**3-5 Critical Areas/Issues – FAO Special Workshop on Future Directions in Gender and Fisheries, 23/24 April, Shangai, China**

1. **Making Gender-AWARE/TRANSFORMING Policies a Reality:**

At country or Regional levels in sub-Saharan Africa, gender-sensitive policies even though these have been passed are still at rhetoric levels. Thus, a future direction in Gender and Fisheries level is to make these policies a reality.

For example: Education of African females in the area of fisheries and aquaculture could become a practical policy if a Center of Excellence is initiated to cater for all students – women and men in this special area.

A good strategy is to create a database as an indicator for the analyses of gender in fisheries and aquaculture. There should be a table showing the population of women and men in terms of capacities (educational levels) at all levels and their employment in all diversity areas;

1. **Encourage cultural change that improves gender equality**

Any capacity training that will lead to the development of Leaders is critical for the improvement of gender equality. The reason is simple. Culture and tradition of the people matters and until this aspect is addressed at the leadership level, it will not become a reality;

1. **Involving men is critical for promoting women’s empowerment**

The African Women in Agricultural Development (AWARD) project has demonstrated that through – milestones such as:

1. Mentoring;
2. Science Placement, and Leadership capacities of the Mentors who are 50% male is one of the reasons why the programme has been successful in its implementation. Culture matters and therefore by involving men as “Mentors” in the project has been critical for promoting the women’s empowerment in this instant.

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