



AFRICAN UNION  
**INTERAFRICAN BUREAU  
FOR ANIMAL RESOURCES**



**FINAL REPORT**

**CONSULTATIVE WORKSHOP ON ESTABLISHMENT OF CONTINENTAL  
NETWORK FOR WOMEN FISH PROCESSORS AND TRADERS ASSOCIATIONS**

20-22 APRIL 2017 DAR ES SALAAM, UNITED REPUBLIC OF TANZANIA



**NEPAD**  
TRANSFORMING AFRICA

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## EXECUTIVE SUMMARY

A consultative workshop for establishment of a continental network for women fish processors and traders organized by the African Union Interafrican Bureau for Animal Resources (AU-IBAR) in collaboration with the NEPAD Agency (NPCA), WorldFish and the Government of the United Republic of Tanzania was held from 20<sup>th</sup> to 22<sup>nd</sup> April 2017, Dar es Salaam, Tanzania.

The main objective of the workshop was to establish a continental network of women fish processors and traders that would facilitate (1) collaboration and cooperation between women fish processor and trader associations in the continent, (2) sharing of best practices, experiences, technologies and learning together, (3) advocate for issues affecting their activities and facilitate enabling policy environment to enhance their role in the fisheries sector in the continent, (4) attract increased public and private investment in fish post-harvest activities (fish processing and trading), (5) strengthen their role as Small Medium and Enterprises (SMEs) and hence expand their market and marketing opportunities, resulting in improved intra-regional African fish trade.

The workshop was attended by 55 participants from 28 African Union Member states namely Algeria, Benin, Burkina Faso, Burundi, Cameroon, Chad, Comoros, Congo, Cote D'ivoire, D.R. Congo, , Egypt, Ghana, Guinea, Kenya, Liberia, Madagascar, Malawi, Mali, Mauritania, Nigeria, Senegal, Sierra Leone, South Sudan, , Tanzania, Togo, Tunisia, Uganda, Zambia; Regional institutions as Lake Victoria Fisheries Organization (LVFO) and Regional Commission of Fisheries of Gulf of Guinea (COREP); African Network of Women in Fisheries (RAFEP/COMHAFAT), expert from Electronic Fish Market Information Service (EFMIS-Ke) and Sierra Leone Environment Protection Agency (SLEPA), Private Sector foundation Uganda and, GIZ, as well as AU-IBAR staff members.

The outcomes of the workshop include (1) the development and adoption of the rules of procedures for the network of women fish processors and traders in Africa; (2) the development of a two year priority action plan that was adopted subject to minor amendments; (3) the development of a sustainability strategy for the network that was also adopted subject to some amendment; (4) The establishment of a “AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK” (AWFishNET) and the election of following members of the bureau:

- Chairperson: **Mrs Beyene Ateba Baliaba** Cameroun
- 1<sup>st</sup> Vice chairperson: **Mrs Jeriedayaro Patricia Uwheraka** – Nigeria
- 2<sup>nd</sup> Vice Chairperson: **Ms. Sihem Hammad** - Algeria
- Secretary General: **Mrs. Editrudith Lukanga** - Tanzania
- 1<sup>st</sup> Deputy Secretary General: **Ms. Magne Kaptue Flore** - Cameroun
- 2<sup>nd</sup> Deputy Secretary general: **Mrs. Gomez Ayaba Victoire** - Benin
- Treasurer: **Mrs. Susan Odour** - Kenya
- Deputy treasurer: **Ms. Marwa Mamdouh Lotfy** - Egypt
- People with Disability: **Mrs. Maisha Ishingwa Patricia** - DRC
- Youth representative: **Ms. Kasazi Lutuno Nyendwa** - Zambia

The country elected as the secretariat (Tanzania) will house the network until the General Assembly decides in due course

## I. INTRODUCTION

The African Heads of State and Government, through the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improve Livelihoods (Doc.Assembly/AU/2/(XXIII)), committed to boosting Intra-African trade in Agricultural commodities and services. They committed to Ending Hunger in Africa by 2025, Halving Poverty by the year 2025, through Inclusive Agricultural Growth and Transformation and harnessing markets and trade opportunities, locally, regionally, and internationally. In addition, they resolved to triple, by the year 2025, intra-African trade in agricultural commodities and services by improving access to market; to halve the current levels of Post-Harvest Losses by the year 2025; and support and facilitate preferential entry and participation for women and youth in gainful and attractive agri-business opportunities.

Fishery and aquaculture products remain important source of food, nutrition, income and livelihoods for hundreds of millions of people in Africa. Recent statistics reveal that women make up more than one-fourth (27 %) of the workforce in the African fisheries and aquaculture sector. The great majority these women are employed in post-harvest (91.5 %) making significant contribution to food security, livelihoods and household incomes. However, although gender has been on the international development agenda for a long time, many inequalities remain and the role of women in fishery and aquaculture is often not given the attention it deserves. Women remain marginalized within sector, both in terms of their fishing-related activities and their role in decision-making processes.

The African Union has developed a Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa (PFRS), which was adopted by 23rd summit of African Heads of States and Governments in Malabo, Equatorial Guinea, in June 2014. One of the seven policy objectives of this Pan African strategic document is to guarantee and sustainably strengthen the contribution of artisanal fisheries to poverty alleviation, food and nutritional security and socio-economic benefits of fishing communities specifically the fisherwomen in Africa.

AU-IBAR and its partners NPCA and WorldFish organized in November 2016 two (one for English speaking countries and the other for French speaking countries) trainings on trainer's workshop on Fish Handling, Hygiene and SPS Measures along the Post-Harvest value chain. The main target of these trainings were representatives of women fish processors and traders associations. The overall objective of the training was to strengthen the capacity of women fish processor and traders associations on effective implementation of SPS, hygienic quality and safe handling of fish and fisheries products for increased product shelf life, access to market and socio-economic benefits.

From both trainings a strong recommendation was made by women on the need for establishing a continental network of women fish processors and traders Associations as a mechanism that would facilitate (1) collaboration and cooperation between women fish processor and trader associations in the continent; (2) sharing of best practices, experiences, technologies and learning together; (3) advocating for issues affecting their activities and facilitate enabling policy environment to enhance their role in the fisheries sector in the continent; (4) attracting increased public and private investment in fish post-harvest sector (fish processing and trading); (5) strengthening their role as SME and hence expand their market and marketing opportunities, resulting in improved intra-regional African fish trade.

Hence, a consultative workshop for establishment of a continental network for women fish processors and traders was organized by the AU-IBAR in collaboration with the NPCA, WorldFish and the Government of the United Republic of Tanzania from 20th to 22nd April 2017, Dar es Salaam, Tanzania.

The specific objectives were as follows to:

- Establish a network of African women fish processors and traders;
- Raise awareness on the need to improve living and working conditions of women in small scale fisheries especially in post-harvest sector within AU-MS;
- Advocate on the key role played by the Africa women particularly in the small scale fisheries;
- Discuss the structure and operational guidelines of the network, various governance bodies, their ToRs and criteria for election of members of the various bodies;
- Elect or appoint members of various governance bodies;
- Identify priority areas/actions for operationalizing the established continental women fish processors' and traders' network.

## **II. OPENING CEREMONY**

The opening ceremony was marked by statement from the representative of the Director AU-IBAR. The meeting was officially opened by the Dr Yohana L Budeba, the Permanent Secretary of the Ministry of Agriculture, Livestock and Fisheries of the United Republic of Tanzania on behalf of the Honourable Minister of the same ministry.

### **1. Welcome Statement AU-IBAR**

Dr Mohamed Seisay, Senior Fisheries Officer of AU-IBAR gave welcome remarks on behalf of Prof. Ahmed El-Sawalhy, Director of AU-IBAR. He noted that women play an important role especially in the post-catch sector of the fishing industry. Despite their role, the women are confronted by many challenges which limit the realization of their full potential contribution to the sector. The absence of, or weak mechanism for collaboration among the women is a key challenge in the fisheries post-harvest sector. Hence, the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa recognizes the importance of women and identified a dedicated policy arena on strengthening the role of women for the sustainable positive changes in gender equality, and advocated to put in places mechanism for adequate funding and recognition of the critical role played by women within fisheries.

Dr. Seisay informed the meeting of previous activities undertaken by AU-IBAR and its partners to strengthen women participation and effectiveness in the sector including training courses to strengthen the capacity of women fish processor and traders associations on fish handling and hygiene. He further noted the importance of women working together as a network and assure the meeting of the commitment of AU-IBAR to continue working with women fish processors and traders associations. He concluded his remarks by thanking development partners especially the EU for supporting the initiatives of AU-IBAR, participants for their commitment to improving the fisheries sector, and the Government and the people of United Republic of Tanzania for accepting to hosting two AU-IBAR events, including the present meeting.

### **2. Opening Statement by the Permanent Secretary of the Ministry of Agriculture, Livestock and Fisheries of the United Republic of Tanzania**

On behalf of H.E. Minister of Agriculture, Livestock and Fisheries of the United Republic of Tanzania, Dr Yohana L Budeba the Permanent Secretary (PS) of the same ministry made the opening remarks. After welcoming all the participants and taking AU-IBAR for organizing the meeting in Tanzania, the PS congratulated the

African Union for spearheading the formulation of the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa and their proactive leadership in kick starting its implementation. He sincerely believed the PFRS and fisheries and aquaculture initiatives at AU-IBAR will provide the much needed guidance to the African Union Member States, the Regional Economic Commissions (RECs), and Regional Fisheries Management Bodies/Organizations and the Non State Actors, in fisheries including women, in the actualization of the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods.

The PS noted the important role played by the sector in socio-economic development, income generation, employment opportunities and food security as well as livelihoods for the people of Africa in general and Tanzania in particular. He equally acknowledged the key roles played by the African women in fisheries especially at the post-harvest end of the fish value chain (processing and trading). The PS noted that fisheries and aquaculture activities in Tanzania are led by the private sectors, a good number of whom are women-led enterprises and associations; this has prompted the government to provide a policy conducive environment for their activities to thrive. He further urged all national fisheries administrations to engage and embrace the stakeholders, particularly women and youth, in order to learn and understand more about various processes and the need to design and implement continental, regional and national fisheries policies and related laws through all-inclusive human right-based approach.

The PS concluded by anticipating that the outcome of this workshop will help improve further the management regimes of our endowed fisheries resources, the environment and food and nutrition security for our people.

### **III. ADOPTION OF THE AGENDA**

The Agenda was adopted with amendments (Annex 5)

### **IV. TECHNICAL SESSION**

The technical session was organised in the following sequence

#### **A. Setting the scene**

##### **a. Background, objectives and expected outcome of the meeting by AU-IBAR**

Mr. Joseph Mbane, Project assistant at AU-IBAR made a presentation on the above topic. He noted that fish and fishery products provide food and nutritional security, income generation, livelihoods and economic development for many African countries and people. Recent statistics reveal that women make up more than one-fourth (27 %) of the workforce in the African fisheries and aquaculture sector. The great majority of women are employed in post-harvest (91.5 %) making significant contribution to food security, livelihoods and household incomes. However, women remain marginalized within the sector, both in terms of their fishing-related activities and their role in decision-making processes. Women are particularly confronted with challenges of lack of access to credit, low levels of literacy, low bargaining power due partly to weak organizations, limited access to and management of the fishery resources.

Mr. Mbane highlighted key interventions by the AU to address women in fisheries' issues; these included the Malabo declaration endorsed in 2014, Malabo, Equatorial Guinea, where the Heads of States and Government of the African Union (a) Committed to boosting Intra-African trade in Agricultural Commodities and Services and to harnessing markets and trade opportunities, (b) Resolved to triple, intra-African trade in agricultural commodities and services by the year 2025. (Fish was enlisted as one of the

priority commodity), (c) Commitment to Halving Poverty by the year 2025, through Inclusive Agricultural Growth and Transformation. Special attention was put on women and youth in achieving this strategic vision. In addition, He noted the PFRS that was adopted as a blue print for the sustainable development and management of the fisheries and aquaculture sector in the continent; that also put great emphasis on strengthening the role of women. Moreover, he indicated the important role played by the FISH TRADE and the FISHGOV project in implementing the above strategic objectives, particularly with regards to women fish processors and traders.

He concluded by reminding the participants of the objective of the workshop and the expected results as outlined earlier above.

## **B. Technical presentations**

This technical session was informed by the following presentations.

### **a. Role of Women in Fisheries Management and Development in Africa - Fish Processing: Status, challenges and Opportunities;**

Mrs. Editrudith Lukanga from Tanzania made a presentation on the role of women in fisheries and noted that Fishery and aquaculture products provide vital source of protein and remain important source of food, nutrition, income and livelihoods for hundreds of millions of people and many families in the developing world. Women constitute half of the 120 million people who work in capture fisheries and associated supply chains, especially in pre- and post-harvest activities and near shore fishing.

African women play a leading role in the small scale/artisanal fisheries in particular in the processing, trade and marketing of fish and fish products, fresh or processed. Although gender has been on the international development agenda for a long time, many inequalities remain and the role of women in fishery and aquaculture is often not given the attention it deserves.

She noted that women activities in the sector is affected by some challenges including, among others, limited access to fishery or market information, lack of appropriate hygiene and sanitation facilities, poor processing infrastructure, family/household responsibilities, insecurity and post-harvest losses.



Mrs Lukanga also highlighted some opportunities for women in fisheries, noting the rich fish endowment of Africa's waters, the great number of women fish processors and traders in the continent....etc. She concluded her presentation by making recommendations to ensure that women's roles are enhanced in the post- harvest sectors, as well as remain relevant in decision-making processes; they should be empowered to effectively play their role and effectively contribute to developing the fisheries sector particularly the post-harvest segment that would ensure food security and better livelihood for our people.

### **b. Experience from an existing Regional African Network for Women in Fisheries (RAFEP);**

Mrs. Beyene Ateba Epse Baliaba Chairperson of RAFEP made a presentation of her institution and highlighted the following:

The African Network of Women in Fisheries (RAFEP) is an organization born of the political will of the Member States of the Ministerial Conference on Fisheries Cooperation Among African States Bordering the Atlantic (COMHAFAT-ATLAFCO). The RAFEP was established in 2010 and consists of 22 member states including; Cameroon, Cape Verde, Côte d'Ivoire, Benin, Gabon, Gambia, Ghana, Guinea, Guinea





Bissau, Equatorial Guinea, Liberia, Mauritania, Nigeria, Sierra Leone, Democratic Republic of the Congo, Togo, Sao Tome and Principe and Senegal, Congo, Namibia, and Angola.

The objectives of RAFEP are among others (1) Contribute to the strengthening the organizational, professional and entrepreneurial capacities of women in fisheries in the COMHAFAT countries; (2) Promote cooperation between women in fisheries in the region; (3) Contribute to maximizing the participation of women in the sustainable development of fisheries and socio-economic development of COMHAFAT countries; (4) Promote women's access to adequate funding for their activities...etc.

Under the supervision of COMHAFAT, this network is governed by a bureau composed of seven (07) elected members for a three (03) year non-renewable term. This includes: 01 chairperson; 03 vice-chairpersons; 01 secretary; 01 Treasurer.

RAFEP's activities to date include, inter alia (1) the establishment of National Networks ; (2) building women's capacity in hygiene and quality control in processing and conservation; (3) capacity building for intra-regional marketing of fishery products; (4) capacity building in advocacy; (5) capacity building for research and development of economic partnerships ... etc.

Some challenges experienced by the network are (1) The lack of legal recognition of RAFEP, which undermines its operations as fully accredited autonomous body; (2) Difficulties in accessing resources; (3) Lack of ownership of RAFEP's vision by its members; (4) Lack of restitution of trainings received by leaders in their respective countries; (5) inadequate knowledge of regulations governing fisheries activities; (6) The low level of communication...etc.

**c. Communication and exchange of information between network members and the information types: the Kenyan experience of Electronic Fish Market Information Services (EFMIS-Ke);**

M. Kenneth Werimo of Kenya Marine and Fisheries Research Institute (KMFRI) gave the presentation and made the following highlights;

Communication and exchange of information between members' network are of two main type: Traditional systems (Word of mouth, traders networks, travel and observation) and Modern systems (Radio broadcasts, Mobile phones, Newspapers, bulletin, Internet etc.). He outlined the types of information that could be exchanged between network members to enhance fish trade include Where to find markets, How to access markets, Support services e.g. Credit, ice etc, Market conditions, Prices in alternative markets, Types and quantities of fish products, Availability of buyers, sellers etc.

Mr. Werimo gave an overview of the Kenya's experience in electronic Fish market information service: EFMIS-Ke as a tool for information exchange to enhance fish trade and incomes of the fisher community by improving their access to market information through a convenient, fast, cheap and in real time. The EFMIS-Ke work as follows: (1) Collect key fish market information from Data Hubs (fish landing sites, markets, input suppliers, factories, fish farms); (2) Transmit information to a Data Centre based at KMFRI, where it is synthesised and appropriately packaged and stored in a data base; (3) Users (mainly fishermen, fish farmers, traders, processors, cooperatives, consumers and other groups) access the information by sending queries through SMS via a short code e.g. 22565; (4) Information received on phone through SMS.

He listed the achievements of this novel information system as follows: The EFMIS-Ke has contributed to; matching fish supply and demand, reduction in price disparities between landing sites/ markets, reduction in price margins, reduction in post-harvest losses, reduction in marketing costs, greater awareness of market conditions, linkage of African Regional Networks through mobile phone services. Mr. Werimo also noted that the main challenge for this important information system has been his sustainability due to the fact that this was initially a project that ended, hence need additional support and well defined sustainability strategy.

### **C. Discussions and Key Issues Arising**

Following presentations discussions were opened where a number of issues were raised and clarification made. Some of these issues discussed include;

- Sustainability of the EFMIS-Ke as this was initially a donor funded project. There is a need for sensitization of government and the private sector who could invest in making this system sustainable if they can realize the benefit they can gain from it. Data collectors are volunteer workers, hence need some sort of motivation. The response rate should be high to cover running cost.
- The EFMIS-Ke system designs and server hosted at Kenya Marine Fishery Research Institute (KMFRI). Data produce is the property of KMFRI and this data is stored on the cloud through contractual arrangement with internet service providers;
- The working language of the women Network; as an African Union women platform all the African Union official Languages must be considered for effective communication among women across the continent;
- The issue of land tenure governance; Women face challenges with regards to fish receiving and processing site or working space. Land ownership, security of the sites, facilities for women with small children or babies, adult education and literacy, health facility for women on site are critical issues

hindering their role.

- Women association need strengthening at national level and regional levels; hence women must be supported by national institutions and RECs for a stable continental network;
- The recognition of the role of the women in food security and livelihoods; Women are important for fisheries management, contribution to food and nutrition security of their families; therefore the continental network must develop appropriate actions that will serve enhancing women capacity for them to effectively do their jobs and increase productivity,
- The appropriate language to ease communication among network members. The languages of communication for the women network shall be the African Union Official languages

#### **D. Working Group Sessions**

In preparation of the group work for the development of rules and procedures for the network, a presentation was made by Dr. Mohamed Seisay of AU-IBAR on “Developing Rule of procedures – how do they look like in general terms” following which two group were formed to develop proposed rules and Procedure for the Network.

After development of Rules of Procedures, two groups were similarly constituted to identify sustainability options and to develop an action plan for the network.

The results of these group work were presented in plenary for discussions, harmonization and adoption by the meeting. (All the documents are annexed to this report.



**Picture:** Women during group work

### **V. OUTCOMES OF THE MEETING**

1. The meeting developed and adopted Rules of Procedures governing the African Women Fish Processors and Traders Network (AWFishNET);
2. The workshop developed a two year priority action plan that was adopted subject to minor amendments;
3. The plenary developed a sustainability strategy for the network that was adopted subject to some amendment;
4. The bureau of the network was elected as follows:
  - Chairperson: **Mrs Beyene Ateba Baliaba** - Cameroun

- 1<sup>st</sup> Vice chairperson: **Mrs Jeriedayaro Patricia Uwheraka** – Nigeria
- 2<sup>nd</sup> Vice Chairperson: **Ms. Sihem Hammad** - Algeria
- Secretary General: **Mrs. Editrudith Lukanga** - Tanzania
- 1<sup>st</sup> Deputy Secretary General: **Ms. Magne Kaptue Flore** - Cameroun
- 2<sup>nd</sup> Deputy Secretary general: **Mrs. Gomez Ayaba Victoire** - Benin
- Treasurer: **Mrs. Susan Odour** - Kenya
- Deputy treasurer: **Ms. Marwa Mamdouh Lotfy** - Egypt
- People with Disability Representative: **Mrs. Maisha Ishingwa Patricia** - DRC
- Youth representative: **Ms. Kasazi Lutuno Nyendwa** - Zambia

The country hosting the secretariat will house the network until the General Assembly decides otherwise.

## **VI. RECOMMENDATIONS**

- a. The continental network would function more efficiently if representation from each Member State was done through recognized national women's networks to which individual associations were ascribed. It was therefore suggested that each country establish a national women's network.
- b. Strengthen the capacity of national women's associations/networks and encourage the formation of national women's networks where they do not exist. The focal person/association should take the responsibility to facilitate formation of national networks in their respective countries.
- c. The participating country representatives are advised to send feedback to their fisheries line ministries.
- d. To aid in the formation of national networks, the focal persons/association should conduct mapping of women associations in fish processing and trade in their respective countries.
- e. The responsibility of starting this national networks to be initiated by the members who participated to this meeting especially in countries that do not have one.

## **VII. CLOSING SESSION**

The chairperson of the network read the declaration of women fish processors and traders for establishment of the network.

Mrs. Gomez Ayaba Victoire on behalf of the participants thanked AU-IBAR for organising this timely workshop in support of the women fish processors and traders in the continent. She expressed gratitude to the government and the people of the united Republic of Tanzania for hosting the meeting and providing the enabling environment that have allowed for establishment of the “**AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK**” (AWFishNET).

The closing ceremony was marked by remarks from the elected chairperson of the continental Network; Mrs. Beyene Ateba Baliaba, the representative of the Director AU-IBAR; Dr. Nelly Isyagi, and the workshop was officially closed by Mrs Fatma Sobo, Representative of the Honourable Minister of Agriculture, Livestock and Fisheries, United Republic of Tanzania.

## **ANNEXURES:**

### **Annex 1: RULES OF PROCEDURES OF THE AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFishNET)**

**22<sup>ND</sup> APRIL 2017; DAR ES SALAAM, TANZANIA**

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#### **Article 1: Definitions**

The terms set out below shall have the following meaning in these Rules of Procedure:

“**Bureau**” means the governing body of the Network.

“**Chairperson**” means the Chairperson of the Network;

“**Member**” means a recognized member of the Network;

“**Network**” means the African Women Fish Processors and Traders Network.

“**Representative**” means representative of a Member of the Network or any other invited organization, individual or stakeholder;

“**Secretariat**” means the Secretariat of the Network;

#### **Article 2: Name and Description of the Network**

The name of the Network shall be AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFishNET);

- i. AWFishNET operates as a non-profit making, non-political and non-religious network that brings together women fish processors and traders from all over Africa.
- ii. AWFishNET acts as the coordinating body for all members involved in fish processing and trade in Africa. Members will use the consultative mechanism hereby established to strengthen institutional coordination and collaboration with respect to matters that affect the interests of women fish processors and traders.

#### **Article 3: Location of the Network**

AWFishNET will work within the continent of Africa. The Network shall determine the location of its secretariat.

For the first two years, the location shall be in the country of the elected General Secretary until the General Assembly decides otherwise.

It shall work very closely with African Union Inter African Bureau for Animal Resources (AU IBAR), Council of African Ministers in Fisheries and Aquaculture (CAMFA) Secretariat, Regional Fisheries Bodies, Regional Economic Communities and any other African Union (AU) agencies to implement the Policy Framework and Reform Strategy of Fisheries and Aquaculture in Africa (PFRS) among others.

## **Article 4: Objectives**

### **4.1 General objective**

To contribute to improving the welfare, working conditions and income of women in the fisheries sector (and especially women in the post-harvest sector) within the member states of the African Union.

### **4.2 Specific Objectives:**

The Network will provide a continental platform for women fish processors and traders to achieve the following:

**4.2.1** Collaboration and cooperation between and amongst women fish processor and trader associations across the continent;

**4.2.2** Sharing of best practices, experiences, technologies and learning;

**4.2.3** Effective advocacy on issues affecting women fish processor and trader associations including in particular establishment of an enabling policy environment;

**4.2.4** Building and strengthening of the capacities of members to effectively implement continental policies at local, national, regional and continental levels;

**4.2.5** Attraction of increased public & private investment in the post-harvest sector (particularly fish processing and trading);

**4.2.6** Strengthen the role and participation of fish processor and trader enterprises owned by women as SME's in the fisheries sector with the objective of improving access to markets, as well as expansion of markets and marketing opportunities, and thereby fostering the equitable participation of women fish processor and trader enterprises in intra-regional African fish trade.

## **Article 5 - Status and Composition of the Network**

### **5.1 The Network is a formal decision-making body.**

Members of the Network shall be the national networks of fish processors and traders Associations within member states of the African Union.

### **5.2 The Network shall consist of the following governance structures;**

- The General Assembly
- The Bureau
- The Secretariat

## **Article 6 - Functions of the Network**

The Network shall;

- i. Develop and implement public awareness campaigns and actions on specific fish processing and trading issues;
- ii. Facilitate multi-stakeholder activities and events such as round table discussions, public and private sector engagement;
- iii. Organize capacity building activities and advocate on policy change;
- iv. Demonstrate practical ways of overcoming obstacles and barriers in adopting best practice;
- v. Improve and broaden networks and coalitions with relevant and like-minded organizations;

- vi. Advocate for the development and introduction of favorable financing options for women fish processors and traders (including the piloting as well as evaluation of innovative financial instruments);
- vii. Collate information from independent research to inform policies at the continental level;
- viii. Disseminate information on matters pertaining to the interests of women fish processors and traders through their various networks and channels;
- ix. Carry out independent monitoring and evaluation of implementation of PFRS and other relevant policy instruments at national, regional and continental level;
- x. Facilitate implementation of the PFRS and other policy instrument initiatives at national and regional level;
- xi. Hold meetings and implement decisions made at General Assembly meetings;
- xii. Carry out advocacy on the development and application of legislation (including legislation to facilitate free trade of fish products amongst member states).

## **Article 7: Functions of the Governing Structures**

### **7.1 The General Assembly**

This shall be the highest governing body of the Network. Its decisions are final in the running of the Network. It is constituted by all members of the Network as defined by this document. The General Assembly shall:

- i. Determine the Policy and Program of the Network;
- ii. Ensure that the Network carries out its functions and roles as outlined in these Rules of Procedures;
- iii. Elect the office bearers;
- iv. Hold at least one meeting annually;
- v. Hold any extra ordinary meeting as need arises;

### **7.2 The Bureau**

The Bureau shall be composed of ten elected office bearers;

- i. Chairperson
- ii. 1st Vice Chairperson
- iii. 2nd Vice Chairperson
- iv. General Secretary
- v. 1st Deputy General Secretary
- vi. 2nd Deputy General Secretary
- vii. Treasurer
- viii. Deputy treasurer
- ix. People with disabilities representative and
- x. Youth representative

The Bureau shall hold office on a rotational basis for a term of 24 months which may be renewable for another 24 months.

- i. The primary function of the Bureau shall be to facilitate meetings of the Network.
- ii. The Bureau shall meet as necessary, either in person or by other methods, including electronic communication.

#### **7.2.1 Functions of the Chairperson**

The Chairperson of the Network shall;

**A. In addition to exercising the powers conferred upon her elsewhere in this document the chair shall;**

- i. Preside over all Network General Assembly Meetings
- ii. Preside over all meetings of the Bureau
- iii. Represent the Network in international meetings;
- iv. Ensure that each member is given the right to speak in the General Assembly;
- v. Have the power to rule on any Point of Order;
- vi. Have the power to define the time allotted to speakers and also determine the number of times members can contribute on an issue;
- vii. Exercise full control of General Assembly meetings and maintain order;
- viii. Ensure that all Network Articles are adhered to and that the Network operates within the framework of its values, principles and norms;
- ix. Allocate the time limit to be given to speakers and the number of times a member may speak on an issue.
- x. Adjourn or close debate on an issue.
- xi. Close the list of speakers on an issue
- xii. Suspend or adjourn a meeting.

**B. Whenever the chairperson is unable to perform her duties for any reason, the first vice chairperson shall perform the duties of the chairperson and in her absence the Second Vice Chairperson shall assume the duties.**

**7.2.2 1st and 2nd Vice Chairpersons**

The 1st and 2nd Vice Chairpersons shall:

- i. Assist the Chairperson and perform all the functions of the Chairperson in her absence;
- ii. Be answerable to the Bureau and the General Assembly;

**7.2.3 General Secretary**

The General Secretary shall:

- i. Manage the Network's activities;
- ii. Represent the Network in all meetings and activities requiring the presence of the Network;
- iii. Maintain official records and minutes of Network meetings;
- iv. Communicate with members through the most efficient and cost-effective way available to disseminate information;
- v. Prepare and present an annual report to the General Assembly;
- vi. Take minutes in all General Assembly meetings of the Network;
- vii. Aid in the establishment of the Network's strategic direction;
- viii. Arrange and convene all General assembly meetings;
- ix. Be the Network's Chief Executive;
- x. Promote the development of the Network's membership;

**7.2.4 1st and 2nd Deputy Secretary General**

The 1st and 2nd deputy General Secretary shall:

- i. Assist and perform all functions of the General Secretary in her absence;
- ii. Be answerable to the General Secretary and the General Assembly;



### **7.2.5 The Treasurer**

The Treasurer shall in general ensure that proper accounting procedures are adhered to, and shall:

- i. Keep a proper Books of Accounts based on all the financial records of the Network;
- ii. Open a bank account on the advice of the Bureau and ensure that all drawings from the account are countersigned by personnel designated by the Bureau.
- iii. Provide financial reports that include the annual financial statement and audited accounts of the Network to the General Assembly.
- iv. Cause the accounts to be kept and in particular, as regards;
  - The sums of money received and spent by the Network and the matters in respect of which such receipts and expenditures takes place;
  - The assets and liabilities of the Network.
- v. The books of accounts shall be kept at the office or at any such place the Bureau thinks fit, and shall always be open to the inspection of a member of the Bureau during business hours.
- vi. At the Annual General Meeting, the treasurer shall lay before the members present a proper income and expenditure account for the period since the last preceding account made up to a date more than nine (9) months before such meeting.
- vii. A proper balance sheet as at the date on which the income –expenditure account is made up shall be prepared every year, and laid before the members present at the Annual General Meeting. Every such balance sheet shall be accompanied by proper reports of the Bureau and the auditors.
- viii. Copies of the income and expenditure account, balance sheet and reports, all of which shall be framed in accordance with any statutory requirements for the time being in force, and of any other documents required by law to be annexed or attached thereto or to accompany the same shall, not less than twenty one (21) days before the date of the Annual General Meeting be sent to the Auditors and to all other persons entitled to receive notice, of such meetings in the prescribed manner.

#### **7.2.5.1 Deputy Treasurer**

The Deputy Treasurer shall:

- i. Assist the treasurer and perform all functions of the treasurer in her absence;
- ii. Be answerable to the treasurer and the General Assembly;

### **7.2.6 People with Disability Representative**

The People with Disabilities Representative shall ensure effective participation of people with disabilities in activities of the Network

### **7.2.7 Youth Representative**

The Youth Representative shall ensure effective participation of youth in Network's activities

## **7.3 The Secretariat of the Network**

The secretariat shall carry out and coordinate the day-to-day affairs of the Network including but not limited to the following:

- i. Communicate with members in their countries on decisions which require their attention;
- ii. Prepare action plans with members in their countries and oversee implementation of decisions of the General Assembly and activities on relevant policy instruments including the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa;
- iii. Attend meetings of the Secretariat and any other fora that require their presence;
- iv. Collating, processing (where required) and disseminating information amongst the Members;
- v. Drafting and processing relevant documents as may be requested by the Network;

- vi. Providing all necessary support required for such meetings including report writing, preparation of press releases, communications and declarations.
- vii. Providing support to the Bureau of the Network;
- viii. Keeping proper records of the Network which must be properly organized for easy reference;
- ix. Disseminating the work of the Network as may be required;
- x. Executing such other tasks as may be assigned to it by the Network; and
- xi. Facilitating exchange of information and work programmes between members and observers of the Network.

### **Article 8: Network meetings**

Meetings of the Network shall generally be public. The network may at its discretion invite representatives of any stakeholder, but such invitees shall have no rights to vote. The network may at its discretion allow invited participants to make verbal or written statements during the meeting.

- i. The Network shall meet at least once a year;
- ii. The venue and dates of each session are to be decided by the chair in consultation with the Secretariat and the Bureau.
- iii. The Secretariat shall invite and notify the members of the Network of the venue and dates of any session at least eight weeks before it is due to commence;
- iv. Without prejudice to (ii) and (iii) the Network may, when necessary, convene extra ordinary meetings.

### **Article 9: Elections**

Members at a General Assembly shall elect the office bearers who will serve for a period not exceeding two years and shall be eligible for re-election once only. Any subsequent filling of the post of any office bearer shall be done in the same manner as the original election. When this post becomes vacant due to resignation, disability, death or any other reasons, the terms of office for the newly elected person shall be only for the remainder of the period of the office bearer who is being replaced.

Elections into office for the office bearers shall be done in such a way to ensure institutional memory.

A proper handing over shall be arranged and supervised by an appointed arbitrator or her representative. All positions of the Network shall be rotational with each sub-region participating.

### **Article 10: Quorum at Meetings**

For any meetings of the Network to take place, there shall not be less than half plus one of the registered members in attendance.

Members shall be deemed to be present under the following conditions:

- i. Members are represented by duly recognized representatives and with member's consent;
- ii. Members send apologies for their non-attendance and can be represented. In such a case the total number of members present physically should not be less than half plus one of the registered members for any major voting to take place such as elections of office bearers, changes in the Rules of Procedures and financial expenditure;

### **Article 11: General Assembly Meeting Agenda**

- i. The General Secretary shall, in consultation with and under the guidance of the General Assembly Chairperson, prepare a provisional agenda for the General Assembly;

- ii. Any member of the Network may request the General Secretary to include specific items in the provisional agenda;
- iii. The General Secretary shall distribute the provisional agenda for the Network General Assembly, along with other official documents to be considered at such a meeting, to the members in the respective African Union official languages of the Network members at least one month before the date of the meeting;
- iv. The provisional agenda shall also be available to other relevant stakeholders of the Network;
- v. The General Secretary shall include supplementary items proposed by members to the provisional agenda;
- vi. During the General Assembly meetings, members of the Network may revise the agenda by adding, deleting or amending items. Only items that members consider to be of an important and urgent nature may be added to the agenda during a statutory meeting;

### **Article 12: Decision Making Process**

The Network shall make its decisions through a participatory process. An issue for voting will be considered upon proposal by a duly recognized member. Another member shall second any proposals by a Member before decision is made on it. A proposal can however be removed at any time or be withdrawn so long as no vote has been taken with respect to it. Decisions at meetings shall be made by a simple majority of Active Members voting, except two-thirds (2/3) of the majority are required to:

- i. Amend these rules;
- ii. Suspend a rule; or

When two or more amendments are proposed for a motion or proposal, the chairperson shall decide the order in which they shall be put to vote. Usually, the network shall first of all put to vote the amendment, which is further from the original proposal in terms of content, then the following amendment after the former.

If two or more amendments to a proposal are made, the Chairperson shall rule on the order in which they are to be discussed. Ordinarily, the Network shall vote on the amendment on a 'first in and first out' basis.

The members can consult any person if such consultation will assist them in making sound decisions.

The General Assembly may also invite specialist or knowledgeable persons to attend its meetings provided that the invitee can provide sufficient insight to the issue under discussion.

### **Article 13: Adjournment of the meeting**

During the discussions, a motion of adjournment may be presented about the issue under discussion. In addition to the proposer of the motion, one member may take the floor to support the motion and another member to oppose it. The motion shall be put to vote by the Chairperson.

### **Article 14: Informal consultations**

The network may organize with other stakeholders, informal consultations, when it deems necessary in carrying out its duties.

### **Article 15: Procedure of admission as a member**

- i. The members of the Continental Network are the national networks/associations of women fish processors and traders within the AU member states.

- ii. Any interested national organization should send an original letter of application to the secretariat with copies of documents describing its mandate, the governing structure of the organization and a letter from its national Government ministry responsible for the fisheries sector.
- iii. Evidence of the legal status of the organization as appropriate.

#### **Article 16: Accreditation and Representation of Members**

Each Member of the Network shall be represented by her accredited representative.

#### **Article 17: Meeting Venue**

- i. Network meetings shall be held at a venue determined by any member who offers to host the meeting or at the secretariat of the network.
- ii. When two or more members offer to host the meeting, the venue shall be decided by simple majority (51%) of members.

#### **Article 18: Invitation to meetings**

The Secretariat of the Network in consultation with the Bureau shall call for meetings in accordance to Article 8 above.

#### **Article 19: Working Languages**

The working languages of the Network shall be the African Union official languages. Interpretation into the official languages of the Network members present will be provided for at all the meeting of the Network.

#### **Article 20: Voting Rights**

Only members of the Network can vote. Each member of the Network shall have one (1) vote.

#### **Article 21: Method of Voting**

Voting shall be by secret ballot or a show of hands or any other method as may be determined by the Members.

#### **Article 22: Voting motions or proposals**

The motions of proposals shall be seconded before being put to a vote. They may be withdrawn anytime as long as they have not been put to any vote. In the case of secondment, the member who moved the motion or proposal may insist that it is put to vote as her own motion or proposal with the same rights of precedence as if it has not been withdrawn by its original author.

#### **Article 23: Records of the Meetings**

- i. The Network shall adopt its reports.
- ii. A record of the proceedings of the Network's meeting shall be kept by the Secretariat and shall be circulated among the Members and all relevant stakeholders.

#### **Article 24: Communication**

The network may report on its discussion, if it deems it necessary. However, all correspondences should be addressed to the Secretary General.

#### **Article 25: Resource mobilization**

The Network shall mobilize financial and technical resources internally and externally to meet its objectives. Internally, the member countries will pay membership and annual subscription fees (as determined by

the Network GA). Externally the Network shall write proposals for financial and technical resources. The Network shall agree in its first General Assembly on its financial guidelines (where to deposit funds raised, signatories and financial procedures, among others). Otherwise each member shall be financially responsible for her participation in the Network's activities.

#### **Article 25: Amendments to Rules of Procedure**

- i. Amendments to these Rules of Procedures shall be adopted by three quarters of the network members.
- ii. Any amendments moved by the members of the Network or by the Bureau must be communicated to all members at least eight weeks before the meeting at which the proposals are supposed to be discussed.

#### **Articles 26: Entry into Force**

The present Rules shall take effect upon their adoption by the Network.

## Annexe 2: PLAN D'ACTION DE L'AWFishNET

No.	objectives	Strategic action	Responsible person/ Institution	In-put	Resources	Time Frame
1	To facilitate collaboration and cooperation between women fish processor and traders associations in their countries	Establish a continental communication platform i.e. WhatsApp group, Facebook ,twitter,Website	Secretariat/ Bureau National Networks	Phone Numbers Emails photos	Financial, Human, Materials	3-6 months
		Facilitating the formal registration of the Women Network	Network Bureau representatives	Declaration Reports to AU council of ministers	Human resource	3 months
		To strengthen National Umbrella associations where they exist and to establish new ones where they are not	Designated National Focal persons, Line ministries, Bureau/ Secretariat	Trainings Providing linkages between Networks, inventory taking of women Fish processors and traders	Finances (Members contributions)	1 Year
		Data base for all Women Fish processors and traders associations in the countries	National Secretariats and Bureau	Field Research surveys on existing associations	Finances(Members contributions, Development partners)	6 Months
		Resource Mobilisation	Secretariat / Bureau/ National Networks	Proposal writing, membership fees, design of a resource mobilisation strategy	Financial and Material	Long term*
2	Share best practice, experience, technologies and learning together	Identify and document best practices and Technologies at National level	Secretariat / Members/ National Networks	Continental seminar, trade and exhibition fairs	Financial, Material and human	Medium term*
		Provide forums for information exchange and knowledge sharing	Secretariat / Members/ National Networks	Continental seminar, trade and exhibition fairs, study tours, Calendar of events, information on service providers	Financial, Material and human	Medium to long term*
3	Advocate for issues affecting their activities and facilitate enabling policy environment to enhance their role in the fisheries sector in the continent	Provide a platform for policy dialogue and direction	Members / Secretariat	Workshops ,Seminars, Trainings, advocacy,	Financial, Material and human	Long term
4	Attract increased public & private investment in fish post-harvest sector (fish processing and trading)	Improve access of women to business development services in fish processing and trade segment of the value chain	Bureau of the Network, national Secretariats	Trainings, workshops, Seminars, Exposure trips, exhibitions, access to finance, access to market, standard Mark for African products,	Financial, Material and human	Long term
		Improve public policy environment and operational environment (right infrastructures)	Bureau of the Network, national Secretariats and line ministries	Capacity building	Financial, Material and human	Long term
		improve compliance to HACCP procedures and to develop and operationalise voluntary SOP in line with SPS guidelines	Bureau of the Network, national Secretariats and line ministries	Capacity building	Financial, Material and human	Long term
5	Strengthen their role as SME and hence expand their market and marketing opportunities, resulting in improved intra-regional African fish trade.	Lobbying and advocacy  Linking to market and market information	Bureau of the Network, national Secretariats and line ministries	Tax relief for women fish processors and traders in key value chain activities, Profile Success from around the continent	Financial, Material and human	Long term

### **Annex 3: SUSTAINABILITY OPTIONS FOR AWFishNET**

- Membership registration fee (By member country networks)-this would be paid by the national network once as registration fee (amount could depend on number of members or a flat rate);
- Annual subscription fee- ( amount also to depend on number of members or flat rate);
- Hosting African fish products exhibitions to display fish and fishery products from different countries and charge participation fee for both exhibitors and potential customers-(similar to sea food exhibitions and Agricultural Shows).Could be annual or bi-annual;
- Network to link members with business opportunities i.e identifying products and buyers and charge some commission where the business deal is successful;
- The Network could develop business directory of network members for use at a fee
- Fund raising activities through national and international organizations.
- Means of communication to keep women informed and connected

Means of communication will depend on factors such as target group, resources available, and objective of the communication

The possible means of communication will include but not limited to: Mobile phones, Internet (social media), E-mails, Website, Mass media (radio, TV, newspaper etc).

## **Annex 4: DAR ES SALAAM DECLARATION 2017**

We, the women fish processors and traders from the African Union Member States, at this meeting in Dar es Salaam, Tanzania on this day of Saturday, 22nd April, 2017, hereby declare:

- In recognition of the fact that, over 91% of women in Africa involved in the fisheries sector are engaged in the post-harvest segments of the value-chain specifically handling, processing and trade;
- And of the fact that, for these women, fish processing and trade is the major source of their family's livelihood;
- And of the fact that, these women, are in most cases the pillars of their family's being in charge of or contributing to the education of their children, meeting household nutritional and food needs and other household requirements as well as securing the family's future;
- And that despite their contribution, African women fish processors and traders remain marginalised in the sector especially in the institutional decision making processes that develop the policies which determine the conditions under which they work and engage in business;
- While bearing in mind, the 2030 Agenda for Sustainable Development: "Transforming our World", that was adopted by the United Nations in 2015, which aims to achieve human rights for all, equality between the sexes and the empowerment of women and girls;
- And bearing in mind, the global Sustainable Development Goals (SDGs) particularly with regard to end poverty in all its forms everywhere (SDG 1), end hunger, achieve food security and improve nutrition and promote sustainable agriculture (SDG 2), ensure healthy lives and promote well-being for at all ages (SDG3), the FAO Code of Conduct for Responsible Fisheries, FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries;
- In consideration of, Agenda 2063 particularly 'Aspiration 6: An Africa whose development is people-driven, the potential of African people, especially its women and youth, and caring for children';
- And considering, the Comprehensive Africa Agriculture Development Program (CAADP) goals whose objectives are to 'transform the agriculture for wealth creation, food security and nutrition, economic growth and prosperity for all';
- And considering the Declaration of the African Heads of State and Government (HSG) at Malabo, Equatorial Guinea in 2014 on Accelerated Agricultural Growth And Transformation For Shared Prosperity And Improved Livelihoods where the HSG committed to to triple, by the year 2025, intra-African trade in agricultural commodities and services and endorsed Africa's continental Policy Framework and Reform Strategy for Fisheries and Aquaculture (PFRS) ;
- And that therewith, the African Union recognizes the need to emancipate women in the sector to ensure their equitable participation as among the key strategies to ensuring sustainable development and equitable economic growth;

We, the women fish processors and traders from the African Union Member States, in taking this step to form the African Women Fish Processors and Traders Network, seek to:

1. Improve the welfare and incomes of women engaged in fish processing and trade in Africa.
2. Improve the working environment and conditions of women engaged in fish processing and trade in Africa.
3. Ensure the equitable participation of women at all levels of decision-making in Fish processing and trade at national, regional and continental levels.
4. Improve the viability, sustainability and growth of the women's enterprises.
5. Improve the competitiveness and access to markets of the women's products to national, regional and continental markets.



In so-doing, we affirm our commitment to strengthening the position and contribution of African women fish processors and traders to the continental agenda given our key role as stakeholders of the sector and of African society.

## Annex 5: AGENDA OF THE MEETING

Time	Events	Facilitator
<b>DAY ONE: 20 April 2017</b>		
08:00-09:00	Registration	Secretariat
09:00-09:30	Opening Ceremony <ul style="list-style-type: none"> <li>Welcome statement</li> <li>Welcome and Opening statement by H. Ministry of agriculture, animal industry and fisherie</li> </ul>	AU-BAR H. Minister Tanzania
09:30-10:00	<ul style="list-style-type: none"> <li>Adoption of the Agenda</li> <li>Background, Objectives and Expected outputs of the workshop</li> </ul>	All AU-IBAR
10:00-10:30	<b>Photo session and Tea Break</b>	AU-IBAR
10:30-11:00	Status of fish processing in Africa, constraints challenges opportunities; the role of women in fisheries management and development	Ms. Editrudith Lukanga
11:00-11:30	Experience from existing Regional African Network for Women in Fisheries (RAFEP)	Ms. BEYENE
11:30-12:00	<b>Discussions</b>	
12:00-12:30	Communication and exchange of information between network members and the information types: the Kenyan experience: Electronic Fish Market Information System (EFMIS-Ke) <b>Discussions</b>	Mr. Kenneth W. (EFMIS-Ke)
12:30-13:00	<ul style="list-style-type: none"> <li>Group work ToR: Presentation sample Rules and procedure for Network</li> <li>Group work formation</li> </ul>	AU-IBAR
13:00-14:00	<b>Pause déjeuner</b>	AU-IBAR
14:00-15:15	<b>Travaux de groupe No 1</b> : Rédaction des statuts du réseau <ul style="list-style-type: none"> <li>Buts, Objectifs, rôle, fonctions</li> <li>Structure organisationnelle</li> <li>Organes directeurs</li> <li>Responsabilités</li> <li>Critères d'adhésion, sélection / élection des membres</li> <li>Etc...</li> </ul>	
15:15-15:15	<b>Lunch Break</b>	AU-IBAR
15:15-16:30	<b>Group work I</b> (Continues)	Group chair
16:30-17:00	Plenary Discussion on Group work I	
<b>DAY TWO: 21 April 2017</b>		
09:00-11:00	<b>Group work 2</b> : Sustainability of the Network (designing mechanism for operation, exchanging information between network members, etc	Group chair
11:00-11:15	<b>Tea Break</b>	AU-IBAR
11:15-13:00	<b>Group Work 3</b> : Drafting priority Action plan (next x years) for the Network	Group chair
13:00-14:00	<b>Lunch Break</b>	AU-IBAR
14:15-15:00	Plenary Discussions on Priority Action Plan	
15:00-15:20	<b>Tea Break</b>	AU-IBAR
15:20-17:00	Election of Members of bureau of the network and Establishment of the Continental Network	AU-IBAR
<b>DAY THREE: 22 April 2017</b>		
09:00-12:00	<ul style="list-style-type: none"> <li>Preparation of the communique</li> <li>Presentation of the Communique/Results of the workshop and way forwards</li> </ul>	Communique Committee
12:00-12:30	<b>Tea Break</b>	
12:30-13:00	<b>Closing ceremony</b> <ul style="list-style-type: none"> <li>African Union/AU-IBAR</li> <li>Ministry of agriculture, animal industry and fisheries</li> </ul>	AU-IBAR Tanzania
13:00-14:00	<b>Lunch Break</b>	

## **Annex 6: LIST OF PARTICIPANTS**

### **ALGERIA**

Conseillère scientifique  
HAMMAD Sihem  
Ingénieur d'état en science de la mer  
Association pêche artisanale (Le Dauphin)  
F4 port d'Azeffoun  
Azeffoun, Tizi Ouzou, Algérie  
00231552069443  
Email: assodauf@gmail.com / sihemhammad@yahoo.com

### **BENIN**

Victoire Ayaba GOMEZ  
Présidente RENAFEP Bénin / Présidente ANM Bénin  
Présidente  
Association Nationale des Mareyeuses, Mareyeurs et Assimilés  
du Bénin  
Réseau National des Femmes du secteur de la Pêche  
06 BP 1415 PK3 Akpakpa  
Cotonou BENIN  
Tel : +229 97 60 11 73  
Email : aligovic@gmail.com

### **BURKINA FASO**

Mrs BOUGOUMPIGA Christine Angèle  
Présidente  
l'Union nationale transformatrices de poisson du Burkina  
(UNTP-BF)  
Ouagadougou/Burkina Faso  
Tel : +226 70 72 90 39  
E-mail : bchristineangele@yahoo.fr

### **BURUNDI**

Madame Rose Ndayiragije  
Présidente  
Association Dufashanye  
BP 7018  
BUJUMBURA/ BURUNDI  
Tel: 00257 79 924 691  
Email: mbakonike@yahoo.fr

### **CHAD**

FIHILAGOI  
Présidente  
Union des Organisations des Femmes Vendeuses de Poisson  
du Tchad  
N'Djaména – Tchad  
Tel : + 235 66 38 28 71  
Email : Fihilagoyel@yahoo.com/ presidentefihilagoi@yahoo.com

### **CAMEROUN**

Beyene Ateba Epse Baliaba  
Présidente  
Rafep  
Bp: 12772

Yaounde Cameroun  
Tel: (+237) 674 512 139 / 694 336 824  
Email: beyene.beyene@yahoo.fr

Nadine Flore Magne Kaptue  
Présidente  
Association Des Vendeuses De Poissons A Deido (Douala)  
Yaounde -Cameroun  
Tel : 675 66 69 95/698 47 63 98  
Email : nadflore@yahoo.fr

### **CONAKRY/GUINEE**

Aissata Keba Camara  
Fumeuse  
Groupement Limanya  
Port De Peche Artisanal De Temenetaye  
Conakry/Guinee  
Tel : +224 664 33 87 96  
Email : Oumukadi42@yahoo.com

### **CONGO DR.**

ISHINGWA –MAISHA Patricia  
Coordinatrice du Réseau pour le Développement du Congo  
REDIC-Direction Nationale des pêches  
Coordinatrice  
REDIC/RDC  
Kinshasa République Démocratique du Congo  
Tel : +243 995630826  
Email : patriciamaisa@yahoo.fr

### **CONGO**

Julia Sylvie PEMBE MOUNTSOUKE  
Secrétaire, Chargée du développement communautaire  
Secrétaire Générale de l'Association des femmes  
transformatrices de Base Agip, membre de l'AICP  
129 Avenue Moe Vangoula  
Pointe-Noire, République du Congo  
Tel : (+242) 06 953 5775 / 05 537  
Email : juliasylvie@yahoo.fr

### **CÔTE D'IVOIRE**

Makamba Mariana Camara  
Mareyeuse / Transformatrice De Poissons  
Fenascoop-Ci  
Bp 6920 Abidjan 06  
ABIDJAN CÔTE D'IVOIRE  
+225 07933346 / +225 01019095  
Email : uscofepci@gmail.com / kassoumkone1469@yahoo.fr

### **EGYPT**

Dr.Amany Ahmed Mohamed.  
Manager of lake department.  
General Authority For Fish Resources Development.  
4 Tayaran Street-Nasr City – Cairo.  
(+202) 22620130  
Email: gafrd\_eg@hotmail.com

Ms. Marwa Mamdouh Lotfy Ahmed.  
Fisheries specialist and aquaculture engineer.  
General Authority for Fish Resources Development  
4 Tayaran Street-Nasr City – Cairo.  
(+202) 22620130  
Email: gafrd\_eg@hotmail.com

## **GHANA**

MISS. SISTER-HOPE ASMAH  
Communications officer/ Trainer  
Daasgift Quality Foundation –FNGO  
P.O.Box TD 1369,Takoradi  
Takoradi, Ghana  
Tel: +233201414459  
Email: hope\_asmah@yahoo.com

Mrs. Regina Solomon  
National President  
National Association of Fish Processors and Traders, Ghana  
P.O Box 1137,  
Tema, Ghana  
Reginasolomon57@gmail.com

## **KENYA**

Susan Oduor  
Fish Trader  
City Market Fish Traders Association  
5647-00100  
Nairobi, Kenya  
Tel : 0721556768  
Email : susanaoduor@gmail.com

## **LIBERIA**

Annette M Johnson  
Chair Lady, LAFA, Women Wing  
Liberia Artisanal Fisher men Association (LAFA)  
Monrovia 1000-1090 Liberia  
Monrovia  
Tel : +231880673022/770481245  
Email : liberiaartisanalfishermen@yahoo.com

## **MADAGASCAR**

Razafimamonjarisoa Anna Lucienne  
Transformatrice /Commerçante  
Ressources Halieutique Et De La Peche  
BP : 1699 /Antananarivo- Madagascar  
MAJUNGA / MADAGASCAR  
+261 32 53 652 95  
Email: arisoanna2@gmail.com / chrysostophe@yahoo.fr

Ratiarainandrasana Virginie Gorette  
Collecteur /Commerçante  
Ressources Halieutique Et De La Peche  
BP: 1699 /Antananarivo- Madagascar  
TULEAR/ MADAGASCAR  
+261 34 81 596 00  
Email : anjara02012@gmail.com / chrysostophe@yahoo.fr

## **MALAWI**

Ms.Violet Kanyamula  
Secretary  
Mwalamba Fish Processing Cooperative  
P.O. Box 75, Monkey Bay  
Mangochi Malawi  
Tel : +265 999 761 495  
Email : mgoma64@gmail.com

## **MALI**

Mme Astan KONTA  
Présidente  
Association des Femmes Vendeuses de Poissons de Khasso  
Domiciliée à Kayes légal-Ségou chez elle-même /Douane  
KAYES,  
République du MALI.  
Tel : +223 76 46 32 30/+223 66 78 18 24  
E-mail: bouramadao@yahoo.fr

## **MAURITANIA**

Fatimetou Bah  
Mareyeuse  
Federation Nationale Des Peches Section Sud  
Nouakchott Mauritanie  
00222-47 65 19 45  
fnpsectionsud@gmail.com

## **NIGERIA**

Mrs. Jeridayaro Uwheraka  
Managing Director  
Frijay consult limited  
16 folarin gbadebo street, ijaiye  
Lagos, Nigeria  
Tel : 08033331476  
Email : agrifrijay@gmail.com

Onota-Akemu Mary  
Frijay consult limited  
16 folarin gbadebo street, ijaiye  
Lagos, Nigeria  
Tel : 08033331476  
Email : agrifrijay@gmail.com

## **SENEGAL**

Mme Maty NDAW  
Présidente Section régionale de Thiès  
Fédération Nationale des Transformatrices et Micro-  
Mareyeuses du Sénégal (FENATRAMS)  
BP 50.700-CP 18524-DAKAR  
Dakar/Sénégal  
Tel : 00221 776164886  
Email : madioufdme@yahoo.fr

Seynabou NDOYE  
Présidente  
RAFEP  
Dakar-Sénégal  
Tel : (00221) 77 519 21 15

Email : ndoye\_s@yahoo.fr

## SIERRA LEONE

Mr. Kamorba keifalla dabo  
Regional head  
Environment protection agency of Sierra Leone  
Epa-sl, freetown, rep. Of sierra leone  
Freetown, Sierra Leone  
Tel: +232-76611970  
Email: dabokamorba@yahoo.com

Elizabeth Elliot  
Tamensu Women in Fishing Organization  
Secretary  
C/O Ministry of fisheries  
Tel : 00232-79819908

## SOUTH SUDAN

Suzana Gabriel Fandas  
Fish processor member  
Women Self Help Group  
Ministry of the Livestock and Fisheries  
South Sudan/ Juba  
Tel : +211955714463  
Email : mberafandas@gmail.com

## TANZANIA

Fatma Sobo  
Assistant Director of Fisheries  
Fisheries Resource Development  
Ministry of Agriculture, Livestock and Fisheries  
Dar es Salaam, Tanzania  
Email : fatmasobo@gmail.com

Fatuma Katulla  
Chairperson, Mshikamano group  
PO Box 1411  
Mwanza, Tanzania  
Tel : +255 767 379 731  
Email : fatumakatulla@gmail.com

Editrudith Lukanga  
Email: elukanga@yahoo.com  
United Republic of Tanzania

Beatrice Theophil Mbagu  
Director  
Kusama General Supply  
PO BOX 55 MUSOMA  
MUSOMA , MARA, TANZANIA  
Tel :0765 034 815  
Email : kukukusama@yahoo.com

## TOGO

Titivi Lawson Adakou  
Secrétaire du groupement des femmes mareyeuses et  
transformatrices  
S/C AGGEGE Afi, BP. 13985  
Lome TOGO

Tel : +0022890057226  
Email : Titilawson61@gmail.com

## TUNISIA

JAWHARA/ CHAHBANI  
Ingénieur principal  
CRDA Gabès, arrondissement pêche et aquaculture.  
Arrondissement pêche et aquaculture de Gabès, Avenue Hedi  
chaker 6029 Gabès. TUNISIA  
Tel : 00126 93643646/00216 75275551  
Email : Jawharachahbani@yahoo.fr

## UGANDA

Logose perus  
Chairperson  
Kiyindi women fish processors association  
Po Box o3 lugazi buikwe  
Entebbe uganda  
Tel : 0785221623  
Email: Kiyindiwomen@gmail.com

Ms. Lovin Kobusingye  
Exécutive Director  
Women Fish Network  
P.O.Box 30026, Kampala  
Lira Branch  
Tel : +256772989157  
Email : Lovien2001@yahoo.com /katifarms@yahoo.com

## ZAMBIA

Ms. Kasazi Lotuno Nyendwa  
Chairperson  
Kafue Womens Fish Processors Association  
PO BOX 117, KAFUE TOWN  
LUSAKA, ZAMBIA  
+260 979 085724  
Email : kasazie@yahoo.com / kafuewomensfpa@gmail.com

## GIZ

Maria Winkler  
Responsible Fisheries Business Chains Project  
Global Program „Sustainable Fisheries and Aquaculture“  
Country Package Uganda

Deutsche Gesellschaft für  
Internationale Zusammenarbeit (GIZ) GmbH  
GIZ Office Kampala  
P.O. Box 10346  
Kampala, Uganda  
T +256 70 2992065; +256 782 969 008  
E Maria.Winkler@giz.de

## COREP

Flore WORA  
Administrateur aux Ressources Humaines, Financières et à la  
Logistique  
Commission Régionale des Pêches du Golfe de Guinée  
(COREP)

BP : 161  
Libreville – GABON  
Tel : (+241) 07 10 50 63 / 07 91 52 63  
Email : Wora.flore@yahoo.fr / f.wora@corep-se.org

#### **KEFRI**

Kenneth Werimo  
Principal Research Officer  
Kenya Marine & Fisheries Research Institute Kisumu Research  
Centre  
P.O.Box 1881-40100 Kisumu  
Mobile:+254 733 914615/728 570728  
Email : werimok@yahoo.com

#### **LVFO**

Dr. Oliva Charles Mkumbo  
Deputy Executive Secretary  
Lake Victoria Fisheries Organization  
P.O. BOX 16325,  
JINJA, UGANDA  
Tel : +256 782 519779 /+255 758 906287  
Email : ocmkumbo@lvfo.org

#### **PRIVATE SECTOR FOUNDATION UGANDA**

Mr. Daniel Ojiambo  
Business Advisor – Fisheries  
Private Sector Foundation Uganda  
P.O. Box 7638  
KAMPALA – UGANDA  
Tel : +256 789555984  
Email : dojshery@gmail.com

#### **AU-IBAR**

Dr. Mohamed Seisay,  
Snr. Fisheries Officer  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.  
Tel: +254-20- 3674000  
Email address: mohamed.seisay@au-ibar.org  
Website: www.au-ibar.org

Dr. Nelly Isyagi  
Project Officer - Aquaculture  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.  
Tel: +254-20- 3674000  
Email address: nelly.isyagi@au-ibar.org  
Website: www.au-ibar.org

Hellen Moepi  
Project Assistant  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.

Tel: +254-20- 3674000  
Email address: hellen.moepi@au-ibar.org  
Website: www.au-ibar.org

Joseph Mbane  
Project Assistant  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.  
Tel: +254-20- 3674000  
Email address: joseph.mbane@au-ibar.org  
Website: www.au-ibar.org

Adeline Oduor  
HR/Administrative Assistant  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.  
Tel: +254-20- 3674000  
Email address: adeline.oduor@au-ibar.org  
Website: www.au-ibar.org

Alexander Eyong,  
Travel Clerk  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.  
Tel: +254-20- 3674000  
Email address: alexander.eyong@au-ibar.org  
Website: www.au-ibar.org

Sikana Sumbwa  
Certifying Officer  
African Union  
Interafrican Bureau for Animal Resources  
Westlands Road, Kenindia Business Park,  
P.O Box 30786, Nairobi, 00100 KENYA.  
Tel: +254-20- 3674000  
Email address: sikana.sumbwa@au-ibar.org  
Website: www.au-ibar.org



African Union – Interafrican Bureau for Animal Resources  
(AU-IBAR)

Kenindia Business Park  
Museum Hill, Westlands Road  
PO Box 30786  
00100 Nairobi

Kenya

Tel: +254 (20) 3674 000

Fax: +254 (20) 3674 341 / 3674 342

Email: [ibar.office@au-ibar.org](mailto:ibar.office@au-ibar.org)

Website: [www.au-ibar.org](http://www.au-ibar.org)