent Authority with modern and sufficient laboratory facilities for inspection and control and with trained staff instituted	Establishment of a functioning Competent Authority with equipment, trained staff	CA established and certifies all fish exports & inspects fish processing facilities & landing places	None	DOF reports MBS reports	Collaboration continues between DOF & MBS
	<i>Output 2:</i> Set of manuals and Codes of Practice for inspection of fisheries products and fish feed for fish quality, chemical residues and environmental contaminants for both local and export markets developed	A set of CODs & manuals	1 set of CODs & manuals	None	DOF reports MBS reports	
	<i>Output 3:</i> Minimum hygiene requirements for handling and storage of fish in licensed industrial fishing boats, landing areas and markets stipulated	A set of CODs & manuals	1 set of CODs & manuals	None	DOF reports MBS reports	
	<i>Output 4:</i> Fish quality control regulations to ensure compliance with those of importing countries as	A set of CODs & manuals	1 set of CODs & manuals	None	DOF reports MBS reports	

	well as ensure compliance with internationally-recognised standards of food safety and trade developed					
	<i>Output 5:</i> Quality assurance programmes for fisheries and aquaculture products established	Number of quality assurance programmes for fisheries and aquaculture products	A consolidated quality assurance programmes	None	DOF reports MBS reports	
	<i>Output 6:</i> Laboratory inspection facilities established and upgraded	Number of laboratory inspection facilities established	Functional laboratories that are accredited	No accredited labs	MBS reports	
Objective 2: To promote public private partnership and investment in post harvest facilities	<i>Output 1:</i> Financial incentives to attract foreign investment in handling and marketing facilities instituted	Number of processing and packing units	15 processing and packaging units	One packaging unit	DOF reports	
	<i>Output 2:</i> Matching grant, microfinance and soft loan schemes/ frameworks established to assist investment by the local private sector in marketing	Number of processing and packing units	15 processing and packaging units	One packaging unit	DOF reports	
	<i>Output 3:</i> Public private partnerships in fish handling and marketing promoted	Number of fish handling and marketing infrastructure	25 fish handling and marketing infrastructure	8 fish handling and marketing infrastructure	DOF reports	
Objective 3: To	<i>Output 1:</i> Appropriate	Number of staff trained	120 staff	8 staff	DOF reports	

reduce fish post harvest losses from 40% to 20% by 2020	human capacity for fish handling, processing and value chain analysis developed	in processing and value chain analysis				
	<i>Output 2:</i> Appropriate infrastructure for fish handling, processing and value addition established for fish landing and marketing in key strategic areas.	Number of fish handling, processing and value addition established	12 landing facilities 8 marketing facilities	3 landing facilities 3 marketing facilities	DOF reports	
	<i>Output 3:</i> Fish quality Inspectorate Unit established	Establishment of a Fish quality Inspectorate Unit	One Fish quality Inspectorate Unit	None	DOF reports	
	<i>Output 4:</i> Regulatory frameworks such as guidelines on safety and fish quality, fish quality standards for various fish products developed	guidelines on safety and fish quality fish quality standards for various fish products developed Number of processing and packing units	1 set of guidelines 8 fish quality standards 15 processing and packaging units	None 3 standards developed and applied One packaging unit	DOF reports	
Policy Priority Area 4: Governance						
Outcome 3: Enhanced capacity to sustainably manage and develop fisheries and aquaculture in Malawi as well as increased decent employment opportunities, including outside the fisheries sector						
Objective 1: To strengthen participatory fisheries management regimes	<i>Output 1:</i> Local fisheries management institutions for devolution of fisheries management and enforcement of fisheries regulations formed	Numbers of BVCs & Local Management Institutions	56 fishing areas covered by local management agreements	Less than 12 fishing areas	DOF reports	Willingness of communities to form BVCs
	<i>Output 2:</i> Collaboration with other local	Number of management agreements signed	8 management agreements	3 management agreements	DOF reports	Willingness of communities to

	participatory management programmes enhanced					form BVCs
	<i>Output 3:</i> Local fisheries management plans for different fish stocks and geographic areas developed	Number of local fisheries management plans	8 management plans	3 management plans	DOF reports	Willingness of communities to form BVCs
	<i>Output 4:</i> Local Producer Organisations in both Aquaculture and Capture fisheries established	Number of Local Producer Organisations	15 Local Producer Organisations	One producer organisation	DOF reports	
	<i>Output 5:</i> Integration of fisheries extension in District Councils' structures and functions undertaken	Number of District Profiles produced	28 profiles	none	District Fisheries Officers	
	<i>Output 6:</i> Capacity of local fisheries management authorities to enable them to participate effectively in fish resource management strengthened	Number of local fisheries management authorities trained	400 fisheries management authorities	150 fisheries management authorities	District Fisheries Officers reports	Willingness of communities to form BVCs
	<i>Output 7:</i> Conflict resolution systems and mechanisms with stakeholders especially for interacting fishing methods and in aquaculture established i.e. bylaws	Number of bylaws	8 bylaws	3 bylaws	DOF reports	Willingness of communities to form BVCs
	<i>Output 8:</i>	Developed framework of	1 set of developed	None	DOF reports	

	Incentives for participation of local government, fishing communities, civil society and NGOs established	incentives	framework of incentives			
	<i>Output 9:</i> Legal instruments and procedures for participation of relevant stakeholders in the fisheries sector instituted	Fisheries Bill developed Revised Fisheries Regulations Revised Fisheries Rules and Guidelines	1 Fisheries Bill developed 1 Revised Fisheries Regulations 1 Revised Fisheries Rules and Guidelines	Fisheries Bill developed Fisheries Regulations Fisheries Rules and Guidelines	DOF reports	
	<i>Output 10:</i> Revised fisheries legislation & regulations produced	Fisheries Bill developed Revised Fisheries Regulations Revised Fisheries Rules and Guidelines	1 Fisheries Bill developed 1 Revised Fisheries Regulations 1 Revised Fisheries Rules and Guidelines	Fisheries Bill developed Fisheries Regulations Fisheries Rules and Guidelines	DOF reports	
Objective 2: To monitor and control exploitation of fisheries resources	<i>Output 1:</i> An observer system for commercial fishing on Lake Malawi to improve data collection for research purposes and also to control Illegal, Unreported and Unregulated (IUU) fishing (Monitoring, Control and Surveillance - MCS) introduced	Percentage of gear licensed Percentage of fishermen licenses Number of inspectors/observers Record of catches	100% of legal gears licenses 100% fishermen licensed 100% observer coverage on industrial vessels 110,000 mt	70% coverage of licenses 60% fishermen licensed 25% observers 72,000mt	District Fisheries Officers reports FRU reports	Enforcement patrol boats and vehicles in place Willingness by commercial fishers to allow observers on board fishing
	<i>Output 2:</i> Network of lake & river	Network of lake & river protected areas	1 Network of lake & river protected	None	Wildlife Reports	Strong collaboration

	protected areas where only controlled fishing is permitted established	established	areas established			exists with Parks and Wildlife
	<i>Output 3:</i> Network of fish sanctuaries where no fishing is permitted at all to serve as a refuge for fish established	Network of fish sanctuaries established	1 network of fish sanctuaries established	None	Wildlife Reports	
	<i>Output 4:</i> Monitoring and evaluation of fisheries programmes and projects conducted	Number of monitoring and Evaluation trips conducted	6 bimonthly M & E trips	Very infrequent	M & E Reports	
	<i>Output 5:</i> Best practices in participatory fisheries management in selected areas documented	Number of best practices in participatory fisheries management areas documented	8 best practices in participatory fisheries management areas documented	3 best practices in participatory fisheries management areas documented	DOF Reports	
	<i>Output 6:</i> Policy guidance on fisheries related issues provided	Number of international policy meetings participated	12 international policy meetings participated	4 international policy meetings participated	DOF Reports	
Objective 3: To enhance coordination in usage of water resources	<i>Output 1:</i> An overarching body for management of various water bodies to co-ordinate and centralise responsibility for matters pertaining to water bodies established	Joint policy paper produced covering all interested ministries and management institutions Establishment of an overarching “Development Authority” for various water bodies Other committees and groups established for	1 Joint policy paper produced covering all interested ministries and management institutions Establishment of an overarching “Development Authority” for various water bodies	None	DOF Reports Water Reports Foreign Affairs Reports	Continued cooperation of stakeholders

		coordination	Other committees and groups established for coordination			
	<i>Output 2:</i> Trans-boundary fisheries management regimes to facilitate management and development of shared aquatic resources promoted	Transboundary commissions for Lake Malawi, Chilwa and Chiuta, and River Shire basin established Development Authority for Lake Malawi established Policy paper produced	4 Transboundary commissions for Lake Malawi, Chilwa and Chiuta, and River Shire basin established 1 Development Authority for Lake Malawi established 1 Policy paper produced	None	DOF Reports	
Policy Priority Area 5: Social development and decent employment						
Outcome 4: Increased decent employment opportunities, including outside the fisheries sector, particularly for disadvantaged groups such as women and youth						
Objective 1: To enhance social development and ensure decent employment in small-scale fisheries	<i>Output 1:</i> Assessments on child labour in the fisheries sector conducted for Malawi	Number of assessments conducted on child labour in the fisheries sector	1 Assessment report produced	None	DOF Report	
	<i>Output 2:</i> Decent employment in small-scale fisheries and aquaculture through improvements of	Number of awareness campaigns Number of trainings	112 campaigns 112 trainings	28 awareness campaigns 28 trainings	DOF Reports	

	working conditions, fair remuneration, occupational health and safety promoted					
	<i>Output 3:</i> Child labour, particularly its most hazardous forms minimised	Number of awareness campaigns Number of trainings	112 campaigns 112 trainings	28 awareness campaigns 28 trainings	DOF Reports	
Objective 2: To promote gender equality in the small-scale fishing communities for the improvement of livelihoods and the socio-economic sustainability	<i>Output 1:</i> Access of small-scale fishing communities to services essential to social and economic development, including education, health and social protection enhanced	Number of piped water facilities for fish cleaning provided Number of schools and health centres provided and rehabilitated Percentage of school going kids increased Level of literacy rate assessed Percentage of fishing communities accessing health and maternal care increased	72 piped water facilities 30 schools rehabilitated and 15 health centres developed 85 percent are going to school 65 percent literacy rate 90 percent accessing health and maternal care	21 water facilities in place None 40 percent going to school Not known Not known	DOF Reports	
	<i>Output 2:</i> Small-scale fishing communities and their members are socially and economically empowered	Number of IGAs developed Percentage of fishing communities accessing loans for fish trading	IGAs (6) developed 50 percent of fishing communities access loans	2 IGAs Less than 10 percent	DOF Reports	
Policy Priority Area 6: Research and Information						
Outcome 1: Enhanced capacity to sustainably manage and develop fisheries and aquaculture in Malawi						
Objective 1: To undertake	<i>Output 1:</i> Strong collaborative	Percentage of joint research programmes	80% of research conducted is	Less than 20% is vetted	Academia reports DOF reports	

applied research in fisheries relevant to identified needs	partnerships and processes between institutions developed	conducted	vetted to be in line with needs		FRU Reports	
	<i>Output 2:</i> Linkages with international research institutes/universities for research and collaborative programs on fisheries and aquaculture established	Percentage of joint research programmes conducted	80% of research conducted is vetted to be in line with needs	Less than 20% is vetted	Academia reports DOF reports FRU Reports	
	Output 3: Relevant research programmes for sustainable fisheries developed	Percentage of joint research programmes conducted	80% of research conducted is vetted to be in line with needs	Less than 20% is vetted	Academia reports DOF reports FRU Reports	
	<i>Output 4:</i> Exchange of information among local and also between local and overseas institutions on fisheries and aquaculture technologies promoted	Numbers of pamphlets Newspaper articles Number of radio programmes Number of TV programmes Adoption of new technologies	Increased awareness of fisheries issues by the public and other stakeholders	Very little publicity works is done and a lot of information does not get distributed	Pamphlets Academia reports DOF reports FRU Reports	
	<i>Output 5:</i> Reliable, accurate and up to date statistics and information for fisheries produced	Annual production statistics published	Published Annual production statistics	Scanty statistics for aquaculture	Fisheries Research Bulletins	Replacement of the Fisheries Research vessel
Objective 2: To monitor and adapt to the impact of pollution and environmental changes,	<i>Output 1:</i> Monitoring of changes on the aquatic environment, including those of climate change done	Quality of the aquatic environment in its ability to sustain fisheries and aquaculture Number of establishment of an equipped laboratory	Constant monitoring Equipped laboratories and field staff	Little monitoring being done Little equipment available	DOF reports	Collaboration with other relevant sectors

including the threat of climate change on fisheries and aquaculture		Number of Trained staff Number of Monitoring programmes established	Trained staff	Shortage of skills		
	<i>Output 2:</i> Provision of suitable equipment and trained staff for aquatic environment monitoring done	Quality of the aquatic environment in its ability to sustain fisheries and aquaculture Number of establishment of an equipped laboratory Number of Trained staff Number of Monitoring programmes established	Constant monitoring Equipped laboratories and field staff Trained staff	Little monitoring being done Little equipment available Shortage of skills	DOF reports	
	<i>Output 3:</i> Assessment of the effects of bottom trawling on the benthos of Lake Malawi done	Number of assessment of the effects of bottom trawling on the benthos of Lake Malawi done	Annual assessments	None	DOF assessment Reports	
	<i>Output 4:</i> Mitigation of the effects of environmental and climatic changes on the aquatic environment put in place	Number of assessments done on effects of environmental and climatic changes on the aquatic environment	4 assessments done on effects of environmental and climatic changes on the aquatic environment	Little assessments done	Academia reports DOF Reports	
	<i>Output 5:</i> Collaboration with other sectors to reduce deforestation resulting from fish processing done	Number of watershed management programmes implemented	One 5 year programme in place	Little known	Forestry Reports Land Resources Reports	
	Output 6: Pollution from fish processing facilities monitored	Number of monitoring reports	4 annual monitoring reports	None	EAD reports DOF Reports	
Objective 3: To	<i>Output 1:</i>	Numbers of pamphlets	Increased	Very little	Pamphlets	

disseminate information to stakeholders	New technologies in communications and information technology for the purpose of information dissemination instituted	Newspaper articles Number of radio programmes Number of TV programmes Adoption of new technologies	awareness of fisheries issues by the public and other stakeholders	publicity works is done and a lot of information does not get distributed	Academia reports DOF reports FRU Reports	
	<i>Output 2:</i> Dissemination of the results of frame surveys, catch data and aquaculture production figures timely done	Numbers of pamphlets Newspaper articles Number of radio programmes Number of TV programmes Adoption of new technologies	Increased awareness of fisheries issues by the public and other stakeholders	Very little publicity works is done and a lot of information does not get distributed	Pamphlets Academia reports DOF reports FRU Reports	
	<i>Output 3:</i> Health benefits of fish consumption and ways to assess fish quality disseminated	Number of assessments on health benefits of fish consumption and ways to assess fish quality conducted	2 assessments on health benefits of fish consumption and ways to assess fish quality conducted	None	DOF Reports	
	<i>Output 4:</i> A programme of awareness-raising targeted at stakeholders and the general public about important fisheries issues initiated	Number of awareness raising targeted at stakeholders and the general public about important fisheries issues initiated	4 annual awareness campaigns	None	DOF Reports	
Policy Priority Area 7: Capacity Development						
Outcome 1: Enhanced capacity to sustainably manage and develop fisheries and aquaculture in Malawi and improved protein and micronutrients intake for Malawians						
Objective 1: To develop the capabilities of	<i>Output 1:</i> A training and human resources development	A training and human resources development plan	1 training and human resources development plan	None	DOF Report	

the Government and local management institutions to serve the industry	plan for the DoF developed					
	<i>Output 2:</i> Capacity in the DoF to serve the specific needs of the fisheries sector developed	Percentage of staff trained	Over 50% of frontline and professional staff trained	Less than 25% of frontline and professional staff trained	DOF Report	
	<i>Output 3:</i> Training for local fisheries managers on resource management issues, conflict resolution and enforcement conducted	Percentage of community groups trained	Over 85% of community groups trained	Less than 30% are trained	DOF Reports	
	<i>Output 4:</i> Performance management systems for all sections of DoF developed	A performance management system developed	performance management system in place	Not comprehensive	DOF Reports	
Objective 2: To improve and provide relevant fisheries education.	<i>Output 1:</i> Training programmes at the MCF and tertiary institutions supported and strengthened	Number of Training programmes at the MCF and tertiary institutions instituted	MSc training instituted BSc training instituted Diploma training instituted	Only certificate training ongoing	MCF reports	
	<i>Output 2:</i> Review of training curricula done in collaboration with tertiary institutions	Number of curricula developed	3 curricula developed for MSc, BSc and Diploma	1 curricula for certificate	MCF reports	
Objective 3: To mainstream HIV	<i>Output 1:</i> DoF strategy on HIV	DoF strategy on HIV and AIDS	1 DoF strategy on HIV and AIDS	None	DOF implementation	

and AIDS in all programmes	and AIDS implemented	implementation plan produced	implementation plan		report	
	<i>Output 2:</i> Mechanisms for coordination, with other agents, established and strengthened	Percentage of mainstreaming of HIV and AIDS in development programmes	Spread use of 4% throughout programmes	use of 2% throughout programmes	DOF implementation report	
	<i>Output 3:</i> HIV and AIDS awareness throughout the sector done.	Number of awareness meetings	72 annual awareness meetings	5 annual awareness meetings	DOF implementation report	
	<i>Output 4:</i> Enumeration of baseline data on HIV and AIDS in fisheries done	Number of baseline surveys conducted	1 Annual baseline surveys	None	Baseline Survey Report	
Objective 4: To strengthen gender awareness and child labour in management and development of fisheries	<i>Output 1:</i> Involvement and participation of women in all aspects of fisheries promoted	Percentage of women in management positions in DoF and local management institutions	40% are women in management positions in DoF and local management institutions	Less than 40% are women in management positions in DoF and local management institutions	DOF reports	
	<i>Output 2:</i> Awareness of child labour rules and regulations in the fishing and processing industry promoted	Percentage of recorded child labour cases Number of awareness campaigns on child labour	100% of child labour cases recorded 28 district awareness campaigns on child labour	None	DOF Reports	