AFRICAN UNION
INTERAFRICAN BUREAU
FOR ANIMAL RESOURCES

AWFISHNET

EUROPEAN UNION

LAUNCH OF THE MALAWI CHAPTER OF AWFISHNET



March 2022
Lilongwe, Malawi

FishGov 2 Project

AUDA-NEPAD
AFRICAN UNION DEVELOPMENT AGENCY

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Citation: AU-IBAR, 2022. Report of the Consultative Workshop to Establish an AWFISHNET Malawi National Chapter. AU-IBAR Reports

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Published by AU-IBAR, Nairobi, Kenya
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ISBN 978-9966-1659-5-4

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List of Acronyms

AfDB	African Development Bank
AU-IBAR	African Union – Interafrican Bureau for Animal Resources
AVCP	Aquaculture Value Chain Project
AWFISHNET	African Women Fish Processors and Traders Network
FAO	Food and Agriculture Organisation
REFRESH	Restoring Fisheries for Sustainable Livelihoods in Lake Malawi
SSF	Small Scale Fisheries

Acknowledgements

The Director of AU-IBAR wishes to acknowledge the contribution of all the participants who attended the Continental Aquaculture Think Tank meeting, in Cairo Egypt in February, 2016 and all those who partook in the regional consultations. AU-IBAR wishes to appreciate the members of the Aquaculture Working Group who finalised the draft Action Plan developed by the Continental Aquaculture Think Tank meeting. The Think Tank and Aquaculture Working Group are part of the African Fisheries and Aquaculture Reform Mechanism.

The Workshop on establishing and launching of the Malawi Chapter of the AWFISHNET greatly benefited from the dedicated contribution of a large number of individuals and partners. Sincere thanks are due to all workshop participants for their contributions and active role in workshop discussions. The organizers acknowledge with gratitude the presentations delivered by the presenters, the facilitators and rapporteurs to the working groups. Financial support for this workshop was provided by the AU-IBAR through the Technical Assistance Project "FISHGOV 2. The support was greatly appreciated. Other Partners such as FAO through the Small Scale Fisheries (SSF) project and AfDB through the Sustainable Fisheries Aquaculture Development and Watershed Management (SFAD-WM) project provided additional financial support for the workshop.

1.0 Introduction

The consultative workshop to establish and launch a national chapter of the African Women in Fish Processing and Trade Network (AWFISHNET) in Malawi was held in Lilongwe, Malawi from 28th February to 1st March 2022. Prior to the launch, AU-IBAR in collaboration with the Department of Fisheries in Malawi put in place a task team that facilitated preparations of the launch.

This report summarizes the deliberations of the workshop and key issues that emerged during the launch of the Malawi Chapter of AWFISHNET.

Workshop Objectives

The objectives of the workshop were to:

i. Establish a national Chapter of AWFISHNET in Malawi, composed of women active in the production, processing and trade of fish.
ii. Draft the Constitution and Rules of Procedure for the proposed national network, ensuring it is harmonised with the continental AWFISHNET constitution.
iii. Develop an inaugural action plan to formally establish and operationalise the network in Malawi.
iv. Elect an inaugural executive committee to facilitate the implementation of the network's Malawi Chapter's inaugural action plan.

For more details see Concept Note in Annex 1.

Profile of Participants

In attendance were over 50 women from across all the four regions Malawi. The women were drawn from the various segments of Malawi's fisheries value chain. The profile of participants included women engaged in fish processing and trade, policy management and extension from Malawi's Government institutions, women working with development partners supporting Malawi's fisheries sector among others.

SECTION I: SUMMARY OF THE WORKSHOP PROCEEDINGS

2.0 Opening Remarks

The workshop to launch an AWFISHNET Malawi National Chapter was officially opened by the Minister for Natural Resources and Climate Change Honorable Eisenhower Nduwa Mkaka. The Minister, also officially launched the AWFISHNET Malawi National Chapter at this session. Other key speakers at the launch were the representative of the Secretary for Natural Resources and Climate Change, Mr. Hilary Namainja, The Representative for the AU-IBAR Director Mr Admore Chakadenga, The FAO Resident Representative Dr. Zhujin Chen, The SADC Senior Fisheries Technical Advisor Dr. Motseki Hlatshwayo, The Director of Fisheries Dr. Friday Njaya, the representative of the South African Chapter of AWFISHNET Ms. Pheladi Chiloane, and the local representative of AWFISHNET in Malawi Ms. Violet Kanyamula (refer to annexes 5 to 12 for details in the speeches).

2.1 Key Messages from the opening session

The speeches delivered during the opening ceremony emphasized the importance of establishing a national network of women working in the fisheries and aquaculture sectors. The establishment of AWFISHNET Malawi Chapter as a platform would facilitate networking and harness the leadership roles of Malawian women in the sector that was critical for spurring inclusive development in the fisheries and aquaculture. The new platform provided a great opportunity for advancing gender equality and women empowerment in fisheries and aquaculture.

The speakers also highlighted the importance of the fisheries sector to Malawi's economy. Malawi's fisheries sector was a major source of employment that generated a substantial amount of income, livelihood, foreign earnings and revenue for the country. The industry currently employed over 67,000 people in capture fisheries, over 15,000 engaged in aquaculture and more than 1 million indirectly along the fisheries and aquaculture value chains. It was noted that women formed a substantial number of those employed and contributed to the sectors development. However, as a result of gender-biases, they were often marginalized particularly with regard to access to natural resources, relevant information, knowledge, skills and the capital needed to operate their fish businesses sustainably.

Reference was also made to Malawi's National Aquaculture Policy which outlines the sectors' development guidelines that also considered the need for improving fish quality, capacity building, enhancing social development and decent work for value chain actors especially women.

The launch of the AWFISHNET Malawi Chapter coincided with the International Year of Artisanal Fisheries and Aquaculture (IYAFA 2022). This was a great milestone for Malawi as the launching of AWFISHNET Malawi Chapter demonstrated that Malawi recognized and gave credence to the important roles women played in the fisheries and aquaculture sub-sector. The Government of the Republic of Malawi was subsequently commended for supporting the establishment of a National AWFISHNET platform and was urged to urged to continue supporting and supervising the network to its maturity.

3.0 Setting the scene

A series of presentations were delivered to provide the background, justification and processes employed in the establishment of AWFISHNET as a continental network. This section of the report presents highlights from the presentations.

3.1 Back ground and objectives of the meeting- by Dr. Nelly Isyagi

- The AU Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa (PFRS) was endorsed in 2014 by the African Heads of States and Government (AHSG) as the blue print for the sector's development.
- The PFRS recognized the need for strengthening the participation of NSA's and women in the sectors decision-making processes given their role as primary stakeholders in the sector.
- This recommendation and thus the launch were consequently in line with the recommendations of the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods
- Women in the fisheries Sector comprised 50% of the workforce, hence the need to organize them to strengthen their capacity to articulate their concerns into policy and development actions.
- It was this background that formed the genesis of AWFISHNET in 2017 and the establishment of its inaugural executive a year later, in 2018.

3.2 What is AWFISHNET by Ms. Pheladi Chiloane

This presentation aimed at sharing of experiences from South Africa. The following were the highlights

- South African Women Network in the Fisheries and Aquaculture Sector (SANWFA) established

in Oct 2021

- Registered in November 2021
- Action plan approved
- 7 positions of the Executive Committee filled

In terms of challenges, Ms. Chiloane reported that three key challenges emerge as the chapter was to be cascaded to the community as follows:

- Limited ICT capabilities among women value chain actors
- Language problems across different provinces
- Lack of funding to undertake critical activities

She then urged the Malawi Chapter to be as strategic as they have achieved this milestone to address some of the challenges early enough.

3.3 Sharing experiences: Opportunities and on activities on women in the fisheries industry by Development Partners- Ms. Amenye Banda

Mrs. Amenye Banda made a presentation on behalf of all development partners supporting the fisheries sector. The presentations highlighted key issues based on the assessments conducted and key recommendations and proposed ways forward. The key development partners that were represented include GIZ which is supporting a project Aquaculture Value Chain Project (AVCP), USAID which is supporting a project Restoring Fisheries for Sustainable Livelihoods in Lake Malawi (REFRESH) and FAO which is supporting the Small Scale Fisheries (SSF) project.

In terms of proposed way forward among the development partners the presentation highlighted the need to:

- Strengthen collaboration
- Build synergies among the partners
- Enhancing learning visits among the beneficiaries
- Mapping the existing groups/cooperatives both registered and non-registered-by district or regional and identify the capacity gaps

3.4 Sharing experiences: Opportunities and on activities on women in the fisheries industry by Women in Fisheries and Aquaculture – Ms. Violet Kanyamula

The presentation highlighted a number of activities that are conducted by women SMEs. It also acknowledged the support that the SMEs receive from various partners and the vision for the women led SMEs and key challenges that hamper women as they pursue activities in the value chains.

In terms of activities the following were highlighted as key activities being implemented by the SMEs:

- Fish farming
- Fish is processing
- Fish trading
- Other Cooperatives produce and sell ice
- Purchase and sell farm produce during fishing off seasons
- Do village savings and lending (VSLAs)

The presentation highlighted the different support received by different women in fish value chains including:

- Financial Support in terms of loans and grants provided by
  - Christian Aid
  - AGCOM

In her presentation she reported that women in fisheries and aquaculture currently receive Technical support from various institutions such as:

- Government-Fisheries Department, Community Development
- GIZ which focuses on aquaculture
- USAID currently focusing on small scale fisheries
- AfDB focusing on both aquaculture and capture fisheries
- FAO focusing on both aquaculture and capture fisheries

Women have been trained in various areas including

- Cooperative Member Education
- Fingerling production
- Fish feed production

- Financial management

International/ Local Engagement

It was reported that some women especially from small scale fisheries have participated in AWFISHNET international meetings in Tanzania, Kenya. Some have also participated in ToT workshop for Women Fish Processors and Traders on Hygiene, Fish Handling and SPS Measure in Kampala, Uganda (2016)

Some have also participated in International and National Agricultural trade fairs

The presentation also highlighted the vision for the women SMEs in Malawi as follows:

- To have a women Cooperative umbrella body to support women in small scale fisheries and aquaculture
- To own fishing units for easy access to fish at beaches
- To start cage fish farming
- To own refrigerated van trucks to ferry fresh fish
- To own fish outlets
- To produce other fish-based products

The presentation also highlighted the challenges that women SMEs are facing including but not limited to the following:

- Unreliable fish markets/customers, men dominate the markets
- Gender biasness in fish business, men abuse women
- Inadequate knowledge and capacity to process fish in different products- cookies, sausages e.t.c.
- In adequate business capital
- Limited access to land for aquaculture
- Inadequate Fish handling and storage facilities
- Lack of other services such as electricity and potable water in some fishing communities
- Lack of knowledge on issues of quality standards -MBS certification on fish and fish products

4.0 Technical Session

In this session participants deliberated on the rules and procedures for the Malawi Chapter of AWFISHNET and then drew up an action plan for the inaugural 2 years of the network.

4.1 Development of rules of procedure for the Network

Members of the Malawi Chapter of AWFISHNET adopted the rules and procedures with a few amendments as follows:

Article 1: Definitions

Additions on the definitions were made on the following terms:

- "Trader": A woman who harvests or buys fish, fish inputs and fish products for sale
- "Processor": A woman who prepares fish in different products, packaging and branding for sale and consumption
- "Fish": Any fish produced from aquaculture establishment or capture fisheries

With regards to the name of the Chapter, members came up with three proposals for the name of the Malawi Chapter and hope to settle for one once the Executive Committee sits and scrutinize the proposals as follows:

- Network of Women in Fish Business and Trade in Malawi
- Network of Women Entrepreneurs in Fish Processing and Trade in Malawi
- Malawi Women in Fisheries and Aquaculture Network (MaWFAN)

Article 3: Location of the network

Members agreed that the location shall be Lilongwe since it is centrally located to enable members meet at a central location

Article 7.2: The Executive Committee

Members agreed that the term of office for the executive committee to be 36 months and not 24 months. This will allow the members to get acquainted to issues in the first year and last two years of actual working.

Key issues that emerged from the discussion on the rules of the network included the following: Members south clarity on the composition of cooperatives who are to become members of the

AWFISHNET whether the existing Mixed cooperatives, should be dissolved register an all women groups/cooperatives?

- Clarity was made that men can still be members of the cooperatives and can be affiliate members to the AWSFISHNET, and if the men participate in the AGMs they cannot vote the women are the decision-makers in regards to the network.
- Emphasis was made that the women need to work with the men, in case of training they (the men) can participate and they can also participate in the meetings of the network.

4.2 Inaugural two-year action plan

Participants also discussed and adopted the draft action plan for the national network. The detailed action plan is attached in annex 3. Following the presentation and discussion on the inaugural work plan of Malawi chapter of AWFISHNET, the common question that the members were faced with is the issue of Resource mobilization and provision of funding for the implementation of the work plan. The members were advised that they need to take an active role in mobilizing funds by linking with different stakeholders who can provide support to operationalize the action plan.

4.3 Voting for the inaugural Executive Committee

Before the voting exercise was commenced the following were emphasized by members:

- Members suggested that the executive committee should be an interim committee considering that participants were only interacting for the first time and that they did not know each other's abilities.
- Members were also urdeg that once elected to the positions in the Executive Committees they need to demonstrate commitment to use personal resources to ensure the network moves.
- Members should ensure that there is inclusivity and diversity in nominating the members to be voted for in the portfolios of the Executive Committee.
- One of the things that will be required for the legal processes are the signatures and all participants were urged to ensure that they sign the attendance register.
- When the network is to consider registering it can either register as:
  - Registered by guarantee or
  - Trustee by guarantee

4.3.1 The voting process

The total number of eligible voters was 36 among the participants. Officials from the AU-IBAR were presiding over the elections and Ms. Pheladi Chiloane a South African Representative for AWFISHNET coordinated the voting process.

- The guidance on the voting was that:
  - Nominations of three names for each position were made
  - Each nomination must be seconded
  - Nominated members must accept the nomination
  - Nominated members were allowed to do a one-minute pitch highlighting what they would do if they are voted for on the position they have been nominated on.
  - For the position requiring vice there will not be vice will automatically be the person who comes second after the winner
  - The position of National Coordinator will be part of the secretariat and hence was not voted for.
  - Voting was done by secret ballot whereby voters were writing the name of the candidate on a paper and the papers were presented to the voting coordinator for counting.

4.3.2 Interim Executive Committee

After the voting process the following were voted into positions of the Executive Committee

1. Chairperson: Violet Kanyamula (Mangochi) won with 18 votes
2. 1st Vice Chairperson: Louise Magaleta (Mchinji) won with 10 votes
3. 2nd Vice chairperson: Anne Abraham (Kasungu) won with 7 votes
4. Secretary General: Rhoda Mkumbwa (Lilongwe) won with 13 votes
5. Vice Secretary General: Laness Chavula Kaunda (Mzuzu) won with 12 votes
6. Treasurer: Agnes Masi (Lilongwe) won with 15 votes
7. Representative for youth: Effie Gustino (Mangochi) won with 15 votes
8. Representation for people living with disabilities: Ruth Malemia (Blantyre) won with 19 votes



Figure 1: *Group photo of the Interim Executive Committee*

5.0 Closing remarks

In her closing remarks the interim chair for the Malawi Chapter of AWFISHNET Ms. Violet Kanyamula expressed her thanks to the women for entrusting her with the responsibility as interim chair for the country chapter of AWFSIHNET. Shen then encouraged all women to work together to drive the network at country level.

She also extended her gratitude to the Department of Fisheries for the support rendered to the women in organizing the workshop.

She then wished all women success in their activities.

In his closing remarks Mr. Admore Chakadenga who represented the AU-IBAR Director reiterated that the launch of the Malawi Chapter of AWFISHNET is an amazing milestone that AU-IBAR is proud of. He urged the women to take an active role in moving the network and not to wait for government to drive things. He testified that should the women request for support they are likely going to be supported citing examples of recently submitted proposals from 7 chapters to AfDB. He urged the interim chair to work extremely hard and urged all the women to hold hands to uplift the livelihoods of the women relying on fisheries and aquaculture.

Assured the women that there are partners who are willing to support citing SADC, FAO among others.

AU-IBAR will be undertaking monitoring and evaluation and it is expected that the women will make good progress to showcase the strides they will make. He then wished the Malawi Chapter of AWFISHNET the best that AU-IBAR would like to associate with its success stories.

SECTION II: INAUGRAL RULES OF PROCEDURE

STATUTES AND ARTICLES OF ASSOCIATION
for
THE NATIONAL WOMEN'S FISH PROCESSORS AND TRADERS NETWORK IN MALAWI

1st MARCH, 2022

Background of the African Women's Fish Processors and Traders Network and its Malawi National Chapter

A. The Continental Perspective

The African Heads of State and Government (AHSG), in the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods (Doc. Assembly/AU/2/(XXIII), committed to boosting Intra-African trade in Agricultural commodities and services, ending Hunger in Africa and, halving Poverty by the year 2025, through Inclusive agricultural growth and transformation and harnessing markets and trade opportunities, locally, regionally, and internationally. In addition, the AHSG also resolved to triple, intra-African trade in agricultural commodities and services by improving access to markets and halving post-harvest losses by the year 2025; as well as support and facilitate preferential entry and participation for women and youth in gainful and attractive agri-business opportunities.

The performance of the fisheries sector, however, continued to lag with respect to meeting the continental objectives. The sustainability of the Continents' fishery resources was challenged by Illegal Unregulated Unreported fishing (IUU), use of unsustainable fishing practices, declining fishery yields, high postharvest losses, gender imbalances in benefit sharing and a decline in the socioeconomic status of fishing communities. To address these concerns, the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa (PFRS) was developed and adopted by the 23rd summit of the AHGS at Malabo, Equatorial Guinea in June 2014. The PFRS gives structured guidance to promote the sustainable management and development of the fisheries by creating a conducive environment anchored on equity and the adoption of best practices. The PFRS cognizant of the significant role women and youth play in Africa's fish value chains as outlined in its Policy Pillar 8 on cross-cutting issues that include resilience to climate change; gender and youth; and private sector investment.

Africa's inland small-scale fisheries are a major contributor to the supply of fish on the continent. According to FAO (2014), there are an estimated 4.9 million people employed in Africa's inland small-scale fisheries; 68% of whom are involved in direct fishing and 32% in processing and trade. Sixty-eight percent of the 32 % fish processors and traders are women. The enterprises of women in this segment of the fish value chain can be characterised as small-scale low-investment enterprises based rudimentary technology for the production, distribution and sale of largely traditional fish products such as dried or smoked fish. Levels of postharvest loss are high and most lack the knowledge and capacity to comply with sanitary and market standards and thus have poor access to emerging urban and regional markets. The status quo is influenced by existing gender-based inequalities that marginalise women the sectors decision-making processes right. This has hindered their equitable access to production resources and negatively affected the performance and sustainability women's fish enterprises, compliance to sectoral best practices and exposes women to exploitation. The earnings, economic opportunities, earnings, working conditions and welfare of most women and youth fish processors and their families therefore remains comprised. Given their role, unless women and youth are supported to equally and equitably participate economically in the sustainable management and development of the sector, the realisation of the PFRS goals will be hard to achieve.

The need for a network of women's of fish processors and traders was raised during a continental training workshop for women on 'Fishing Handling, Hygiene and Sanitary and Phytosanitary (SPS) Measures along the Post- Harvest Value Chain' that was organized by the African Union Interafrican Bureau of Animal Resources (AU-IBAR) with support from the European Union under the first Fisheries Governance Project in 2016. Participants to the workshop noted the lack of organization and institutional participation by women in the sector as being an indicator and contributor to the marginalization of women in the sector. This prompted the establishment of the AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFISHNET) in 2017 in Dar es Salaam, Tanzania to advocate for the establishment of gender friendly policies and practices in the fisheries sector, harmonisation of regional fisheries policies and standards and promotion knowledge exchange among women. Its headquarters are in Mwanza, Tanzania

Consequently, AWFISHNET is a Non-For-Profit, non-political and non-religious network that focuses to enhance women's capabilities and potential for sustainable and equitable development, food security, poverty eradication and safeguarding of the environment. It a platform that seeks to strengthen women fish workers position and contribute to the SDGs and Africa's continental agenda of ending hunger in Africa and halving poverty by the year 2025, given their key role as

active players in a fisheries sector and of African society in line with existing national, regional and global instruments, policies and strategies. The network exists as a coordinating body for all its members involved in fish processing and trade in Africa. Members use the network as a consultative mechanism to strengthen institutional coordination with respect to matters that affect their interest as women fish processors and traders at national, regional and globally.

The AWFISHNET Vision

As a coordinating body for its members involved in fish processing and trade, AWFISHNET exists to strengthen institutional coordination and collaboration with respect to matters that affect the interests of women fish processors and traders in Africa.

The AWFISHENT Mission

To enable African women fish processors and traders to effectively manage their social, economic and political development processes for improved livelihoods.

B. The Malawi National Perspective

In many places, including Malawi, patriarchy is at the core of the structural elements discriminating women, and there is a systemic limitation of women's ownership and control of property and other economic resources, including the products of their own labor (Government of Malawi, 2015). This discrimination and exclusion marginalize women from full participation in the social, economic, political and cultural life of the country. In Malawi, social relationships are characterized by inequality and a large 'power distance' and increases the difficulty of empowering women (Booth, et al., 2006). Systemic oppressions, such as those related to patriarchal norms, limit women's control over property and other resources.

One aspect of systemic gender-based oppression that leads to marginalization, both prevalent in Malawi and of particular importance to this study, is education. It has been long argued by various UN agencies that the critical determinant of women's socioeconomic status is education, and that education is the key to achieving social development by improving the wellbeing of girls and women (development as freedom). A report from Malawi in 2015 the literacy rate amongst individuals aged 15 years and above, defined as the ability to read and write with understanding in any language, was higher for men (81%) compared to women (66%) (NSO, 2016).

Additionally, a study conducted by Manyungwa et al (2019) demonstrates that women in fishing communities are cyclically overburdened with childcare. Female children get pregnant and leave

their own children with their already overburdened mothers as they seek economic opportunities. Generally, however these new young mothers eventually get married, and thus their adolescence is followed by early motherhood and often loss of health (Manyungwa Hara, & Chimatiro, 2019). The Malawi Demographic health Survey notes that the practice of early marriage persists across all cultures in the country, limiting educational opportunities for young girls, who are future women (NSO, 2016). In 2016 it was reported that approximately 47% of females are married by age 18 and the majority will have had their first child by 19 years old. By delaying marriage, women are more likely to have fewer children and continue their education, making them more likely to contribute to their households and the development of the country.

In the Malawian fisheries sector, there exists an interdependent relationship between men and women. The family usually pools resources together. Fishers with their wives, who are often fish mongers, buy fishing equipment together. In some instances, husbands and wives help one another; the husband fishes, with father carrying the fish from the landing sites to the processing racks and with the processing. Although the entire family may be involved in the family processing activity, it is the women and girls that mostly get involved. The boys help in mending nets and sometimes fishing (Pasani and Chiasson, 2007). The participation of the children helps them to get involved in the fishing business and enables them takeover in the future. However, the temptation of an early income has contributed to higher rates of school drop outs along Lake Malawi (FISH, 2015).

Gender and fisheries law and policies

There is a range of regional and global policies of relevance to the fisheries sector: the UN General Assembly in 1979 adopted the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which set internationally legally binding principles and standards for realizing women's rights. In 1995, the Beijing Declaration was adopted by the fourth World Conference on Women, reflecting a new international commitment to the goals of equality, development and peace for all women everywhere. In addition, the Rio+20 outcome document, The Future We Want (2012), defined the new Sustainable Development Goals.

In terms of recent fisheries policy developments, in 2015, 126 countries globally committed to the voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (FAO 2015). These guidelines contain extensive commitments to gender and social equity. Chapter 8 of the SSF Guidelines is dedicated to gender equality and the guidelines also augment the Code of Conduct for Responsible Fisheries, which was silent on women and gender.

At the regional level, the SADC Protocol on Gender and Development adopted in 2008 and remains the key instrument in advocating for women economic empowerment, elimination of all forms of discrimination against women and achievement of gender equality within the SADC region. The SADC Food and Nutrition Security 2015-2025 Strategy recognises the pivotal role played by women in ensuring food and nutrition security. Further it also recognises that children, women and youth are the majority of people in the SADC that are worst affected by food and nutrition insecurity and therefore it proposes improved access to resources for women and youth to ensure sustained food production. The policy advocates for promoting and supporting the effective mainstreaming of gender issues of relevance to agriculture, food and nutrition security into regional, national policies and strategies. The SADC protocol on fisheries (2006) recognises the important role of fisheries in the social and economic well-being and livelihood of the people of the region, in ensuring food security and alleviating poverty.

At the national level, the Malawi constitution provides the basis for formulating gender aware policies in the country. The Constitution contains phrases such as "All persons", "Every person" in Section 13 (a) and Section 20 (1) (2) provide for gender equality and Section 24 (1) (2) provides for equality of persons (non-discrimination) and rights of women.

The National Gender Policy is framed to lead to the realization of women rights as enshrined in the Malawi Constitution in ensuring equal participation of women and men at all levels of governance and the enjoyment of their human rights. The Second edition of the Gender Policy (2015) was formulated with the following thematic areas: gender, literacy, education and training; gender and reproductive health; agriculture, food security and nutrition; natural resources and environmental management; governance and human rights; poverty eradication and economic empowerment; gender, HIV and AIDS; and gender based violence. This policy sets good precedence of enacting regulations that make sure women are fully involved in the development agenda, empowered to access and control fisheries assets and benefit from economic transactions.

In 2013, the GoM put in place a new gender legislation called the Gender Equality Act which aims at 'promoting gender equality, equal integration, influence, empowerment, dignity and opportunities for men and women in all functions of society, to prohibit and provide redress for sex discrimination, harmful practices and sexual harassment, to provide for the public awareness on promotion of gender equality issues (Gender Equality Act, 2013). This remains a great milestone in the fight for gender equality in Malawi. This law provides a great opportunity for ensuring that key social service sectoral interventions equally benefits men, women, boys and girls; and that women and girls in

particular, are not disadvantaged. The key challenge that remains is to ensure that the law is widely disseminated and promoted.

In terms of the National fisheries law and policy, commitments to gender are reflected in national level policy and not as yet in the fisheries laws. For instance, an analysis of the fisheries law finds Part III of the Fisheries Conservation and Management Act of 1997 provide for local community participation through BVCs as part of fisheries co-management arrangement (Malawi Government, 1997) but does not include gender equity.

In the fisheries sector, the presence of gender programmes coordinator in the DoF shows some degree of commitment to progressing gender equality. The National Fisheries and Aquaculture Policy does mention gender and women. Policy Priority area number 4 on governance seeks to promote the principals of governance, inclusiveness, accountability and equity. Also Policy Priority number 5 on social development and decent employment which commits to enhance and increase attention on social development and decent employment in small scale fisheries and promotion of gender equality as a prerequisite for the improvement and socio-economic sustainability of the small-scale fisheries sector and empowerment of small-scale fishing communities (Department of Fisheries, 2016).

While the Policy provide provisions for recognition of women, gender inclusivity and gender sensitivity there is often limited social inclusion to accommodate economic fairness since few women command and control large and more productive assets such as boats, engines and their fishing gear. Women face unequal inheritance, and legal rights even on assets owned by their male relatives (Nagoli et al, 2018).

THE ARTICLES OF ASSOCIATION

Article 1: Definitions

In these Articles of procedure, "Executive Committee" means the governing body of the Network comprising of eight (8) elected office bearers namely;

1. Chairperson
2. 1st Deputy chairperson
3. 2nd Deputy chairperson
4. Secretary General
5. Deputy Secretary Genera
6. Treasurer
7. A representative of People with disabilities and
8. Youth representative

"Chairperson" means the Chairperson of the Network;

"Member" means a network of processors and traders Associations recognized in Uganda as a Member of the Network;

"Network" means the Network of Malawi women associations in fish processing and trade.

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

"Secretariat" means the Secretariat of the Network;

"Trader": A woman who harvests or buys fish, fish inputs and fish products for sale

"Processor": A woman who prepares fish in different products, packaging and branding for sale and consumption

"Fish": Any fish produced from aquaculture establishment or capture fisheries

Article 2: Name and Description of the Network

- The name of the Network shall be Network of women in fish processing and trade in Malawi;

- Network of women in fish processing and trade in Malawi shall be a network that brings together women fish processors and traders from all across Malawi. It is established as a non-profit making, non-political and non-religious Network.
- Network of women in fish processing and trade in Malawi shall be the coordinating body for all members involved in the fish processing and trade in Malawi.
- Network of women in fish processing and trade in Malawi shall constitute the Malawi Chapter of the Africa Women Fish Processors and Traders Network (AWFISHNET).

Article 3: Location of the network

- Network of women in fish processing and trade in Malawi shall work within Malawi. The network shall determine the location of its secretariat.
- The location shall be Lilongwe because it is centrally positioned to allow all members to meet at a central position.

It shall work very closely with:

- In Malawi, the Department of Fisheries in the Ministry of Natural Resources and Climate Change, Ministry of Gender, Ministry of Agriculture, Department of Nutrition HIV and AIDS, Ministry of Education, Ministry of Health, Malawi Bureau of Standards, Fish farmers, Processors and Traders groups/cooperatives. Development partners namely World Bank, African Development Bank, USAID, FAO, GIZ. Civil Society Organisations namely Malawi Human Rights Resource Centre (MHRRC), Christian AID, Colleges and Universities, NGO-GCN among others.
- At regional level: Southern African Development Community (SADC), Southern African Non-State Actors platform in Fisheries and Aquaculture (SANSAFA)-SADC, Environmental Management and Economic Development Organization (EMEDO), Lake Victoria Fisheries Organization (LVFO), EARFISH, African Fisheries Experts Network (AFRI-FISHNET), Aquaculture Association of Southern Africa and World Aquaculture Society African Chapter among others.
- At Continental level: The African Women Fish Processors and Traders Network (AWFISHNET), The African Union Inter African Bureau for Animal Resources (AU IBAR), Council of African Ministers in Fisheries and Aquaculture (CAMFA) Secretariat, and any other African Union (AU) agencies designated to implement the Policy Framework and Reform Strategy of Fisheries and Aquaculture (PFRS), Africa among others.

Article 4: Objectives

4.1 General objective

- To contribute to improving the welfare, working conditions and income for women in fisheries and especially in the post-harvest sector within Malawi, as well as the Member States of the African Union.

4.2 Specific Objectives:

- The network will provide a platform for women fish processors and traders in Malawi to:
- Facilitate collaboration and cooperation between women fish processor and trader associations in Malawi, SADC and Africa.
- Share best practices, experiences, technologies and learning together;
- Advocate for issues affecting their activities and facilitate enabling policy environment to enhance their role in fisheries sector in specifically Malawi, in the Southern African region and Africa at large;
- Build and strengthen the capacities of its members to effectively implement the Malawi National Fisheries and other relevant sectoral policies, as well as the SADC and Continental sectoral policies;
- Attract increased public & private sector investment in fish post-harvest sector (fish processing and trading)
- Strengthen the role of women's fisheries Small and Medium Enterprises (SME's) and thus expand their market and marketing opportunities, improve the access to markets for women's products and their equitable participation in intra-regional African fish trade.

Article 5 - Status and Composition of the Network

- The network is a formal and decision-making body, using consultative mechanism established to strengthen institutional coordination and collaboration with respect to women fish processors and traders' matters in Malawi, the SADC and Africa.
- Members of the network shall be the networks and/or associations of women fish processors and traders legally registered and/or recognised by local authorities in Malawi.
- The Network shall comprise of the following governance structures;

1. The General Assembly
2. The Executive Committee
3. The Secretariat

Article 6 - Functions of the Network

The network shall;

i. Develop and implement public awareness campaigns and demonstrate actions on specific fish processing and trading issues;
ii. Facilitate multi-stakeholder activities and events such as round table discussions, engaging the public and private sector;
iii. Organize capacity building activities and advocacy on policy change;
iv. Demonstrate practical ways of overcoming obstacles and barriers to adopting best practices;
v. Improve and broaden networks and coalitions with relevant and like-minded organizations;
vi. Contribute to the introduction of co-financing of specific activities (co-funding), pilot use and evaluation of innovative financial instruments;
vii. Generate information from independent research to inform policies at national, regional and continental level;
viii. Disseminate information through their networks and channels;
ix. Carry out independent monitoring and evaluation of implementation of Malawi National Fisheries Policies, the PFRS and all other relevant policy instruments at all levels;
x. Participate actively in the alignment of Policy Framework and Reform Strategy (PFRS) and other policy instruments to national policies;
xi. Facilitate implementation Malawi National Policies, the PFRS and other policy instruments initiatives at national and regional levels;
xii. Hold meetings and implement decisions made at General Assembly meetings.
xiii. Carry out advocacy on the application of legislation and to facilitate the safe and 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. Ensures that the Network carries out its functions and roles as outlined in this Articles of procedure;

iii. Elect the office bearers.
iv. Hold at least one meeting annually;
v. Hold any extra ordinary meeting as need arises;
vi. Vote in a Honorary member

7.2 The Executive Committee

The Executive Committee shall compose of ten elected office bearers;

i. Chairperson
ii. Vice Chairperson
iii. Secretary General
iv. Deputy Secretary General
v. Treasurer
vi. People with disabilities representative and
vii. Youth representative

- The Executive Committee shall hold office on a rotational basis for a renewable term of 36 months.
- The primary function of the Bureau shall be to facilitate meetings of the Network.
- The Bureau shall meet as necessary, either in person or by means of correspondence.

7.2.1 Functions of the chairperson

The Chairperson of the Network shall; In addition to exercising the powers conferred upon her elsewhere in these constitution the chair shall;

i. Preside over all Network's all General Assembly Meetings
ii. Preside over all Meetings of the Executive Committee
iii. Represent the network in regional and international meetings;
iv. Ensure that each member is given the right to speak in the General Assembly;
v. Has the powers to Article on any points of order;
vi. Can limit on the time speakers are given and the number of times members can contribute on an issue;
vii. Exercise complete 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. Shall also propose the closure of the list of speakers.

The chairperson may also propose:

i. The closure of the list of speakers
ii. The limitation on the time to be allowed to speakers and the number of the times a member may speak on an issue.
iii. Adjournment or closure of debate on an issue
iv. The suspension or adjournment of the meeting

Whenever the chairperson is unable to perform her duties for any reasons the Vice Chairperson shall perform the duties of the chairperson and in her absence the Secretary General shall assume the duties.

7.2.2 Vice Chairperson

- Shall assist the chairperson and perform all the functions of the chair person in her absence;
- Shall be answerable to the Executive Committee and the General Assembly;

7.2.3 Secretary General

- Manage the Network's activities;
- Represent the Network in all meetings and activities requiring the presence of the Network;
- Maintain official records and minutes of Network meetings;
- Communicate with members through the most efficient way to disseminate information;
- Prepare and present an annual report to the General Assembly;
- Take minutes in all General Assembly meetings of the Network;
- Aid in the establishment of the Network's strategic direction;
- Arrange and convene all General assembly meetings;
- Be the Network's Chief Executive;
- Promote the development of the Network's membership;

7.2.4 Deputy Secretary General

- Shall assist the Secretary General and perform all the functions of the Secretary General in her absence;
- Shall be answerable to the Secretary General and the General Assembly;

7.2.5 The Treasurer

- The Treasurer shall in general ensure that proper accounting procedure are adhered to, and shall;

- Keep proper accounting based on all the financial records of the Network;
- Open a bank account on the advice of the Executive Committee and ensure that all drawings from the account are countersigned by personnel designated by the Executive Committee.
- Provide reports on the financial statement and audited accounts of the Network to the General Assembly.
- Cause the accounts to be kept and in particular, as regards;
- The sums of money received and expected by the Network and the matters in respect of which such receipts and expenditures takes place;
- The assets and liabilities of the Network.
- The books of accounts shall be kept at the office or at such other places as the Executive Committee think fit, and shall always be open to the inspection of the members of the Executive Committee during business hours.
- At the Annual General Meeting, the Executive Committee 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.
- 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.
- 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) clear 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 Auditors

- The Network shall at each Annual General Meeting appoint an Auditor or Auditors to hold office until the next Annual General Meeting, provided that a member of the Bureau or other officer of the Network shall not qualify to be appointed Auditor of the Network.
- The Executive Committee may fill any casual vacancy in the office of the Auditor, but while any such vacancy continues, the surviving or continuing Auditor or Auditors, if any, may act.
- The remuneration of the Auditors of the Network shall be fixed on the Annual General Meeting, except that the remuneration of any auditors appointed to fill any casual vacancy may be fixed by the Executive Committee.

- Every Auditor of the Network shall have a right to see all relevant vouchers and shall be entitled to access at all times to the books and accounts he requires from the Executive Committee.
- The Auditor(s) shall make a report to the accounts examined by them and on every balance sheet laid before the Network at its Annual General Meeting during their tenure of office, and the report shall state;
- Whether or not they have obtained all the information and explanations they have required;
- Whether in their opinion, the balance sheet referred to in the report is properly drawn up so as exhibit a true and correct view of the state of the organization's affairs.

7.3 The Secretariat of the Network

The Secretariat shall carryout and coordinate day-to-day affairs of the Network including but not limited to the following:

- Communicate with members from within the country of decisions which require their attention;
- Prepare action plans with members from within the country and oversee implementation of decisions of the General Assembly and activities on relevant National , Regional and Continental policy instruments including Malawi National Fisheries Policies, SADC Regional Fisheries Policies and the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa;
-
- Attend meetings of the Secretariat and any other fora that require their presence;
- Collating, processing (where required) and disseminating information amongst the Network's Members;
- Drafting and processing relevant documents as may be requested by the Network;
- Providing all necessary support required for such meetings including report writing, preparation of press releases, communications, and declarations.
- Providing support to the Executive Committee of the Network;
- Keeping proper records of the Network which must be properly organized for easy reference;
- Disseminating the work of the Network as may be required;
- Executing such other tasks as may be assigned to it by the Network; and
- Facilitating exchange of information and work programmes between members and observers of the Network.

Article 8: Network Meetings

Meetings of the network shall be generally 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.

- The Network shall meet at least once a year;
- The venue and dates of each session are to be decided by the Chairperson in consultation with the Secretariat and the Executive Committee.
- 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;
- Without prejudice to Articles (2) and (3) 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 three years and shall be eligible for re-election once. 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 term 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 region of the country.

Article 10: Quorum at Meetings

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

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

- Members are represented by duly recognized representatives and with the member's consent;
- 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 for elections of Office Bearers, changes in the Articles of Procedures and financial expenditure;

Article 11: General Assembly Meeting Agenda

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

- Any member of the Network may request the Secretary General to include specific items in the provisional agenda;
- The Secretary General 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 official languages of the Network members at least one month before the date of the meeting;
- The provisional agenda shall also be available to other relevant stakeholders of the Network;
- The Secretary General shall include supplementary items proposed by members for addition to the provisional agenda;
- 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;
- Consider and approve among others Statement of Accounts, the Annual Budget of the Network and any other business submitted to the meeting.

Article 12: Decision Making Process

The Network shall make its decisions through and 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 a 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 simple majority of Active Members voting, except 2/3 of the majority are required to:

1. Amend these rules;
2. Suspend a rules; or
3. Elect an Honorary Member.

- 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 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 grounds to an 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 it necessary in carrying out its duties.

Article 15: Procedure of admission as a member

- The members in this National Network (Network of women in fish processing and trade in Malawi) shall be individual and local women's networks or associations of women fish processors and traders within.
- Any interested women's organization/network/enterprise should send an original letter of application to the Secretariat with copies of documents describing the mandate, governing structure of the organization and a letter from the District Fisheries Office.
- Evidence of the legal status of the organization as appropriate.
- Network of women in fish processing and trade in Malawi likewise, independently shall be legally registered and register as among the members of AWFISHNET, the continental network of women fish processors and traders within the African Union Member States.

Article 16: – Accreditation and Representation of Members

- Each Member of the Network shall be represented by her accredited representative.
- Each Member of the Network shall be represented by a local network and/or association to the Network. Each local network and/or association shall be represented by an appointed representative.

Article 17: Meeting Venue

- 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.

- When two or more members offer to host the meeting, the venue shall be decided by the simple majority 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 7 here above.

Article 19: Working Languages

- The official working languages of the Network shall be Malawi official languages. Interpretation into the Malawi local languages in the respective regions of the country will be provided for during local sessions of the Network.

Article 20: Motion of Order

- If a point is contentious the chairperson shall subject it to the network for a decision by simple majority vote.

Article 21: Proposals / motions / modifications

- Proposals, motions and modifications shall be submitted in writing and to members in the order with which they are received by the chairperson.

Article 22: Closure of Discussions

- If an issue has been sufficiently discussed, a motion of its closure may be presented or submitted. In addition to the proposer of the motion, one member may make a brief presentation to support the motion and one member to oppose it. The motion shall immediately be subjected to voting by the chairperson.

Article 23: Voting Rights

- Each member of the Network shall have one (1) vote. Observers shall not have voting rights.

Article 24: Method of Voting

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

Article 25: Voting motions or proposals

- The motions of proposals shall be seconded before being put to vote. The motions 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 had not been withdrawn by its original author.

Article 26: Records of the Meetings

- The Network shall adopt its reports.
- 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 27: Communication

- The Network has its own discretion to decide its communication system. The Network may report on its discussion, if it deems it necessary. However, all correspondences should be addressed to the Secretary General.

Article 28: Resource mobilization

- The Network shall mobilize financial and technical resources internally and externally to achieve its objectives. Internally, the members will pay membership and annual subscription fees (as determined by the Network General Assembly). 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.
- Costs that are not related to members' participation in meetings not organized by the Network shall be the responsibility of the host organization.

Article 29: Amendments to Rules of procedure

- Amendments to these Rules of Procedure shall be adopted by three quarters of the Network members.
- Any amendments moved by the members of the Network or by the Executive Committee must be communicated to all members at least eight weeks prior to the meeting at which the proposals are supposed to be discussed.

Articles 30: Entry into Force

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

SECTION III: INAUGRAL ACTION PLAN

Inaugural action plan for the Malawi Chapter of AWFISHNET Network of women in fish processing and trade in Malawi

Objectives	Strategic action	Responsible person/Institution	In-put	Resources	Time Frame
1. Establish the Network of women in fish processing and trade in Malawi to ensure it is an authentic national body recognised by Government of Malawi, regional and continental bodies.	Register Network of women in fish processing and trade in Malawi in accordance with Malawi National Laws	Network of women in fish processing and trade in Malawi Secretary	Phone Numbers Emails Photos	Executive Committee, member's financial, human and material contributions.	3 months
	Communicate and raise awareness of the outcomes of this workshop to the respective Government departments (Ministry of Gender, Ministry of Natural Resources and Climate Change, Ministry of Finance), AWFISHNET and other national and regional NSAs.	Network of women in fish processing and trade in Malawi Executive Committee	Reports of the inauguration of Network of women in fish processing and trade in Malawi	Members time and material contributions	1 month and continuous
	Liaise with Ministry of Gender, Ministry of Natural Resources and Climate Change, Ministry of Finance to institutionalize Network of women in fish processing and trade in Malawi within Malawi	Network of women in fish processing and trade in Malawi Secretary and Chairman, - Network of women in fish processing and trade in Malawi Members,	Reports of the inauguration of Network of women in fish processing and trade in Malawi	Members time	4 months
2. Strengthen the local women fish processors and traders organisations that shall form the basis of the Network of women in fish processing and trade in Malawi	Build their capacity of the RCC and ECC respectively to effectively operate and manage the platform.	Network of women in fish processing and trade in Malawi Executive and Local committees	Reports of the inauguration of Network of women in fish processing and trade in Malawi		5th month onwards
	Raise awareness about Network of women in fish processing and trade in Malawi within the county				

Objectives	Strategic action	Responsible person/Institution	In-put	Resources	Time Frame
	Create and maintain an inventory of women fish processor and traders associations in Malawi as well as those that trade with Malawi women				
	Advocate for and support the legal registration on local women fish processor and traders associations within Malawi				
	Develop communication material to advocate among local women fisheries organizations and women fishers on the need to organize; and collaborate with AWFISHNET and other women fish processors in the region.				
4. Establish a communication and visibility strategy (need to continuously communicate with all members, stakeholders and governments)	Establish a Network of women in fish processing and trade in Malawi: -what's up group, -email account - Network of women in fish processing and trade in Malawi Logo - Network of women in fish processing and trade in Malawi Letterhead	Secretary General	Reports of the inauguration of Network of women in fish processing and trade in Malawi	Members time	month
	-Establish an office -Establish and launch a Network of women in fish processing and trade in Malawi Website	Secretary General			6 months

Objectives	Strategic action	Responsible person/Institution	In-put	Resources	Time Frame
	Plan, coordinate and undertake activities to showcase Network of women in fish processing and trade in Malawi at national and regional Fisheries Days of each year (e.g. through festivals, fish eating campaigns, etc).	Secretary General			8 months
5. Share best practices, experience, technologies and learning together	Identify, document and share best practices and technologies down from international, continental, regional to the national level, Emphasis being on guidelines and frameworks from Government of Malawi, AU-IBAR, FAO – including the SSF Guidelines				10 month onwards
	Develop repository of these to ease their accessibility for Network of women in fish processing and trade in Malawi members				
	Raise awareness within the country and Network of women in fish processing and trade in Malawi members on the aforementioned best practices				
	Advocate and/or initiate the translation of the aforementioned Best Practices into local languages				
	Advocate and lobby to ensure all national and other actions in the sector are consistent with Malawi National Best Practices, the PFRS, and SSF Guidelines				

Objectives	Strategic action	Responsible person/Institution	In-put	Resources	Time Frame
6. Provide forums for information exchange and knowledge sharing	Establish and launch the Network of women in fish processing and trade in Malawi website Register the Network of women in fish processing and trade in Malawi and its members on the AU-IBAR Ecosystems e-platform for NSA networks at https://networks.au-ibar.org/				6th month
7. Develop a Network of women in fish processing and trade in Malawi manual of procedure, and a medium to long term strategic action plan of Network of women in fish processing and trade in Malawi	Draft terms of reference for a consultant to draft: Network of women in fish processing and trade in Malawi the Manual of Procedures and Strategic action plan (10 months) develop a guide for recruiting and setting up secretariat				10 months
	(ii) Develop a business plan for Network of women in fish processing and trade in Malawi				
	(iii) Develop a partnership strategy				
8. Annual Reviews of Progress by the Executive Committee and Members	Conduct annual review meetings for the executive committee Prepare annual briefs for the members Conduct AGM for the network to give feedback to members on progress	Chairman and Secretary General			12th month
9. Resource Mobilization Strategy (financial, material and technical)	(i) Membership recruitment (ii) Develop a business development plan. (iii) Fundraising from different sources				4th month onwards

Objectives	Strategic action	Responsible person/Institution	In-put	Resources	Time Frame
10.Participation of Network of women in fish processing and trade in Malawi in AWFISNET and regional activities in fisheries	Planning local and/or regional events and participation such events Fund-raising Nominate representative				7th month
11. Solicit resources to strengthen women's skills and businesses	(i) develop and upload on website recommended best practices, guidelines and standards on post-harvest fish handling, processing and trade (ii) translation and uploading of this information on Network of women in fish processing and trade in Malawi website (iii) training workshop to support skills development and implementation of Best Practices				10th month onwards

ANNEXES

Annex 1: Agenda for the workshop

TIME	ACTIVITY	PERSON
DAY 1: Monday 28th February, 2022		
WELCOMING REMARKS Facilitated by Mrs. Jacquiline Kazembe - Senior Deputy Director of Fisheries-Extension and Training		
08.00 – 09.00	Arrival and registration of participants	Facilitator Mrs Violet Kanyamula
09.00 – 09.15	Opening Prayer Welcome Remarks from Representatives of: Malawi AWFISHNET AWFISHNET South African Chapter	Mrs Enert Nyando-Chindebvu Ms. Violet Kanyamula Ms Pheladi Chiloane
09.15 – 09.25	Welcome remarks by the Director of Fisheries	Dr Friday Njaya
09.25 – 09.35	Remarks by a representative of the Development Partners	Dr. Zhijun Chen, FAO Resident Representative
09.35 – 09.40	Remarks by Representative of Director, AU-IBAR	Mr Admore Chakadenga
09.40 – 09.45	Remarks by SADC	Dr Motseki Hlatshwayo- Senior Fisheries Technical Advisor-SADC
09.45 – 09.50	Remarks by the Secretary for Natural Resources and Climate Change	Mr. H. Namainja
09.50 – 10.00	Official Opening - Statement by a Representative of Ministry of Natural Resources and Climate Change	Honorable Eisenhower Nduwa Mkaka MP, Minister of Natural Resources and Climate Change
10.00 -10.30	Family Photo and Tea Break	
SETTING THE SCENE SESSION Facilitated by Mrs. Violet Kanyamula and Mrs. Chikondi Manyungwa-Pasani Rapporteurs: Mrs. Linda Magombo Munthali, Mrs Amenye Ndiwo-Banda and Ms Mbumba Chalira		
10.30 – 10.40	Presentation of background and objectives of the meeting (AU-IBAR)	Dr Nelly Isyagi
10.40 – 10.50	What is AWFISHNET	Ms Pheladi Chiloane AWFISHNET Resource person
10.50 -11.00	Linkages between Network of Women in Fisheries and Aquaculture and SADC	Dr Motseki Hlatshwayo- Senior Fisheries Technical Advisor-SADC
11.00 – 11.10	Sharing experiences: Opportunities and on-activities on women in the fisheries industry – Development Partners	Mrs Amenye Ndiwo Banda (FAO)
11.10 – 11.20	Sharing experiences: Opportunities and on-activities on women in the fisheries industry- Women in fisheries and Aquaculture	Mrs. Violet Kanyamula
TECHNICAL SESSION Facilitated by Mrs. Chikondi Manyungwa-Pasani Rapporteurs: Mrs. Linda Magombo Munthal Mrs Amenye Ndiwo-Banda and Ms Mbumba Chalira		
11.20 – 13.00	Development Rules of procedure for the Network (Presentation, discussion and adoption)	Mrs. Chikondi Manyungwa-Pasani
13.00 – 14.00	Lunch break	
14.00 – 15.00	Development of action plan for the Network (Presentation, Discussion and adoption)	Mrs. Chikondi Manyungwa-Pasani
15.00 – 16.30	Plenary on the action plan for the network	Mrs. Chikondi Manyungwa-Pasani
16.30	Closure for day 1 Closing prayer	

TIME	ACTIVITY	PERSON
DAY 2: Tuesday 1st March, 2022		
TECHNICAL SESSION Facilitated by Mrs. Chikondi Manyungwa-Pasani Rapporteurs: Mrs. Linda Magombo Munthali, Mrs. Amenye Ndiwo-Banda and Ms. Mbumba Chalira		
08.00 – 09.00	Arrival and registration of participants	Mrs. Violet Kanyamula
09.00 – 09.15	Opening prayer Recap Day 1	Volunteer Rapporteur-Linda Magombo-Munthali
09.15 – 09.45	Tea break	Technical Facilitator
09.45 – 10.15	Presentation on AWFISHNET Strategic Plan	Ms Pheladi Chiloane
10.15 – 12.00	Election of the National Committee	AU-IBAR & Mrs. Chkiondi Manyungwa-Pasani
12.30 – 13.00	Closing session Closing prayer	Remarks by the Chair for Malawi AWFISHNET Remarks by the Director, AU-IBAR's Representatives Remarks by the Director of Fisheries Volunteer
13.00	Lunch Break	ALL
DEPARTURE		

Annex 2: List of participants for the workshop

Zone	DISTRICT	NAME
Northern Zone	Chitipa	Jane Sibale
	Mzuzu	Laness Kaunda
	Rumphi	Tryness Mhango
	Karonga	Ellen Gondwe
	Likoma	Mirriam Nancy Mwase
	Nkhatabay	Maggie Chiumia
Eastern Zone	Machinga	Christina Kaunda
	Zomba	Dorothy Twaibu
	Phalombe	Rose D. Grey
	Balaka	Cecilia Kalembera
	Mangochi	Violet Kanyamula
	Mangochi	Amina M'balaka
	Mangochi	Silvia Chamba
	Mangochi	Hawa Chimsewu
	Mangochi	Hawa Austin
	Mangochi	Rachel Bonzo
	Mangochi	Diana Topesa
	Mangochi	Agness Leonard
	Mangochi	Anne Phiri
	Mangochi	Effie Gustino
Southern Zone	Blantyre	Ruth Malemia
	Mwanza	Ester Gocho
	Nsanje	Elizabeth Landani
	Thyolo	Anne Fred
	Chikwawa	Levalista Staford
	Mulanje	Charity Banda
Central Zone	Nkhotakota	Jane Tambala
	Salima	Oliver Jackson
	Dedza	Viola Kaiwe
	Dowa	Alinafe Kennedy
	Ntchisi	Dorothy Honester Phelekena
	Kasungu	Annie Abraham
	Zomba	Tionge Soko
	Mwanza	Sibongile Phakati
	Blantyre	Irima Gondwe
	Chikwawa	Annie Magombo
	Thyolo	Chrissie Banda
	Mangochi (MCF)	Ulemu Chisulo
	Mchinji	Getrude Kajadu
	Dedza	Ida Kandiuze
	Lilongwe	Agnes Masi
	Lilongwe	Maria Gellner
	Lilongwe	Wekha Khonje
	Lilongwe	Towera Jalakasi
	Lilongwe	Emma Kaliya

Zone	DISTRICT	NAME
	Lilongwe	Enert Nyando Chindebvu
	Lilongwe	Chikondi Manyungwa Pasani
	Lilongwe	Linda Magombo Munthali

Annex 3: Speech by the Honorable Minister

Ministry of Natural Resources and Climate Change
ESTABLISHMENT OF THE
MALAWI CHAPTER OF AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFISHNET)
Hosted by the Government of Malawi, 28th February to 1st March 2022

Opening statement

Honourable Eisenhower Nduwa Mkaka, MP. Minister of Natural Resources and Climate Change

Representative of the Director of AU-IBAR	Mr. Admore Chakadenga
The FAO Resident Representative	Dr Zhijun Chen
The SADC Technical Advisor on Fisheries	Dr. Hlatshwayo Motseki

Representatives from the Development Partners here present

The Secretary for Forestry and Natural Resources	Dr. Yanira Ntupanyama
The Director of Fisheries	Dr. Friday Njaya

The Senior Government Officials present
Female fish value chain actors from both aquaculture and capture fisheries here present
Members of the Press
Ladies and gentlemen
All the other protocols observed

Distinguished AWFISHNET members and colleagues, Good morning everyone. I trust that you are keeping safe and well during these challenging times. Thank you for this opportunity to address you on this important day when on behalf of the Government of Malawi I will officiate the national consultative workshop to establish the national chapter of African Women Fish Processors and Traders Network (AWFISHNET) which has been organized by the Department of Fisheries in my Ministry in collaboration with the AU-IBAR. I am delighted to welcome all the distinguished participants to this auspicious occasion were we will be launching our own national chapter to enhance engagement of women in fisheries and aquaculture development.

Distinguished delegates, we are all aware of the importance of the fisheries sector with SADC and at country level. The fisheries sector in SADC countries, comprising marine and inland capture fisheries and aquaculture, generates a variety of benefits, including nutrition and food security, livelihoods, employment, exports and foreign currency, and conservation and biodiversity values that are of global significance.

Fisheries and aquaculture business has always been recognized as playing an important role in the economic and social development of national economy, as highlighted in the MGDS III, NAIP and Malawi 2063. The fisheries sector continues to support the incomes, jobs, livelihoods and food security for so many of our Malawian people.

Recent statistics reveal that women make up more than one fourth (27%) of the work force 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 house hold incomes, yet Women remain marginalized within sector, both in terms of their fishing-and fish farming related activities and their role in decision-making processes.

We are all aware that women work in the fisheries and aquaculture sub sectors in different ways such as gear owners, pond owners, processors and traders and they are also involved in research. Women experience issues around abuse and violence as well as prejudices and traditional beliefs. There is a lack of adaptation to women's bodies and few opportunities for women exist. Social traditions have an effect in the types of activities that women can take part in as well as constraints and challenges they face. A lack of access to credit, low levels of literacy, low bargaining power due partly to weak organization e.t.c, access to and management of the fishery resources, are just some of the effects of the marginalization of women in the sector. An underlying problem is that at women have been excluded from decision-making processes at all levels, from community level to state level.

Distinguished ladies and gentlemen, as a matter of background to this process of establishing the national chapter of AWFISHNET, let me point out a few processes that led to the establishment of this network.

This national consultative workshop builds on the outcomes of intergovernmental processes, such as in 2014, African Heads of State and Government endorsed the Malabo declaration, committed to boosting Intra-African trade in Agricultural Commodities and Services and to harnessing markets

and trade opportunities. Resolved to triple, intra-African trade in agricultural commodities and services by the year 2025. (fish enlisted as one of the priority commodity); Commited to:

- Halving Poverty by the year 2025, through Inclusive Agricultural Growth and Transformation; Sustain Annual sector growth in Agricultural GDP at least 6%;
- Establish and/or strengthen inclusive public-private partnerships for at least five (5) priority agricultural commodity value chains with strong linkage to smallholder agriculture.
- Create job opportunities for at least 30% of the youth in agricultural value chains.
- Most importantly preferential entry & participation by women and youth in gainful and attractive agribusiness High level policy interventions High level policy interventions:

Distinguished delegates, in order to achieve the above mentioned commitments the African Union developed the PFRS which is a Blue print for the sustainable management and development of fisheries and aquaculture sector whose overall goal is creating a conducive and enabling environment for the fish sector to create equitable, social and economic development in Africa and its objective is to provide structured guidance to Africa's fisheries to facilitate reforms towards coherent national and regional policies for sustainable social, environmental and profitable outcomes for Africa and its people.

Considering that women are crucial to the fishing industry and aquaculture the important contribution of this national chapter of AWFISHNET is to increase the visibility of women's work in fisheries and aquaculture. Formation of the network at country level will enable women in fisheries and aquaculture to be in touch with each other and we hope this will go towards enhancing women's roles in fisheries and aquaculture being understood and recognized.

While fisheries and aquaculture business is important, the voice of women actors in the fisheries and aquaculture value chains at the national level has to be organized through independent and private associations/networks as an individual cannot speak on behalf of all actors. As such, we encourage more women to join the association and raise their aspirations through their membership.

This network is envisaged to provide a platform for women fish processors, traders and fish farmers to collaborate and cooperate; share best practices experiences, technologies and learning together; advocate for issues affecting their activities and facilitate policy enabling environment to enhance their role in the fisheries and aquaculture sub-sectors; strengthen their role as SMEs and hence expand their market and marketing opportunities resulting in improved intra-regional African fish trade that contribute to food security and nutrition.

As government we are excited about this national chapter of AWFISHNET. This network will enhance connections among women in the sector and get women in the sector communicating more in a different way.

Distinguished delegates, on behalf of the Government of Malawi, I wish to extend my deep appreciation to the AU-IBAR for supporting the efforts of national mechanisms for promoting gender equality and the empowerment of women in fisheries and aquaculture sub sectors through the AWFISHNET. Finally, I would like to express appreciation for the women who play an active role in ensuring that fish is accessible by engaging in fish production, processing and trading. While I cannot mention each one by name here I hope that they will take this as a personal thank you. My special thanks also go to our development partners who provide technical and financial support to ensure women are reached with various interventions that are aimed at building their capacities and enhancing their resilience.

Distinguished delegates, with these few remarks I thank you for your attention and I declare this national consultative workshop officially opened.

Annex 4: Speech by the SADC Technical Advisor on Fisheries

SADC Remarks at the Launch of the Malawian Chapter of AWFISHNET, 28 February – 01 March 2022, Lilongwe, Malawi

- Programme Director, Ms Kazembe, good morning and thank you;
- M'mawa wabwino kwambiri kwa inu Honourable Eisenhower Nduwa Mkaka, MP, Minister of Natural Resources and Climate Change;
- Representative of the Secretary for Natural Resources and Climate Change, Mr Hilary Namainja;
- FAO Representative in Malawi, Dr Zhijun Chen;
- Representative of the Director of AU-IBAR, Mr Admore Chakadenga;
- Director of Fisheries in Malawi, Dr Friday Njaya;
- Representative of the Malawian Chapter of AWFISHNET, Mrs Violet Kanyamula;
- Representative of South African Chapter of AWFISHNET Ms Pheladi Chiloane;
- Senior Government Officials;
- Member of the Press;
- Malawi women in fisheires and aquaculture;
- Invited guests, ladies and gentlemen, GOOD MORNING!

From where I come from,we use this slogan: "Ingama la makhosikazi malibongwe", meaning we praise women and power to women.

My name is Motseki Hlatshwayo, Technical Advisor for Fisheries at the SADC Secretariat based in Gaborone, Botswana and I am standing here representing the Executive Secretary of SADC Secretariat, His Excellency Mr Elias Mpedi Magosi. The Executive Secretary sends his best regards for this milestone event.

Honourable Ministers, ladies and gentlemen, fisheries and aquaculture are of critical importance for the economic development and food security of the SADC region, as reflected in the SADC Regional Indicative Strategic Development Plan (RISDP) (2020-2030), SADC Industrialisation Strategy and Roadmap to 2063, the SADC Regional Agricultural Policy (RAP). These key strategic instruments are realized through implementation of the SADC Protocol on Fisheries, which is aligned to the AU Policy Framework and Reform Strategy for Fisheries and Aquaculture (PRSFS). And this year we celebrate 21 Years of the Protocol since its signing by the Heads of States and Government in Blantyre, Malawi in August 2001.

During the 20 Year Commemoration of the Protocol on Fisheries in 2021, through the Chairmanship of Malawi, we hosted several events under the theme- "Protecting Our Fisheries- working towards a common future". We even launched a report of the same title, to showcase progress that the SADC region has achieved since 2001, also outlining some of the key challenges that the region still needs to address, such as transformation and gender mainstreaming in the fisheries and aquaculture sector. These are also highlighted in the 2020 SADC report on "Contribution of fisheries to food and nutrition security in ADC region", which was led by experts from Malawi.

Annually on the 8th of March, we celebrate women's many achievements and we also make a Call to Action for accelerating gender equality (SDG 5). This year during the International Women's Day, under the theme "Gender equality today for sustainable tomorrow", we will celebrate this important day with a campaign #BreakTheBias, by imagining a gender equal world,… a world free of bias, stereotypes, and discrimination,…a world that is diverse, equitable and inclusive, and a world where difference is valued and celebrated.

As SADC Secretariat, we are happy that this year, in the fisheries and aquaculture sectors, our objective of forging women's equality is being led by the country of the SADC Chair under the leadership of the Honourable Mkaka, we salute you Sir, thank you Honourable Minister. We also salute the vision of our continental mother body the African Union (AU), realized through technical support from the African Union Inter-African Bureau for Animal Resources (AUIBAR). Most importantly we salute the initiative and drive that the Women of Malawi in Fisheries and Aquaculture have taken and shown, with support from AWFISHNET, both the Continental mother body and the South African Chapter. We equally salute men in the region who are working side by side with yourselves and other progressive like the FAO, GIZ, WorldFish, WWF and others organizations.

SADC continues to make the Call for Action in Accelerating Gender Equality (SDG5) in the fisheries and aquaculture sector and wish to congratulate the Government of the Republic of Malawi under the leadership of His Excellency President Lazarus McCarthy Chakwera for leading this course.

Honourable Minister, ladies and gentlemen, on behalf of SADC Secretariat, I wish you all well in the deliberations that will lead to the launch of the Malawi Network for Women in the Fisheries and Aquaculture Sector, which is a huge step towards ensuring that women if fisheries and aquaculture achieve gender equality by 2030.
#BreakTheBias ("Gender equality today for sustainable tomorrow")
Zikomo, Asante, Thank You, Merci, Obrigado

Annex 5: Speech by the FAO Resident Representative

Thank you for giving me the opportunity to speak on behalf of the Development Partners at this important event. I will be brief, Honorable Minister, because everybody here has a great deal of work to do to ensure that the network is established and members are conversant with the expectations of the network.

As development partners we want to make a few comments as follows:

Honorable Minister, distinguished delegates, Ladies and Gentlemen, the importance of the fisheries sector cannot be emphasized as the sector plays an important role in economic and social development.

From development partners' perspective we support this launch of the national chapter of AWFISHNET in particular at FAO through the SSF project where we are working towards empowering women in small scale fisheries. This is also in line with the FAO Voluntary Guidelines for Securing Sustainable Small-scale Fisheries (SSF Guidelines) which supports responsible fisheries and sustainable socio-economic development with an emphasis on the small-scale fishers and fish workers including the vulnerable and marginalized people.

We recognise that women constitute over 50 percent of those employed in fisheries and aquaculture sub-sectors and they engage in various types of activities including fish farming, fishing as gear owners, women are predominant in the post-harvest sector in small-scale processing and yet their contributions remain greatly devalued. This network will enhance the visibility of the roles that women play in both small scale fisheries and aquaculture.

We envisage that the establishment of such a network will contribute to enhancing economic empowerment of women in fisheries and aquaculture, which is not an issue of social justice alone but also important for sustainable economic growth within fisheries sector.

The launch of the AWFISHNET Malawi Chapter has coincided with the International Year of Artisanal Fisheries and Aquaculture (IYAFA 2022). And this marks a great milestone in Malawi when we are recognizing the women who play a great deal of work in the fisheries and aquaculture subsectors.

On our part, as Development partners in Malawi we will provide the necessary technical support to ensure the network achieves its intended objectives.

Honourable Minister, Distinguished Delegates, Ladies and Gentlemen, with these few remarks, I thank you all for your attention.

Annex 6: Speech by the representative of AU-IBAR Director

OPENING REMARKS BY THE ACTING DIRECTOR AU-IBAR, DR NICK NWANKPA DELIVERED BY Mr. ADMORE CHAKADENGA

ESTABLISHMENT OF THE MALAWIAN CHAPTER OF AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFISHNET)

28TH February to 1ST March, 2022

- Hon. Minister of Natural Resources and Climate Change, Malawi, Honorable Eisenhower Nduwa Mkaka MP.
- Representative from the Ministry Natural Resources and Climate Change Mr Hilary Namainja
- Representative of SADC Dr Motseki Hlatshwayo
- Representative of AWFISHNET Ms Violet Kanyamula
- Representatives of the Development and Technical p artners
- Representatives of women across the country
- Distinguished ladies and gentleman
- All protocol observed

On behalf of the Acting Director of African Union Interafrican Bureau of Animal Resources (AU-IBAR), Dr Nick Nwankpa who could not be with us for unforeseen reasons, I humbly extend warm regards and AU-IBAR's appreciation to His Excellency, the Honourable Minister Eisenhower Nduwa Mkaka MP for on behalf of the Government of the Republic of Malawi, accepting to support women in the fisheries and aquaculture sector organise into a formal national network as a mechanism for fostering equity and sustainability within Africa's fish sector.

AU-IBAR is a specialized technical office in the Department of Agriculture, Rural Development, Blue Economy and Environment (ARBE) of the African Union Commission (AUC). The mandate of AU-IBAR is to provide leadership, coordinate and promote coherence in the implementation of the Africa's continental policies on the utilisation and management of Africa's animal resources as a contributor to Agenda 2063 and the UN Sustainable Development Goals (SDG's).

Our action today is an outcome of the African Heads of State and Government's (AHSG) Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improved Livelihoods in 2014. In this Declaration, the AHSG committed to boosting intra-African

trade in agricultural commodities and services, ending Hunger and halving Poverty in Africa by the year 2025 through Inclusive agricultural growth and transformation and harnessing markets and trade opportunities, tripling intra-African trade in agricultural commodities and services by improving access to markets, halving current levels of post-harvest losses by the year 2025 and facilitating the preferential entry and participation for women and youth in gainful and attractive agri-business opportunities.

Distinguished Ladies and Gentlemen, by 2014, Africa's fisheries sector employed about 4.9 million people and was the major source of fish for 200 million Africans (FAO, 2014). Of those employed in the sector, about 68% were in direct fishing and 32% in processing and trade. Sixty-nine percent of the fish processors and traders constituted women. Women, are therefore key stakeholders in Africa's fish value chain. Unfortunately, the roles of women and youth in the sector remained unrecognized and thus undervalued, due to gender-based and youth-centered bottlenecks which hinder their participation in the sectors decision-making processes. Consequently, women and youth do not have equitable access to the resources and essential services they need to enable them fully harness the economic opportunities presented within Africa's existing and emerging fish markets. This, has resulted into loss of development opportunities and undermined the contribution of Africa's fisheries sector to food and nutrition security, poverty eradication, equitable regional trade, and sustainable fishery resource management and utilization.

in recognition of the significant role women and youth play, not only Africa's fishery but the entire agricultural sector, in 2014 the Joint Conference of African Ministers for Agriculture, Rural Development, Fisheries and Aquaculture additionally emphasised the need for empowering women and youth engage in policy dialogue to address the biases affecting their participation in policy making and developmental processes with the view of creating a conducive environment for strengthening their ability to sustainably harness the economic opportunities within fisheries sector through small and medium enterprise development, safe regional fish trade and sustainable fisheries management. This aspiration is enshrined in the continent's Policy Reform Framework and Strategy for Fisheries and Aquaculture in Africa (PFRS) and the Africa Blue Economy Strategy (ABES).

Distinguished Ladies and Gentlemen, given its mandate, AU-IBAR responded to this call by facilitating the establishment of the African Women Fish Processors and Traders Network (AWFishNET) in 2017. In 2019, AWFISHNET was endorsed by the Specialized Technical Committee meeting of Ministers responsible for Agriculture, Rural Development, Water and Environment (STC-ARDWE)

and is therefore recognized by the highest AU policy organ, the AHSG. The action to establish a national AWFISHNET chapter in Malawi is therefore in compliance with the PFRS and ABES that advocate the engagement of Non-State Actors through organised networks as a mechanism for fostering equity and all-inclusive growth within the sector by empowering the disadvantaged (especially women and youth) to participate and contribute across all levels of decision making and practice.

On behalf of the Acting Director AU-IBAR, I would like to implore the sectors development partners and all those of goodwill to support this noble cause.

Distinguished Ladies and Gentlemen, to conclude, allow me congratulate the People and Government of the Republic of Malawi on behalf of the Director AU-IBAR, for their commitment in promoting the Malabo Declaration's recommendation on facilitating the preferential entry and participation of women and youth in gainful and attractive agri-business opportunities as is evidenced by the hosting of this workshop.

I thank you for your kind attention and wish you fruitful deliberations.

Annex 7: Remarks by the Director of Fisheries

REMARKS BY THE SOUTH AFRICAN REPRESENTATIVE MS. PHELADI CHILOANE

Thanks you Director of Ceremony, Madam Jacqueline Kazembe, SDDoF – Training

- Minister of Natural Resources and Climate Change, Honourable Eisenhower Nduwa Mkaka, MP
- FAO Resident Representative in Malawi, Dr Zhijun Chen
- Representative of the Director of the African Union InterAfrican Bureau for Animal Resources (AU-IBAR), Mr. Admore Chakadenga and Officials from the AU-IBAR
- President of AWFISHNET, Madam Pheladi Chiloane
- Malawi Chapter Representative, Madam Violet Kanyamula
- SADC Technical Advisor on Fisheries, Dr. Hlatshwayo Motseki
- Director of Administration in the Ministry of Natural Resources and Climate Change, Mr Hillary Namainja and all Government Officials present here
- Development Partners in the Fisheries and Aquaculture Sub-sectors here in Malawi
- Distinguished Women Fish Processors and Traders
- Members of the Press
- Ladies and Gentlemen

Honourable Minister and distinguished Participants, Let me welcome you to the Official Launch of the Malawi Chapter of African Women Fish Processors and Traders Network (AWFISHNET) here in Lilongwe at Ufulu Gardens.

Our Guest of Honour, this is an exciting moment for the Malawi's fisheries sector considering that we are registering another milestone in our work especially in the fisheries governance which is one of our Policy Priority Areas as highlighted in the National Fisheries and Aquaculture Policy of 2016. Your presence signifies how you value the fish value chain and its actors.

Honourable Minister and Distinguished Participants, we know that for fish and fish products to be found at a market it means they have gone through several hands from production, processing, packaging, transporting and marketing. Even for actors mainly women to access the fish on a beach, sometimes it is not easy especially when fish catches are low. At a market sometimes women

fish traders do not have a bargaining power, as they always face 'a Ndagwira', who are powerful middlemen who determine prices on behalf of the women.

Therefore, establishment of the Malawi Chapter of the AWFISHNET is commendable as it a platform that will ensure sharing of information and experiences on fish processing and trading along the value chain.

On the part of the Government of Malawi through your Ministry, Honourable Minister, Sir, mobilising various actors along the fish value chain into cooperatives, provision of an improved cold chain and fish processing and sanitation facilities through the ongoing Sustainable Fisheries, Aquaculture Development and Watershed Management Project, the FAO/NORAD supported Small Scale Fisheries Project and other NGOs are some of the means of addressing challenges that women actors experience along the value chain. In simple terms, if fish is well processed by individuals or cooperatives it can be sold in super markets hence earn more income. In this way no more 'a Ndagwira' would be encountered.

Our Guest of Honour and workshop participants, with these remarks I thank you for your attention.

Annex 8: Speech by Ms Violet Kanyamula

SPEECH BY MS VIOLET KANYAMULA AT THE LAUNCH OF THE MALAWI CHAPTER OF THE AWFISHNET 28TH FEBRUARY TO 1ST MARCH 2022

- The Minister of Natural Resources and Climate Change, Honorable Eisenhower Nduwa Mkaka, MP;
- The Representative of the Director of the African Union InterAfrican Bureau for Animal Resources (AU-IBAR), Mr. Admore Chakadenga;
- The Resident Representative for Food and Agriculture Organization of the United Nations (FAO), Dr Zhijun Chen
- The SADC Technical Advisor on Fisheries, Dr. Hlatshwayo Motseki;
- The representative for AWFISHNET South African Chapter Ms Pheladi Chiloane
- The representative of the Secretary for Natural Resources and Climate Change, Mr. Hilary Namainja;
- Representatives from Development Partners here present;
- The Director of Fisheries, Dr. Friday Njaya;
- Senior Government Officials present;
- Female fish value chain actors from aquaculture and capture fisheries here present;
- Members of the Press;
- Distinguished Ladies and Gentlemen
- All protocols observed

Good morning

Honorable Minister, I am delighted that today we are all gathered here to witness the launch of the Malawi Chapter of the AWFISHNET with the aim of enabling women working in the small scale fisheries and aquaculture to work together for the betterment of the women owned businesses in fish value chains.

You are all aware that women play a very critical role in the fisheries both small scale capture fisheries and aquaculture.

Honorable Minister and distinguished ladies and gentlemen, in attendance we are over 40 women drawn from different SMEs in both aquaculture and small scale fisheries in all the four regions

across the country. Some of the women present have participated in AWFISHNET activities at the continental level.

Honorable Minister and all distinguished ladies and gentlemen, we recognize the Malawi Chapter of AWFISHNET as a critical platform to spur inclusive business development by harnessing leadership roles of Malawian women involved in small scale fisheries and aquaculture. The chapter is also recognized as an opportunity for building a great legacy in as far advancing Gender Equality and Women Empowerment is concerned in the small scale fisheries and aquaculture sub-sectors.

I want to encourage my fellow women present here to utilize the two days very well and come up with priority areas of focus and to provide direction of post launch activities and cascading the National Chapter to the district and community levels to ensure all women at all levels participate in the national chapter of the AWFISHNET.

With these few remarks I thank you for your attention

Thank you very much.

Annex 9: Remarks by Pheladi Chiloane SA AWFISHNET representative

CONSULTATIVE WORKSHOP TOWARDS THE ESTABLISHMENT OF THE MALAWI NETWORK FOR WOMEN IN FISHERIES AND AQUACULTURE

28th February – 1st March 2022, Lilongwe, Malawi

- Malawi AWFISHNET Chapter launch ON BEHALF OF AWFISHNET President – MRS BEYNE ATEBA BALIABA
- BY MS PHELADI CHILOANE
- Honorable Mkaka MP Minister Of natural resources and climate change
- Madam Chair Mrs Jacqueline Kazembe
- Mr Hillary Namainja representative of permanent secretary for natural resources and climate change
- Representative of SADC Secretariat, Dr Motseki Hlatshwayo
- Representative of the Director of African Union – Inter African Bureau for Animal Resources (AU-IBAR), Mr Admore Chakadenga
- Director of Fisheries in Malawi, Dr Friday Njaya
- Resident representative of FAO Dr Zhijun Chen
- Senior government officials
- Members of the media and press

Ladies and gentlemen representatives of development partner organizations;

My dear colleagues, women fish producers, processors and traders of the Republic of Malawi,

Ladies and gentlemen,

It is a real pleasure for me to address this assembly on the occasion of the opening of the national consultative workshop for the creation of the Malawian network of women engaged in fishing and aquaculture.

First of all, allow me to express our sincere thanks to:

- The Republic of Malawi for the warm welcome and the opportunity it gives us to take an important step in establishing networks of all women in the fisheries and aquaculture sector;
- The African Union through its Inter-African Bureau for Animal Resources (AU-IBAR) which

once again demonstrates its willingness to support AWFISHNET in achieving its objectives;
- All development partners for their multifaceted support for AWFISNET;
- All the participants who made the trip on this occasion and making this meeting a priority amongst all their many activities.

Ladies and gentlemen,

In Africa, 200 million people depend on protein from fish products. These products are mostly supplied by inland fisheries, which according to a report by the Food and Agriculture Organisation (2014) also employs nearly 4.9 million people, of which 69% of are women.

There are processors and traders of fish products within Africa, which occupy the entire value chain including the distribution of products consumed by the majority of households in Africa.

Although gender is on the development agenda, many inequalities remain in the sector. The majority of women remain marginalized, particularly with regard to access of natural resources, relevant information, knowledge, skills and capital that they need for their various businesses.

In order to improve the framework for women's interests in this sector; the African Union in 2017 facilitated the establishment of a platform of women fish processors and traders called: African Network of Women Engaged in Processing and Fish Trade (AWFISHNET). The mission of AWFISHNET is to 'Enable African Women fish processors and traders to effectively manage their social, economic and political development processes for improved livelihoods' It aims to contribute to improving the well-being, working conditions and income of women in the fisheries sector (and in particular women working in the post-harvest sector) within the Member States of the African Union.

The African Women Fish Processors and Traders Network (AWFISHNET) is a membership network of Women fish processors and traders in the continent of Africa. The network membership is drawn from the national associations of Women involved in the fisheries sector from 32 African Union (AU) countries. Currently, the member countries are Algeria, Benin, Burkina Faso, Burundi, Cameroon, Central Africa Republic, Chad, Comoros, Congo, Cote d'Ivoire, D.R. Congo, Ethiopia, Egypt, Gabon, Ghana, Guinea, Kenya, Liberia, Madagascar, Malawi, Mali, Mauritania, Nigeria, Senegal, Sierra Leone, South Africa, South Sudan, Tanzania, Togo, Tunisia, Uganda, and Zambia. These women represent 58% of all African Union Membership Countries.

To build on their commitment for a fisheries sector that ensures sustainability, inclusion and the empowerment of Women in fisheries; AWFISHNET has developed her first 5-year Strategic Plan (2021-2025) which I will be presenting during the course of the meeting.

The development of the Strategic Plan was guided by participatory and collaborative approaches that engaged AWFISHNET leadership and stakeholders through various instruments for consultations, information and reflections. The development of the Strategic Plan was a collective effort with both forward and backward consultations that included different interest groups particularly members of the AWFISHNET Bureau, AWFISHNET Members, Partners, Donors (including Food and Agricultural Organisation (FAO), SwedBio, Oak Foundation, World Fish, Women in Sea Food), among others. These interactions, the sharing of feedback, and consultation were guided by key informant interviews and a virtually coordinated a five-day strategy workshop.

Extensive review of external literature on trends and issues in the fisheries sector and particularly issues affecting Women in fish trade and processing were analysed extensively. Equally a review of internal literature on the founding documents of AWFISHNET including the AWFISHNET profile, the constitution, PWC organisation assessment report, General Assembly and Bureau meeting reports, monitoring, Evaluation, and Learning reports, due diligence reports and workshop reports were undertaken. This further emphasizes that the AWFISHNET strategic goals and priorities is a collective of different viewpoints from its national chapters as well as stakeholders and should be pursued in the next five years with the utmost commitment and urgency which it deserves.

As previously stated AWFSIHNET has and continues to establish individual country chapters; one such chapter is the SOUTH AFRICAN NETWORK FOR WOMEN IN THE FISHERIES & AQUACULTURE (SANWFA) SECTORS which was formally launched in Pretoria in the month of October 2021.

The participants at that launch collectively agreed to contribute to improving the welfare, working conditions and income of women in the fisheries and aquaculture sector within South Africa.

It is therefore in the pursuit of achieving this objective that today we find ourselves in Malawi for the launch of the Malawian platform, so that Malawian women in this sector can participate with other women on the continent in the sustainable development of fishing in Africa.

I therefore take this opportunity to invite you, Malawian women, to get massively involved in the construction of this platform, which is first and foremost yours.

I am convinced that Malawi does not only have this handful of women present here today as committed actors in the fishing sector as this is truly a national network.

First of all, I would like to thank the Malawian government for approving the creation of this platform, and I also ask it to continue supporting and supervising this network until its maturity.

To the development partners, you have been with us at the continental level and thanks to you; today we can deploy this network across the continent. Please also pay the same attention to each of our national networks.

I thank you.

Annex 10: Results of the polls for the Executive Committee positions

Chairperson

Violet Kanyamula	(Mangochi)	18

1st Vice Chairperson

Louise Magaleta	(Mchinji)	10

2nd Vice chairperson

Anne Abraham	(Kasungu)	7

Secretary General

Rhoda Mkumbwa	(Lilongwe)	13

Vice Secretary General

Laness Chavula Kaunda	(Mzuzu)	12

Treasurer

Agnes Masi	(Lilongwe)	15
Ruth Malemia	(Blantyre)	9

Representative for youth

Effie Gustino	(Mangochi)	15
Charity Banda	(Mulanje)	12
Tryness Mhango	(Rumphi)	7

Representation for people living with disabilities

Ruth Malemia	(Blantyre)	19
Ellen Gondwe	(Karonga)	10
Oliver Jackson	(Salima)	5



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