



DEPARTMENT OF FISHERIES

Fisheries Action Plan

1999 - 2004

OBJECTIVE 1

Enable and promote the participation of local communities and the private sector in fisheries conservation and management, promoting sustainable utilisation, planned harvesting and regeneration of fish by local communities and Beach Village Committees (BVCs).

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Promote the formation and training of BVC's.	• Conduct awareness campaigns	DFOs,	All DDC members sensitised.	By March 199
	• Facilitate the formation of BVC	TAs, Village Headman	60% of the villages in Malawi trained and have functional BVC's	By March 2000
	• Conduct leadership and community mobilisation training	TAs, Beach recorders DFO	60% of BVC's trained	By March 2000
	• Promote creation of BVCs with clearly defined management plans	DFO, Planning Unit	60% of the Villages in Malawi to have BVC's and management plans	By March 2000
2. Ensure BVC's have funds and are entrusted with funds from sale of licences	• Enact required rules and regulations	Minister	Rules and regulations issued and published by the Minister in line with the Act	By March
	• Train BVC's on new legislation	DFO	Meetings conducted by DFO and reflected in quarterly and annual reports	In the yearly reviews
	• Train BVC's on book keeping and accountability	DFO	BVC trained	By December
	• Director of Fisheries to issue a directive to field staff to harmonize collection of fees with BVCs	Director	Directive issued	By March
3. Establish centre to disseminate up to date information on management methods	• Produce in consultation with the BVC new rules to support their collection of funds from fishermen	Director	New rules drafted, approved and published	By
	• Encourage the establishment and utilisation of fisheries demonstration and other technologies		10 Demonstration sites established	By
	• Establish Information Education Communication Centres at all DFOs	DFO	IEC centres established at each DFO	By

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
	<ul style="list-style-type: none"> Train publicity and extension staff on documentation and presentation 	DFO, Extension officers	14 Publicity and extension staff trained in documentation and presentation of relevant publicity and extension material	By
4. Encourage co-management of Fisheries and Fisheries resources	<ul style="list-style-type: none"> Identify priority areas for co-management 	Director, Planning Unit,	Lake Chiuta, Chirwa, Chia Lagoon, Lower Shire	By
	<ul style="list-style-type: none"> Conduct PRA, SCC to get input for the community on their needs and aspirations..etc. 	RFO, DFO	12 PRAs conducted and documented	By
	<ul style="list-style-type: none"> Jointly develop appropriate rules and regulations 	DFO,	Rules and regulations jointly developed and published	By
	<ul style="list-style-type: none"> Produce management guidelines and training manuals 	Community	Guidelines and manuals produced	By
	<ul style="list-style-type: none"> Conduct training for both communities and field staff 	Mpwepwe, DFO	50 BVCs and 30 field staff trained in aspects of co-management	By
	<ul style="list-style-type: none"> Develop management plans and co-management agreements 	DFO, RFO, Director	Management plans and co-management agreements developed	By
	<ul style="list-style-type: none"> Monitoring and evaluation of management plans 	DFO, Director	Evaluation reports produced	Yearly up to 2004
5. Encourage rights of communities and individuals to restock fisheries resources	<ul style="list-style-type: none"> Generate useful information on the rights of individual fishermen to fisheries resources 	Community, DFO, RFO, Director, NGOs	Information on rights to fisheries resources generated and documented	By
	<ul style="list-style-type: none"> Provide useful information on the rights of individual tree fishermen to fisheries resources 	DFO, RFO, Director, NGOs	Information on rights disseminated. Devolve power	By October 1998
6. Establish a fund to support local community fisheries activities.	<ul style="list-style-type: none"> Raise monies for the fund 	Director, Treasury	Money raised and acknowledged	Yearly and on going
	<ul style="list-style-type: none"> Operate the fund 	Minister	Minister disbursing monies annually	Yearly and on going

OBJECTIVE 2

Empower rural communities to manage fisheries resources, foster ownership and access rights to fish and fisheries resources and ensure that they are utilised sustainably

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Introduce regular local meetings to discuss and explain changes and additions to the Act	<ul style="list-style-type: none"> Convene meetings to explain and discuss changes and additions to the Fisheries Act to the following: <ol style="list-style-type: none"> DDC BVCs Missions Churches Schools Maldeco Donor Agencies NGOs FISAM 	DFO,RFO, FD DRO,FA, Chiefs Reverends NGO Community Leaders Director	Meetings convened and minutes produced and circulated and reflected in the monthly and quarterly reports by DFOs	Yearly and on going
2. Encourage and promote sales from aquaculture and subsustainably managed resources, and provide improved marketing intelligence	<ul style="list-style-type: none"> Commission a consultancy on market research 	Director (FSSD)	Coonsultancy report prepared and action points identified	By
	<ul style="list-style-type: none"> Propose legal changes that will facilitate the development of the marketing system 	Director	Weaknesses in the relevant policies and acts identified and changes proposed	By
	<ul style="list-style-type: none"> Facilitate development of rural community fisheries produce and inputs markets 	RFO, DFO, District Councils	Rural community fisheries markets and inputs market developed	By
3. Introduce marketing and pricing reforms that provide incentives fishing and management	<ul style="list-style-type: none"> Commission a pricing study with a view to developing a pricing model for fisheries products 	FD, Economists, MFFEA, FD (Planning Unit)	Report on the pricing study produced and recommendations implemented	
	<ul style="list-style-type: none"> Publicise the price in the <i>Gazette</i> and other media 	Director	Prices published regularly in print and electronic media	Every 2 years beginning 2000
	<ul style="list-style-type: none"> Review the prices regularly 	Director	Prices reviewed regularly in line with inflation	Biannually

OBJECTIVE 3

Apply environmental policies and legislation to ensure sound environmental management.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Formulate conservation plans that are well understood by all partners	• Facilitate the formulation of community-based conservation plans	DFO, DEA	Community-based conservation plans formulated and functional	By March 2000
	• Train communities in the development of conservation plans for sustainable resource management	DFO, DEA, NGOs, Agriculture	60% of all BVCs trained in development of conservation plans	By 2000 and on going
	• Carry out environmental impact assessment prior to implementation of any fisheries development project	DFO, DEA	Environmental impact assessment done and report published and recommendations implemented	By 2000 and on going
	• Undertake tours and consultations within and outside the country with a view to exchange information on environmental impact	Director, DEA, MNR&EA, Donors, NGOs	Inter-country and international tours and consultations undertaken	Yearly and on going
	• Conduct regular meetings for parties participation	Director, DEA, MNR&EA, NGOs, BVCs	Regular meetings conducted	Yearly and on going
	• Monitor and evaluate all projects/programmes to ensure that they are environmentally friendly	M & E, DEA	Evaluation reports produced and recommendations implemented	Yearly and on going

OBJECTIVE 4

Provide appropriate incentives for the identification, protection and management of key sites of unique biodiversity, breeding sites, migratory routes and sanctuary areas.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Promote local community, general public and private sector participation in fisheries protection and management	<ul style="list-style-type: none"> Promote environmental non-destructive community-based user rights and security of fish 	Director, NGOs, DEA, DFO, BVC's	Non-destructive community-based user rights to, and security of, fisheries products promoted	By 2000 and on going
	<ul style="list-style-type: none"> Promote awareness through training and the use of mass media 	DFO, DEA, NGOs	Awareness through training and use of mass media	Yearly and ongoing
2. Ensure that rural communities' wealth of information regarding biodiversity, ecology and historical areas is respected and rewarded	<ul style="list-style-type: none"> Document and publish the wealth of information available in the community which will own the book rights 	Research, CSR, Chiefs	Information documented and published	By 2000 and on going
	<ul style="list-style-type: none"> Convert some information into criteria for environmental impact assessment 	Director, DEA	Criteria for environmental impact assessment developed	By 2000
	<ul style="list-style-type: none"> Produce leaflets 	Director	Leaflets produced	On going
3. Institute mechanisms to develop a strong partnership with local communities	<ul style="list-style-type: none"> Produce and update regularly at intervals maps and information 	DFO	Maps and pamphlets produced and distributed	By 2000 Yearly and on going
	<ul style="list-style-type: none"> Promote eco-tourism and equity in distribution of revenue to the community 	Director, DEA, NGOs	Eco-tourism and equity in distribution of revenue promoted	Yearly and on going
	<ul style="list-style-type: none"> Promote proper utilization of resources to support small-scale enterprises and develop markets 	Economists, Donors, NGOs, Business Community	Proper utilisation of resources to support small-scale enterprises and the development of markets promoted	By 2000

OBJECTIVE 5

Ensure that harvesting and exporting of fish comply with laws and regulations; both nationally and internationally.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Effectively apply procedures and standards for Harvesting timber and other forest products	• Develop fisheries resource harvesting procedures and standards	Director, Research, DFO	Procedures and standards developed	
	• Publicise the harvesting procedures and standards	Director, NGOs	Procedures and standards publicised	By 2000
	• Monitor the application of the procedures and standards and improve on any identified weaknesses	Director	Compliance with procedures and standards monitored	On going
2. Promote code of conduct and standards for import and export of fish	• Develop guidelines for import and export of fish	Director, Customs, MEPC, Research, BoS	Import and export guidelines developed	By 2000
	• Produce and circulate pamphlets on codes of conduct and standards	Director, EU, Research Donors	Pamphlets on codes of conduct and standards produces and circulated	By 2000
	• Train fisheries, customs staff and others on how to handle the import and export of fish	Director, Controller of Customs, Donors	Fisheries, customs and other staff trained	By 2000
	• Hold regular consultative meetings with neighboring countries with a view to harmonize the procedures, rules and regulations on import and export of fish	Director, IFSTCU, OPC, Foreign Affairs Trade Mission, ITTO Permanent Joint Commission	Consultative meetings with neighboring countries regularly held	Periodic and on going
	• Regularly review the standards and procedures	Director	Standards and procedures reviewed regularly	Periodic and on going

OBJECTIVE 6

Undertake well-designed and relevant research programmes to generate usable technologies.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Promote research in proper fisheries management options	• Develop a research project on regeneration of trunchcons	Research, DFO, NGOs, Donors	A research project developed	By 2000
	• Conduct research and publish results to users	FRIM, Director, FESD	Research conducted and results published and disseminated	By 2000
	• Undertake 'on farm' research	Research Bunda, DAR, ICLARM, UNIMA	'On farm' research developed and under implementation	On going
2. Promote research into increased fish productivity	• Undertake 'on farm' research	FRIM, Bunda, ICLARM, UNIMA	'On farm' research developed and under implementation	On going
	• Undertake research into			On going
	• Undertake research into			On going
	• Publish and disseminate results to users	Research	Interim results published and disseminated to users	
3. Promote research in fisheries technologies i.e. processing and product development				
4. Promote research in fisheries conservation				
5. Design and test methodologies for assessing productivity for the efficient use of fishing technologies	• Identify problem areas	Research, Mpwapwe	Problem areas identified and documented	On going
	• Design and test methodologies	Research CSR	Methodologies designed and tested	On going
	• Publish and disseminate results	Research, CSR	Test results published and disseminated	On going
6. Develop techniques for protecting fish from pests, diseases and other non-biological factors	• Undertake research into biological, chemical and cultural control methods of pests and diseases	Research, Bunda, ICLARM, ICRAF, UNIMA	Research on biological, chemical and cultural methods of pests and diseases under implementation	On going
	• Undertake impact studies on the pest and diseases and their control methods		Impact studies on pests and diseases and their control methods undertaken	On going
	• Publish and disseminate results		Results published and disseminated	On going

7. Promote research and taxonomy and ecology of fish	<ul style="list-style-type: none"> Undertake taxonomic studies, including the establishment of taxonomic trails 		Taxonomic studies undertaken	By October 1998
	<ul style="list-style-type: none"> Collect samples 		Samples collected	On going
	<ul style="list-style-type: none"> Establish museum 		Museum established	On going
	<ul style="list-style-type: none"> Establish <i>in situ</i> conservation areas 		<i>In situ</i> conservation areas established	On going
	<ul style="list-style-type: none"> Undertake surveys 		Surveys undertaken and maps updated	By January 2000
	<ul style="list-style-type: none"> Conduct ecological studies 		Ecological studies conducted	On going
8. Identify and evaluate suitable fish species for different sites and purposes and, where appropriate, undertake genetic improvement and conservation	<ul style="list-style-type: none"> Establish species provenance trails in different sites and for different purposes 		Species provenance trials established	On going
	<ul style="list-style-type: none"> Undertake genetic improvement programmes 		Genetic improvement programmes improved	On going
	<ul style="list-style-type: none"> Document, publish and disseminate results and information 	NAC, Director	Results and information documented, published and disseminated	On going
9. Determine and consolidate appropriate propagation, establishment and regeneration techniques for different types of fish	<ul style="list-style-type: none"> Undertake research into propagation, and establishment fish species 		Research into establishment of fish species undertaken	On going
	<ul style="list-style-type: none"> Publish and disseminate research results 		Research results published and disseminated	On going
10. Investigate appropriate management systems and techniques for different types of fish species	<ul style="list-style-type: none"> Collate existing information on different types of fish species 		Existing information collated for co-management	
	<ul style="list-style-type: none"> Identify problems associated with management of fisheries 		Problems associated with management of fisheries and the industry identified	By June 2000
	<ul style="list-style-type: none"> Design, test and select the best management systems 		Management systems designed, tested and selected	By January 2000
	<ul style="list-style-type: none"> Document, publish and disseminate results 		Results documented, published and disseminated	By April 2000
11. Design and administer effective methods of disseminating research findings and technical information to users and beneficiaries	<ul style="list-style-type: none"> Operationalise and strengthen the information and technical services strategy areas 	Research, Director	Information and technical services strategy areas strengthened and operational	By December 1999
	<ul style="list-style-type: none"> Develop linkages with users and beneficiaries 	Research/Extension	Linkages with users and beneficiaries developed	By 2000
12. Prepare and implement suitable plans for conducting fisheries and biological	<ul style="list-style-type: none"> Prepare plans 	Research, Planning Unit	Plans prepared	By 2000

inventories of existing resources				
	<ul style="list-style-type: none"> • Test methods of implementing the plans on a pilot scale 	Research, Planning Unit	Methods tested on a pilot scale	By
	<ul style="list-style-type: none"> • Carry our final inventories 		Inventories carried out	By December 2000
	<ul style="list-style-type: none"> • Document, publish and disseminate results 	Research, Director	Results documented, published and disseminated	By
13. Enhance production of zonation maps that define broad categories of fisheries	<ul style="list-style-type: none"> • Plan for survey 	RFO, Research, Director	Surveys planned	By April 2000
	<ul style="list-style-type: none"> • Produce maps 	Research, Director	Maps produced	By June 2002
	<ul style="list-style-type: none"> • Publish and distribute maps 	Research, Director	Maps published and distributed	By September 2002
14. Draw up proposals and implement studies in collaboration with other relevant organisations for joint studies in the areas of outstanding scientific interest	<ul style="list-style-type: none"> • Identify areas of collaboration and partners 	Donors, Research Institutions	Areas of collaboration and partners identified	On going
	<ul style="list-style-type: none"> • Jointly draw up proposals that are multi-institutional and multi-disciplinary 	Donors, Research Institutions	Proposals jointly drawn up	On going
	<ul style="list-style-type: none"> • Implement scientific studies 	Donors, Research Institutions	Scientific studies implemented	On going

OBJECTIVE 7

Develop and disseminate technology packages to target groups for the management of fisheries and aquaculture.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Prepare, update and distribute standard audio-visual aids	<ul style="list-style-type: none"> Identify target groups' needs, problems, concerns and aspirations 	Extension, DFO, NGOs Research, Training	Needs, problems, concerns and aspirations identified	By April 2001
	<ul style="list-style-type: none"> Develop needs-specific technological interventions 	DFO, FO, Training, NGO	Needs-specific technological interventions developed	By July 2001 and on going
	<ul style="list-style-type: none"> Develop appropriate and relevant messages 	DFO, Extension, Director Training	Appropriate and relevant messages developed	by July 2001 and on going
	<ul style="list-style-type: none"> Determine appropriate languages 	DFO, Director, NGOs	Appropriate languages determined	
	<ul style="list-style-type: none"> Select appropriate channel among, or combinations of, audio, visual or audio-visual 	DFO, Director, NGOs,	Appropriate channels selected	By July 2001 and on going
	<ul style="list-style-type: none"> Deliver the packages 	DFO, Extension, Director, NGOs, Training	Packages delivered	On going
	<ul style="list-style-type: none"> Train staff in technology packaging and delivery systems 	Training, Director, Bunda,	Staff trained in technology packaging and delivery systems	On going
2. Enhance adoption rate of technological packages	<ul style="list-style-type: none"> Organise the following: <ul style="list-style-type: none"> (i) Publicity campaigns (ii) Cross-farm visits (iii) Staff and fishfarmer training (iv) Public meetings (v) Open days (vi) Demonstration plots (vii) Demonstration fishing devices and technologies 	DFO, Training, Director, NGOs, Donors, PMEU	Campaigns organised and conducted	On going
	<ul style="list-style-type: none"> Regularly monitor and evaluate adoption 	Director, PMEU, DFO, Extension, Research	Evaluation report produced and circulated regularly and recommendations implemented	By February 2003 and on going
	<ul style="list-style-type: none"> Commission consultancies to assess impact of adopted technologies 	Director	Consultancies commissioned and impacts assessed and reflected in departmental reports	Periodic and on going

OBJECTIVE 8

Develop a full comprehensive fisheries extension service to support community programmes that are gender sensitive.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Expand and strengthen a comprehensive fisheries extension service (FES)	• Commission a study to assess the FES in terms of its mandate and linkages with other extension agencies in the context of existing political and socio-economic conditions	Director, MNR&EA, Donors	A study conducted and recommendations drawn as input into the proposed project	By March 2000
	• Commission a study to conduct a job evaluation and staff appraisal	Director, HRMD, Donor	A study conducted and recommendations drawn as input into the proposed project	By March 2000
	• Commission a study to develop and implement a project to expand and strengthen the forestry extension service	Director, MNR&EA, Donors	A fisheries extension service project developed and under implementation	By October 2000
2. Train and equip Fisheries extension staff	• Identify training and equipment needs	Director, Extension, Research, Training	Training and equipment needs identified	By March 2000
	• Develop a course programme: (i) Curriculum (ii) Training plan (iii) Training methods (iv) Resources	Training, Extension, Bunda, FO, NGOs, Research	A course programme developed	By June 200
	• Conduct training of local and external people	Bunda, Training, Extension,	Internal and external training conducted	By March 2000 and on going
	• Procure relevant, appropriate and adequate equipment	Director	Equipment procured	By July 2000
3. Introduce specialised fisheries management courses for local communities	• Carry out gender sensitive needs assessment	DFO, Training, NGO, Police, Agriculture, MOH	Gender sensitive needs assessment carried out	By June 2001
	• Develop a tailor-made training programme based on needs assessment	DFO, Training, Extension, NGO, Police, MOH, Agriculture	Training programme developed	By September 2001
	• Conduct training	Research Extension NGO, DFO, Donor	Training conducted	By October 2002
	• Continuously monitor the impact of training and need for further training and/or retraining (tracer studies)	Director, Extension, Training, Research	Impact of training monitored	By November 2000 on going

OBJECTIVE 9

Initiate and promote environmental education, extension and awareness campaigns

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Promote the development of programmes on environmental fisheries education	<ul style="list-style-type: none"> Carry out a situational and needs analyses for environmental fisheries education 	Extension, DEA, Training, NGO, DFO, Donors	Situational and needs analyses for environmental forest education done	By March 2000 and on going
	<ul style="list-style-type: none"> Commission a study to assess institutional capacity of the Fisheries Department to effectively develop and implement environmental fisheries educational programmes 	FD, MIM, Donors, DEA, HRMD	A study to assess institutional capital capacity of the Fisheries Department to carry out environmental forestry education programmes undertaken	By March 2001
	<ul style="list-style-type: none"> Develop environmental fisheries programmes and projects 	FD, Education, NPW, CURE,	Environmental fisheries education programme and projects developed	By June 2000
	<ul style="list-style-type: none"> Deliver environmental fisheries education 	Extension, Training, NGOs	Environmental fisheries education delivered	By September 2001 and on going
	<ul style="list-style-type: none"> Monitor and evaluate the programme 	Director, M & E	Education reports on the programme produced and any weakness corrected	By January 2001 and on going
2. Foster partnership with other relevant bodies to promote and support environment fisheries education	<ul style="list-style-type: none"> Jointly organise and implement the following: <ol style="list-style-type: none"> Regular meetings Workshops Environmental fisheries education programme Develop environmental fisheries education project 	Director, PM EU DEA, UNEP, UNIMA, Donors	Regular meetings, workshops on environmental fisheries programme and projects jointly organised and implemented	Yearly and on going

OBJECTIVE 10

Effectively influence research and development in cage culture, small water bodies and aquaculture to reduce over-dependence on the capture fisheries.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Promote methods and techniques that will reduce over-dependence on capture fisheries	<ul style="list-style-type: none"> • Hold consultative meetings 	Bunda, UNIMA, NAC, FD	Consultative meetings held	By July 2000
	Initiate programmes to promote those technologies through sensitisation workshops to explore ways of increasing the contribution of fish to the sector		Programmes that promote alternative fishing methods through sensitisation workshops developed	By December 2000

OBJECTIVE 11

Accelerate and intensify efforts to manage the fisheries and to provide the correct incentives for the development of primary and secondary fisheries industries with a view to achieving self-sufficiency and to generate revenue through the export of fish and fisheries products.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Prepare and regularly update management plans	• Carry out periodic inventories	Planning Unit, RFOs, DFOs,	Periodic fisheries inventories carried out	By October 2002
	• Draw up and implement management plans	DFOs, Planning Unit	Management plans drawn up and under implementation	By January 2001
2. Encourage the development of primary and secondary fisheries industries	• Publicise qualitative and quantitative information about fish availability and location	MNR&EA, DFOs, Director, MIPA, MEPC, Chamber of Commerce	Qualitative and quantitative information on fish availability and location publicised	By December 2000
	• Formulate rules, guidelines and regulations with a view to promoting investment in the fisheries industry	Director, MNR&EA, MIPA, Chamber of Commerce,	Rules, guidelines and regulations formulated	By April 2000
	• Develop and constantly review incentives to encourage investment in fisheries industries	Director, MNR&EA, MIPA, DFOs, Chamber of Commerce	Incentives developed and constantly reviewed	By March 2000 and on going
	• Maintain constant dialogue with investors on fisheries	Director, MNR&EA, MIPA, MEPC, Chamber of Commerce	Dialogue maintained constantly	On going
3. Promote the integrated use of raw materials to reduce wastage, foster national contribution of fisheries resources towards poverty alleviation through increased empowerment opportunities and minimise adverse environmental effects	• Review restrictive rules and practices with a view to encouraging export-oriented investment in fisheries produce	Director, MEPC, MNR&EA, DFOs	Restrictive rules and practices reviewed	By September 2000 and on going
	• Explore the possibility of developing	PMEU, Director, DFOs		By September 2002
	• Organise a workshop to sensitise	Director, Interested	A workshop to sensitise industry organised	By February 2000

	industry on opportunities for diversifying product range in fisheries industry such as:	Agencies		
	<ul style="list-style-type: none"> Encourage diversification of fisheries based industries 	Director, MIPA.	Diversification of fisheries-based industries encouraged	On going
4. Introduce incentives to promote investments in fisheries industries	<ul style="list-style-type: none"> Develop and introduce incentive packages that will provide a conducive environment for fisheries industries investment 	FD, MIPA, CCI, Customs, Treasury, Commerce and Industries	Incentive packages developed and introduced	By December 2000
	<ul style="list-style-type: none"> Constant review of incentive packages 	Director, MIPA	Incentive packages reviewed constantly	On going
5. Promote the establishment of fish processing training centers	<ul style="list-style-type: none"> Convene a workshop to highlight fish processing industries to utilise opportunities for developing fish training centres 	MIRDC, Training, Research, Lending Institutions	A workshop for the fish processing industry on utilising opportunities for developing fish training centres convened	By September 2001
	<ul style="list-style-type: none"> Maintain a register of exporters of fish produce 	Director	A register of exporters of fish produce maintained	By March 2001 and on going
	<ul style="list-style-type: none"> Submit recommendations to the Privatisation Commission 	Director	Recommendations submitted to Privatisation Commission	By January 2001
6. Conduct annual review of the industry	<ul style="list-style-type: none"> Commission a study 	Director	Review study commissioned	By April 2001
	<ul style="list-style-type: none"> Publish report and recommendations 	Consultant		By May 2001

OBJECTIVE 12

Provide information regarding proposed forest areas for fisheries reserves, breeding sites and sanctuaries with a view of developing management plans for effective management of fisheries resources.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Provide effective management of fisheries breeding sites and sanctuaries	• Carry out inventory	DFO, GTZ	Inventory carried out	By
	• Draw up management plans	Planning Unit, DFO,	Management plans drawn up	By
	• Implement management plans	DFO, DivFO	Management plans under implementation	By and on going
	• Monitor and evaluate implementation of management plans	Director RFO	Evaluation reports made and recommendations acted upon	On going
2. Undertake review of gazettelement process for the proposed breeding sites and sanctuaries.	• Review the status of proposed breeding sites and sanctuaries	Planning Unit, DFO, DivFO, Director	Status of proposed breeding sites and sanctuaries reviewed	By
	• Assess jointly with the community the feasibility of continuing gazettelement or co-management, or whether to leave for the communities to manage	Director, DFO, DivFO, Communities, Lands and Valuation, Surveys	The feasibility of continuing with gazettelement or co-management or leaving the proposed breeding sites to communities assessed	By

OBJECTIVE 13

Continue to develop high quality human resources through fisheries education and training in order to strengthen the institutional capacity required to effectively managing fisheries resources.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Draw up recruitment and training plan	• Review the structure and organisation of the Fisheries Department	Director, DHRMD, MNR&EA	Structure of the Fisheries Department reviewed	By
	• Commission study to comprehensively review the human resources in the fisheries sector to determine existing skills and training needs		Study commissioned, results documented and published	By
	• Recruit and train requisite staff	Director, Respective Organisation	Requisite staff recruited and trained	By
	• Upgrade posts with an acceptable system of reward, motivation and career development	Director, HRMD, MNR&EA, OPC	Post upgraded and a system of reward, motivation and career development put in place	On going
2. Promote the initiation of fisheries training at Bunda College of Agriculture	• Consultations	Director, UNIMA	Consultations conducted	By
	• Facilitate development of training	Director, UNIMA	Training programme developed	By
	• Facilitate development of teaching staff	Director, UNIMA	Teaching staff developed	By and on going
	• Facilitate development of physical resources	UNIMA, Donor	Physical resources development underway	By and on going
	• Facilitate development of educational training and resources	UNIMA, Donor	Educational and training resources development underway	By and on going
3. Initiate curriculum development at the Malawi College of Fisheries	• Carry out a training needs assessment	Director, UNIMA, MCF, NGOs	Needs training assessment carried out	By
	• Review current diploma, certificate and further training curricula	Director, MCFW	Current diploma, certificate and further training curricula reviewed	By
	• Update current curricula	Director, UNIMA, NGOs, Industry	Curricula updated	By
	• Draw up a training programme	Director, MCF	A training programme drawn up	By
	• Procure training resources	MCF, Donor	Training resources procured	By
	• Implement training	MCF	Training under implementation	By
	• Evaluate impact of training	Director, Donor	Impact of training evaluated	On going
	• Strengthen collaboration	UNIMA, MCF	Collaboration with Bunda College of Agriculture strengthened	By
4. Facilitate accreditation of diploma from Malawi College of Fisheries by				

the University of Malawi				
	<ul style="list-style-type: none"> • Upgrade staff at MCF 	Director	Staff at MCF upgraded	By
	<ul style="list-style-type: none"> • Improve physical, education and training resources 	MCFW, Donor	Physical, education and training resources improved	By
	<ul style="list-style-type: none"> • Upgrade entry qualification 	MCFW, Director	Entry qualification upgraded	By
	<ul style="list-style-type: none"> • Accredite diploma 	Director	Diploma accredited	By

OBJECTIVE 14

Create and maintain a conducive environment where every employee is able to reach his/her maximum potential in a climate favouring innovation and excellence.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Develop a career structure that allows for promotion and restructure of staff in their positions of competence and specialisation	<ul style="list-style-type: none"> Commission a study to review constraints and opportunities to career development 	Director, MIM, HRMD	Constraints and opportunities reviewed	By
	<ul style="list-style-type: none"> Organise a workshop to discuss study results and career structure 	Director, MNR&EA	Workshop to discuss career structure organised and conducted	By
	<ul style="list-style-type: none"> Design a responsive career structure 	Director, MIM, HRMD	A responsive career structure designed	By
	<ul style="list-style-type: none"> Incorporate recommendation and submit the career structure to HRMD/OPC for approval 	Director, MNR&EA	Recommendations incorporated and the career structure submitted for approval	By
	<ul style="list-style-type: none"> Develop criteria for assessing performance, effectiveness and efficiency 	Director	Criteria for assessing performance effectiveness and efficiency set	By
	<ul style="list-style-type: none"> Decide types of awards 	Director	Types of awards agreed	By
	<ul style="list-style-type: none"> Present awards at annual symposia 	Minister	Award presented at annual symposia	By
	<ul style="list-style-type: none"> Commission a forest officers task force to define incentives for different categories of officers 	Director, MNR&EA	Incentives for different categories of officers defined	By
	<ul style="list-style-type: none"> Submit report and recommendations at a workshop 	Study Team	A report and recommendations submitted at a workshop	By
	<ul style="list-style-type: none"> 			

OBJECTIVE 15

Address the many interrelated causative factor involved in the management of fisheries resources and ensure that they are not fragmented, overlapping and ineffective.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Nurture, foster and sustain the development of management plans in the natural resource sector	<ul style="list-style-type: none"> Undertake regular joint training courses, workshops, study visits, cross-farm visits, open days 	Forestry, Fisheries, Parks, NHBG, Water Department, DEA	Training courses, workshops, study visits, cross-farm visits, open days jointly undertaken	On going
	<ul style="list-style-type: none"> Implement joint programmes on: <ul style="list-style-type: none"> (i) Long-term training (ii) Protection of catchment areas etc..... 	Parks, Fisheries, Agriculture, FRIM, NHBG, MCFW, NRC, MPWEPWE, RFO, Water Board, VNRMCs, BVC's	Programmes jointly implemented	On going
2. Promote collaboration in research and extension programmes at national, regional and district levels	<ul style="list-style-type: none"> Prepare regional and district research and extension programmes 	Director, RFO, DFO, DAR, NRC, NGO	Regional and district research and extension programmes prepared	By
	<ul style="list-style-type: none"> Implement regional and district research and extension programmes 	Director, RFO, DFO, DAR, NRC, NGO	National, regional and district research and extension programmes under implementation	By
	<ul style="list-style-type: none"> Prepare joint progress reports 	Director, DAR, DFO, NRC	Progress reports prepared jointly	Annually
	<ul style="list-style-type: none"> Monitor and evaluate regional and district research and extension programmes 	DAR, Research, Director,	Evaluation reports prepared	Periodic and on going
3. Facilitate reduction on overdependence on subsistence agriculture with a view to relieve pressure on fisheries resources	<ul style="list-style-type: none"> Promote income-generating activities through: <ul style="list-style-type: none"> (i) Development of skills (ii) Encouragement of cottage industries (iii) Provision of infrastructural and social services 	Director, DFO, MOWCSY, Treasury, NGOs	Income-generating activities under way	On going
	<ul style="list-style-type: none"> Facilitate repealing of restrictive policies and legislation 	Director, Justice, MNR&EA	Restrictive policies and legislation repealed	On going
	<ul style="list-style-type: none"> Influence provision of soft loans to small-scale forest business 	Director, RFO, DFO, Treasury, NGOs	Soft loans to small-scale forest business initiated and disbursement started	On going
4. Establish and support a joint working group involving Ministries responsible for fisheries, forestry,	<ul style="list-style-type: none"> Establish a joint working group with a clear mandate 	Director	A joint working group established	On going

agriculture and environment, representatives of the estate sector and rural communities with a view to improve sectoral planning				
	<ul style="list-style-type: none"> Exchange relevant research and extension literature and packages on fisheries with investors and the sector 	Director	Exchange of research and extension literature and packages initiated and maintained	On going
	<ul style="list-style-type: none"> Review current issues of licence holders 	Director, MNR&EA	Current issues of licences agreements reviewed and under way	By
	<ul style="list-style-type: none"> Enforce fishing regulations 		Land use covenants enforced	
5. Promote and support NGO undertaking fisheries-related development activities	<ul style="list-style-type: none"> Involve NGOs in the updating of the national forestry policy and strategy 	CONGOMA, Director	NGOs involved in updating of the national forestry policy and strategy	On going
	<ul style="list-style-type: none"> Involve NGOs in planning and participation in forest management 	NGOs, Director	NGOs involved in planning and participation in forest management	On going
	<ul style="list-style-type: none"> Encourage effective co-ordination among NGOs and between NGO and public sectors such as meetings held by CURE 	CONGOMA, Director, Other Institutions	Coordination among NGOs and between NGOs and public sector encouraged	On going
6. Promote the harmonisation of fisheries-related measures proposed in other policies with those proposed	<ul style="list-style-type: none"> Fisheries Department to study policies of other departments 	Director	Other related policies studied	Periodic and on going
	<ul style="list-style-type: none"> Circulate the draft review to relevant institutions for comments 	Director	Draft review circulated for comments	On going
	<ul style="list-style-type: none"> Implement the policy accordingly 	Director	Policy under implementation	On going

OBJECTIVE 16

Ensuring that man, women and the youth's role in fishing utilisation and management is promoted.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Support gender groups not only in fisheries-based subsistence and informal economies, but as a key agency for innovative development of the rural fisheries sector	<ul style="list-style-type: none"> Organise and implement training courses to gender groups 	Director, DFO, RFO, MCFW, FRIM, NGO	Training courses for gender groups organised and implemented	On going
	<ul style="list-style-type: none"> Circulate Fisheries Department publications and packages to gender groups 	Director, RFO, DFO	Fisheries Department publication and packages circulated to gender groups	On going
	<ul style="list-style-type: none"> Enlist gender groups expertise in special courses and activities 	Gender Group, Director	Gender groups' expertise in special courses and activities enlisted and used	Done but on going
2. Promote the formalisation of linkages between established gender groups and fisheries extension	<ul style="list-style-type: none"> Promote participation of youth in various forestry activities 	Director, RFO, DFO, MWCYA, NGO	Youths participate in fisheries activities	On going
	<ul style="list-style-type: none"> Identify gender groups involved in fisheries activities 	Director, NGOs, MWCYA	Gender groups identified and involved in fisheries activities	Done but on going
	<ul style="list-style-type: none"> Convene meetings with the gender groups to draft memoranda of understanding 	Director, RFO, DFO, MWCYA	Meetings with gender groups concerned	On going
3. Ensure that there is a gender balance in terms of equal access to training, promotion and career development in the Fisheries Department	<ul style="list-style-type: none"> Sign and enforce memoranda 	Director	Memoranda agreed and enforced	By
	<ul style="list-style-type: none"> Sensitise MNR&EA and Civil Service Commission to ensure gender sensitivity in recruitment, training, promotion and career development 	Director, MFEEA, MWCYA, Public Commission	MNR&EA and Civil Service Commission sensitive to gender balance in recruitment, training, promotion and career development	By
	<ul style="list-style-type: none"> Challenge women on the need to be assertive when seeking opportunities for training and advancement in the fisheries sector 	Director, RFO, DFO, Women's Organisations, GABLE	Women more assertive when seeking opportunity for training and advancement in the fisheries sector	On going

OBJECTIVE 17

Develop and promote non-profit fisheries activities (biodiversity conservation, watershed management, fisheries research, extension, education and training).

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Reduce over-dependence on Government budgetary and maximising use of the existing international arrangements that provide financial support to national fisheries activities of global significance	<ul style="list-style-type: none"> Develop project proposals for funding from local and international organisations 	Director, DEA, MNR&EA, WATER,	Project proposals developed for funding by local and international organisations	By ..and on-going
	<ul style="list-style-type: none"> Transfer funds from profit-making fisheries activities to non-profit-making fisheries activities 	Director, Treasury, MNR&EA	Funds transferred from profit-making fisheries activities to non-profit-making activities	By and annually
	<ul style="list-style-type: none"> Establish linkages with international organisations through bilateral and multilateral agreements with a view to sourcing funding 	Director, Treasury, DEA, MNR&EA	Linkages with international organisations established	By and on going

OBJECTIVE 18

Ensuring that the development of eco-tourism is in consonance with efforts to preserve the ecology, conserve the country's biodiversity and protect the character and beauty of Malawi.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Facilitate the development of environmentally friendly eco-tourism	<ul style="list-style-type: none"> Construct tourism facilities which are in harmony with fisheries management 	Director, Private Sector	Tourism facilities constructed	On going
	<ul style="list-style-type: none"> Invite entrepreneurs to invest in eco-tourism development 	Director, Minister of Tourism, Privatisation Commission, MIPA Director, Tourism	Entrepreneurs invited to invest in eco-tourism development	On going
	<ul style="list-style-type: none"> Raise people's awareness about eco-tourism on the lake 	Works, Local Government	People's awareness raised about eco-tourism	On going
2. Promote the incorporation of ornamental fish and tourism	<ul style="list-style-type: none"> Facilitate the development of aquatic resources for ornamental viewing 	Local Government, District Council, City & Town Councils, Works	Underwater trails developed	By and on going
	<ul style="list-style-type: none"> Identify strategic recreation areas and underwater diving areas 	Director, Local Government, District Council, City & Town Councils, Works	Strategic recreation areas identified	By
	<ul style="list-style-type: none"> Facilitate the management of ornamental fish around recreational areas 		Ornamental fish introduced to new areas	By and on going

OBJECTIVE 19

Update the Act in order to define more adequately the legal framework for sustained utilisation and management of fish resources.

STRATEGY	PLANNED ACTIVITY	STAKE HOLDERS	EVALUATION CRITERIA	TIME PLAN
1. Harmonise the Fisheries Conservation and Management Act with other Acts that have a bearing on it, particularly the Environmental Management Act	<ul style="list-style-type: none"> Harmonise Fisheries Conservation and Management Act with the following: <ol style="list-style-type: none"> Land Act Registered Land Act Customary Land (Development) Act Adjudication of Title Act Local Land Boards Act Land Acquisition Act Deed Registration Act Water Resources Act (and related legislation) Mines and Minerals Act Electricity Act Railways Act Public Roads Act Post and Telegraphs Act Forestry Act Town and Country Planning Act Environmental Management Act 	Director, Justice, Consultancy, Relevant Government Institutions	Fisheries Conservation and Management Act harmonised with relevant Acts	Biannually
2. Provide support in the Fisheries Conservation and Management Act for treaties such as the 'Convention on Biological Diversity'.	<ul style="list-style-type: none"> Draft the subsidiary legislation or an order for publication in the gazette 	Director, Cabinet, Justice	Subsidiary legislation drafted and published in the Gazette	On-going
3. Strengthen the enforcement provisions in the Fisheries Conservation and Management Act	<ul style="list-style-type: none"> Increase fines payable for offences and terms of imprisonment 	Parliament	Fines payable for offenders and terms of imprisonment increased	Bi-annually