AFRICAN UNION
INTERAFRICAN BUREAU
FOR ANIMAL RESOURCES

EUROPEAN UNION

CONSULTATIVE MEETING ON ESTABLISHMENT OF THE ETHIOPIAN CHAPTER OF AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFISHNET ETHIOPIA)



11TH - 12TH OCTOBER 2021
ADDIS ABABA, ETHIOPIA

FishGov 2 Project

AUDA-NEPAD
AFRICAN UNION DEVELOPMENT AGENCY

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I. EXECUTIVE SUMMARY

Based on the initiative of the African Women Fish Processors and Traders Network (AWFISHNET), and through financial support and collaboration with FishGov 2 Project, the European Union, the Ministry of Agriculture of Ethiopia, AU-IBAR and AUDA-NEPAD, a two-day consultative meeting was organized to establish the Ethiopian Chapter of AWFISHNET. The meeting was held at Jupiter International Hotel in Addis Ababa on 11-12 October 2021.

The main objective of the meeting was to establish the Ethiopian Chapter of AWFISHNET so that Ethiopian women can be represented at continental level to network with the continental and other national networks. AWFISHNET's general objective is to contribute to improving the welfare, working conditions and income for women in fisheries and especially in the post-harvest sector within the member states of the African Union. Specifically, the network seeks to provide a platform for women fish processors and traders to, i) facilitate collaboration and cooperation between women fish processors and trader associations in the continent; ii) share best practices, experiences, technologies and learning together; iii) advocate for issues affecting their activities and facilitate enabling policy environment to enhance their role in fisheries sector in the continent; iv) build and strengthen the capacities of its members to effectively implement the continental policies in Africa at all local, national, regional and continental level; v) attract increased public and private investment in fish post-harvest sector (fish processing and trading); and vi) strengthen their role as SME and hence expand their market and marketing opportunities, resulting in improved access to market for women's products and their equitable participation in intra-regional African fish trade.

A total of 23 women and men participants attended the meeting. The participants were drawn from different private sector actors in the fisheries and aquaculture value chain, government sector, international organizations, professional and sectoral associations, consultants and mass media agency. The major outcomes of the meeting can be summarized as:

1) The consultative meeting to establish the Ethiopian Chapter of AWFISHNET successfully organized
2) Constitution and Rules of Procedure of AWFISHNET Ethiopia adopted
3) Action Plan 2022-2023 of AWFISHNET Ethiopia adopted
4) The Ethiopian Chapter of AWFISHNET established
5) Election of the Executive Committee of AWFISHNET Ethiopia conducted

The newly elected members of the Executive Committee of AWFISHNET Ethiopia are:

1)	Mrs Kidist Zelalem	Chairperson
2)	Mrs Tsion Dereje	Vice Chairperson
3)	Mrs Maheder Admassu	Secretary General
4)	Mrs Hiwot Teshome	Vice Secretary General
5)	Mrs Mekdes Teka	Treasurer
6)	Ms Ruth Desalegn	Representative of Disabled People
7)	Mrs Berhan Mohammed	Representative of Youth

8) The eighth member of the Executive Committee will be an employed Executive Manager.

I. INTRODUCTION

In Africa, women are still faced by a number of challenges such as access to capital/funding for women in the sector; lack or limited participation of women traders and producers in policy decision; high costs of fish production; limited information sharing on prices, markets, and training and educational opportunities amongst others.Their work is often undervalued and usually receives less pay for the same work as compared to their male counterparts. On the other hand family responsibilities limit their potential in taking full advantages of the opportunities in the sector. Their role in decision making processes is limited in the governance institutions, communities and even at household level.

This is still happening despite gender issues being on the development agenda for many years. Lately fisheries and aquaculture reforms have been escalated in the member states of African Union after the African Heads of State and Government, through the Malabo Declaration on Accelerated Agricultural Growth and Transformation for Shared Prosperity and Improve Livelihoods (Doc. Assembly/AU/2/(XXIII), committed to boosting Intra-African trade in Agricultural commodities and services. Furthermore, they committed to Ending Hunger in Africa by 2025, Halving Poverty by the year 2025, through Inclusive Agricultural Growth and Transformation and harnessing markets and trade opportunities, locally, regionally, and internationally.

In addition, they resolved to triple, by the year 2025, intra-African trade in agricultural commodities and services by improving access to market; to halve the current levels of Post-Harvest Losses by the year 2025; and support and facilitate preferential entry and participation for women and youth in gainful and attractive agri-business opportunities.

In implementing the Malabo declaration to effectively reverse this situation and make sustainable positive changes in gender equality, the African Union has developed a Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa (PFRS), which was adopted by 23rd summit of African Heads of States and Governments in Malabo, Equatorial Guinea, in June 2014.

The strategy stresses strengthening the role and capacities of women in the fisheries and aquaculture to participate and contribute to artisanal fisheries as a means for poverty alleviation, food and nutritional security and socio-economic development. One of the seven policy objectives of this Pan African Document is to guarantee and sustainably strengthen the role and contribution of fisherwomen in artisanal fisheries to poverty alleviation, food and nutritional security and socio-

economic benefits in Africa.

At the international level a number of frameworks have been developed advocating for the recognition of the role and contribution of women in the fisheries and aquaculture such as FAO Voluntary Guidelines for Securing Sustainable Small-Scale Fisheries in the Context of Food Security and Poverty Eradication (the SSF Guidelines) and the Sustainable Development Goal 5 on achieving gender equality and empowering all women and girls also acknowledges that the role of women in the fisheries and aquaculture sector is unrecognised.

In November 2016, African Union- Interafrican Bureau for Animal Resources (AU-IBAR) and its partners NEPAD Agency and WorldFish organized two trainings (Anglophone and Francophone) on trainer's workshop on Fish Handling, Hygiene and Sanitary and Phytosanitary Measures along the Post-Harvest value chain. From both trainings a strong recommendation was made by women on the need for establishing a continental network of women fish processor and trader as a mechanism to promote intra African fish trade utilizing the associations that participated to the trainings as nucleus. At their request AU-IBAR, AUDA-NEPAD and WorldFish through FishTrade and Fisheries Governance (FishGov 1) supported Women to establish African Women Fish Processors and Traders Network (AWFISHNET) as a forum through which women could share experiences, build the capacities of its members to adopt best practices, improve the access of women's fish products to local and regional markets, and advocate as one 'One Voice' to leverage their role and contribution to the sector.

AWFISHNET's general objective is to contribute to improving the welfare, working conditions and income for women in fisheries and especially in the post-harvest sector within the member states of the African Union. Specifically, the network seeks to provide a platform for women fish processors and traders to:

i. Facilitate collaboration and cooperation between women fish processors and trader associations in the continent;
ii. Share best practices, experiences, technologies and learning together;
iii. Advocate for issues affecting their activities and facilitate enabling policy environment to enhance their role in fisheries sector in the continent;
iv. Build and strengthen the capacities of its members to effectively implement the continental policies in Africa at all local, national, regional and continental level;
v. Attract increased public and private investment in fish post-harvest sector (fish processing and trading)

vi. Strengthen their role as SME and hence expand their market and marketing opportunities, resulting in improved access to market for women's products and their equitable participation in intra-regional African fish trade.

AWFISHNET is endorsed by Specialized Technical Committee meeting of Ministers responsible for Agriculture, Rural Development, Water and Environment (STC-ARDWE) in 2019 and therefore recognized by the highest AU policy organ. The African Fisheries Reform Mechanism (AFRM) provides a mechanism in which constituent women fish processors and traders from the African Union Member States, are fully represented and enable to participate and contribute at national, regional and continental decision-making processes through their respective National Networks of AWFISHNET.

The "2017 AWFISHNET Inaugural General Assembly" recommended a need to strengthen the capacity of existing national women's associations/networks and encourage the establishment of national women's networks where they do not exist. Out of the 55 AU MS, 13 countries have national networks of women with the following six created before AWFISHNET (DRC, Cameroon, Burkina Faso, Ivory Coast, Senegal and Benin), and seven created after the establishment of AWFISHNET (Congo, Uganda, Tanzania, Nigeria, Madagascar and Kenya and Ghana). There are efforts to expand its membership to the remaining 42 AU MS. Generally, AWFISHNET is built upon National Women Network that are anchored to the National Structures and linked to regional structures. Consequently, the role of AWFISHNET at the continental is to strengthen and support creation of the regional chapters in order to enhance communication among members and create linkages with other regional stakeholders for regional trade.

Through the Phase 2 of the Fisheries Governance project (FishGov 2) AU-IBAR and AUDA-NEPAD will be supporting 10 countries to establish and formalise their national women's chapters of AWFISHNET.

With this initiative, a two day consultative workshop was organized at Jupiter International Hotel in Addis Ababa, Ethiopia to establish the Ethiopian Chapter of AWFISHNET.

The main objective of the meeting was to:

i. Form the Ethiopian Chapter of AWFISHNET, comprising of women active in the fisheries and aquaculture value chain, with special focus on fish processors and traders.
ii. Deliberate and adopt a constitution and rules of procedure for the proposed national women

network that is in line with the continental AWFISHNET guidelines.

iii. Vote in the national network's inaugural executive office bearers

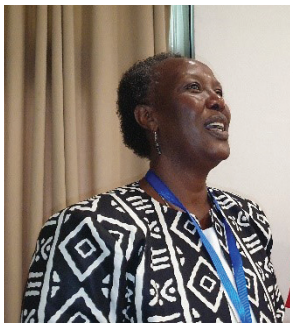
iv. Collectively identify key tasks and action plan for the legal operationalization of the proposed network.

Participants to the workshop were comprised of business women engaged in the fisheries and aquaculture sector, women fisheries and aquaculture researchers and development experts, fisheries and aquaculture consultants, officials from the Fisheries Resources Directorate of the Ministry of Agriculture, representatives of AWFISHNET, AU-IBAR, IGAD, EFASA and EAA, as well as a local mass media agency.

II. OPENING SESSION

Opening remarks were given by representatives from AWFISHNET, IGAD and AU-IBAR, followed by an official opening speech by Mr Hussein Abegaz, Director of Fisheries Resources Directorate, representing H.E. the State Minister for Livestock Resources Development at the Ministry of Agriculture.

1. Opening Remarks by Mrs Suzanne Njeri, Representative of AWFISHNET



Mrs Suzanne Njeri, representative of AWFISHNET, welcomed participants of the meeting and appreciated the organizers and facilitators for their effort to realize this meeting. Mrs Njeri highlighted on the challenges faced by African women in their life, and how women are disadvantaged at work places, less represented in offices and at decision making stages. While having priceless roles in managing their home and striving to generate income, many women face less valued by their respective societies. Mrs Njeri continued on explaining how the initiation and establishment of the African Women Fish Processors and Traders Network (AWFISHNET) went on, where the status of establishing national chapters has arrived, and why the current consultative meeting was organized. With this background, the objectives of the meeting to establish AWFISHNET Ethiopia and how it will be linked to the continental Network has been addressed. Mrs Njeri at last motivated all participants to show active participation in the meeting, promised to contribute her best towards supporting the network of Ethiopian women, and wished fruitful deliberations.

The full message of the opening remarks by Mrs Suzan Njeri is reflected in the "Introduction" section of this report.

2. Opening Remarks by Dr Edmealem Shitaye, Representative of IGAD



Dr Edmealem Shitaye, representative of IGAD, appreciated the effort being made by AWFISHNET to widen and strengthen the network of women actors in the fisheries and aquaculture value chain at national and continental level. He also highlighted on the need to empower women to strengthen their role in fish production and marketing, along with involving men actors in the sub-sector. Dr Edmealem briefly indicated IGAD's gender equality strategy, how the Ethiopian Chapter of AWFISHNET can be linked to partner with IGAD's gender-oriented projects, and efforts made by government sectors in Ethiopia to empower women. Dr Edmealem wished all participants to have fruitful deliberations during the two-day meeting.

Detailed message of Dr Edmealem to the participants of the meeting is presented in the "Technical Session" section of this report.

3. Opening Speech by Mr Hussein Abegaz Issa, Director of Fisheries Resources, Representative of the Ministry of Agriculture of Ethiopia



Representative of African Women Fish Processors and Traders Network
Representative of AU-IBAR Secretariat
Dear Participants;

Good morning,

It is my pleasure to welcome all participants for the two-day consultative meeting on establishment of the Ethiopian chapter of African Women Fish Processors and Traders Network (AWFISHNET).

First of all, I would like to thank the African Union- Inter-African Bureau for Animal Resources (AU-IBAR) for selecting Ethiopia for establishment of the Ethiopian chapter of AWFISHNET. It is another true testament to the importance of role of women in fisheries and aquaculture for the sustainable development of Ethiopia. This is a crucial sector that underpins the food security, nutritional requirements and livelihoods of many fishing communities.

In the fisheries sector of Ethiopia, men and women engage in distinct and often complementary activities that are strongly influenced by the social, cultural and economic contexts they live in. Fish catching is male-dominated task.

Compared with men, women often face more problems related to technology, finance for enterprise expansion, and transport. Most women are involved post-harvest processing, marketing and in aquaculture

In the post-harvest subsector, women must be allowed to participate in decision-making processes, and be provided with the access to physical and capital resources for developing their industry and meeting their needs and aspirations.

Some initiatives in country-level have been undertaken by institutions to promote gender equality at a national level. One of the initiatives is Ethiopian Network for Gender Equality in Agriculture which do not addressed the fishery sector practically.

Dear participants,

AWFishNET may act as the coordinating body for all members involved in fish processing and trade in Ethiopia. Members will use the consultative mechanism hereby established to strengthen institutional coordination and collaboration with respect to matters that affect the interests of women fish processors and traders.

Therefore we believe this continental network will create synergies between government, NGOs, development partners and research partners in their efforts to develop and implement gender responsive fishery policies, strategies, programs and projects in the sub-sector, and to create platforms to share information and lessons.

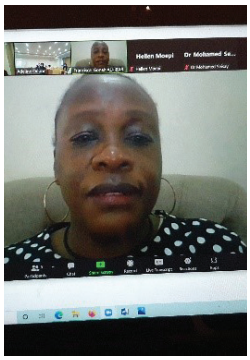
It is assumed that every relevant stakeholder have understood the significance of effective information exchange in intra agency and inter-agency collaboration for maximizing the socio-economic impacts of the fishery and aquaculture business as well as national and regional interest.

Against this back ground, I highly appreciate that, the establishment of national women's network (AWFISHNET) where it does not exist in Ethiopia. This network will enhance communication among members and create linkages with other regional stakeholders for regional trade.

Finally I wish a successful meeting.

Many thanks for your kind attention. Once again, welcome!

4. Opening Remarks by Dr Nick Nwankps, Acting Director AU-IBAR, Delivered by Ms Francisca Gonah (via Zoom video)



Hon. Minister in charge of fisheries and aquaculture or the representative
The Vice President of the African women fish processors and traders network (AwfishNet)

The Technical facilitators of this meeting
Representatives of the Development and Technical partners
Representatives of women across Ethiopia

Distinguished ladies and gentleman

I bring you warm greetings from the Acting Director of the African Union InterAfrican Bureau for Animal resources (AU-IBAR), Dr Nick Nwankpa who for unavoidable reason cannot be with us this morning. It is therefore with a great sense of humility to represent him at this very important national meeting to establish national chapter of the African women fish processors and traders network (AwfishNet). The Acting Director sends his deep sense of gratitude to His Excellency, the Honourable Minister for accepting the call from AU-IBAR to support women in the fisheries and aquaculture sector. Hosting this important event for women in fisheries and aquaculture in the home of African Union is a clear manifestation of this great country's commitments to the fundamental ideal of African Union as enshrined as a key goal in Agenda 2062 which is to ensure 'Full Gender Equality in All Spheres of Life', fisheries and aquaculture not the least.

Hon. Minister, distinguished participants

I seek your indulgence to introduce to the meeting as an African Union institution, AU-IBAR, AU-IBAR is a specialized technical office of the Department of Agriculture, Rural Development, Blue Economy and Sustainable Environment (DARBEA of the African Union Commission (AUC). The mandate of AU-IBAR is to support and coordinate the utilization of livestock, fisheries, aquaculture, bee and wildlife as resources for both human wellbeing and economic development in the Member

States of the African Union. AU-IBAR is located in Nairobi, Kenya.

Hon. Minister, distinguished participants

It is common knowledge that Women play significant role in the post-catch activities of the fisheries and aquaculture value chain, with 92% employed in the post-harvest activities (processing mainly). The role of women in the fisheries and aquaculture is crucial to food security in ensuring the distribution and availability of fish supplies to households. Women make significant contribution to food security, livelihoods and household incomes in the sector however their contributions are often not sufficiently recognised or adequately considered. However, this important role of women is often not recognized and they are often marginalized in national development priorities across Africa.

Distinguished Ladies and Gentlemen, therefore, in recognition of the important role of women and youth as non-state actor, the Hon. Ministers at the 2014 Joint Conference of African Ministers for Agriculture, Rural Development, fisheries and aquaculture recognized this marginalization and thus made the following recommendations:

1. Member States to promote empowerment schemes for enhancing the roles of women and youth in fisheries and aquaculture development activities including trade, marketing and production'
2. African Union, RECs and Member States to harness the opportunities for small and medium enterprise development by expanding domestic markets for fish, including growing urban demand. The Ministers additionally also urged the AU, RECs and Member States to strengthen the capacity of fish stakeholders along the value chain.
3. AU, RECs and Member States to facilitate the participation of non-state actors in fisheries and aquaculture decisions making processes

AU-IBAR has the responsibility to implement decisions and commitments of AU high Level Summits on issues relating to fisheries and aquaculture. In executing its mandate, AU-IBAR is guided by the Policy framework and reform strategy for fisheries and aquaculture (PFRS) and Africa Blue Economy Strategy.

The African Heads of States and Governments underscored the role of women as manifested by the following African Union instrumental and declarations:

1. PFRS identified the development of women and youth as a policy objective aimed at promoting the inclusion of knowledge-based gender and youth considerations in national policies, laws and plans.

2. The Agenda 2063, aspires for African woman to be fully empowered in all spheres, with equal social, political and economic rights.
3. The Malabo Declaration committed to supporting and facilitating participation of women and youth in gainful and attractive agri-business opportunities as a poverty reduction strategy.

Distinguished Ladies and Gentlemen, AU-IBAR responded to these calls and facilitated the establishment of the African Women Fish Processors and Traders Network (AWFishNET) in 2017, with the main objective to contribute to improving the welfare, working conditions and income of women in the fisheries and aquaculture sector (with due attention to the women in the post-harvest sector) within the member states of the African Union. The importance of women in in food security and socio-economic development was underpinned by the official endorsement of AWFISHNET by Specialized Technical Committee meeting of Ministers responsible for Agriculture, Rural Development, Water and Environment (STC-ARDWE) in 2019. AWfishnet is and therefore recognized by the highest AU policy organ. It is therefore in this vein that AU-IBAR, through the support of African Union, is supporting the establishment of national chapters of women in various African Union member states so that the women in fisheries and aquaculture can be recognized, empowered at national levels.

It is with a great appreciation to recognize all the accomplishments of AWFISHNET since its inception. AU-IBAR has been a strong partner of AWFISHNET and has since supported two meetings of the bureau members in 2018 (Dar es salaam, Tanzania) and 2019 (Abidjan, Ivory Coast). Furthermore selected members of AWFISHNET have been trained in Aquaculture Value Chain and Business Development. AU-IBAR has developed a community of practice, an online platform system in which AWFISHNET members interact. I urge the upcoming President of the national chapter to ensure that her members are part of this online platform for enhanced communication and information sharing among members at continental level. We believe these activities will enhance visibility of AWFISHNET members and create an environment to access investment and trade opportunities at national, regional and continental level.

Through the implementation of Fisheries Governance project phase two (FishGov 2) funded by EU we are supporting ten countries to establish their national chapters of AWFISHNET, Ethiopia being one of them. We implore partners present today to support the implementation of the keys agenda of the national chapter of AWFISHNET in order to support welfare of women fish processors and traders as well as enhancing intra-regional fish trade through trade corridors. AU-IBAR will continue to provide support to this national chapter.

Distinguished Ladies and Gentlemen, in concluding, on behalf of the Director AU-IBAR, I would like to express my profound appreciation to the Government and people of Ethiopia for their commitment towards supporting recommendations of our Heads of States and Government and for agreeing to host this important meeting. I also wish to thank the EU for their support to AU-IBAR for the sustainable development of the fisheries and aquaculture sector.
I wish you all very interactive discussions and to thank you for your kind attention.

The opening session was wrapped up by brief introduction of all participants of the meeting by explaining who they are, their institutional affiliation, current position and sectoral engagements.

III. TECHNICAL SESSION

1. SETTING THE SCENE

A few informative oral presentations were entertained to give background information about AWFISHNET, and also to indicate ongoing interventions and efforts in empowering women in the fisheries and aquaculture sector in Ethiopia and at continental level in Africa.

1.1 Background and Objectives of the Workshop, and Linkages of AWFISHNET with National Chapters

Mrs Suzanne Njeri, representative of AWFISHNET, presented the concept and explained about what AWFISHNET is all about, how it has been conceived, where the status of establishing national chapters has arrived, and why the current consultative meeting was organized. With this background, the objectives of the meeting to establish AWFISHNET Ethiopia and how it will be linked to the continental Network has been discussed. The whole idea reflecting her message is presented above in the "Introduction" section of this report.

1.2 Gender Equality in the Fisheries Sub-sector of Ethiopia

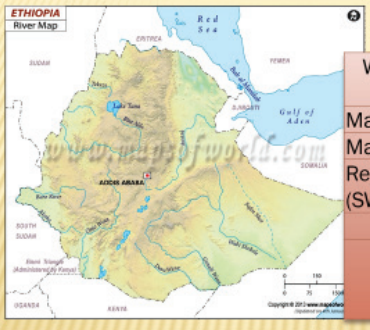
Mr Hussein Abegaz, Director of Fisheries Resources Development at the Ministry of Agriculture, presented on the resource base, fish production and marketing activities, role of women in the sector, challenges faced by women, and the gender equality strategy in the agriculture sector of Ethiopia. The slides on this topic are presented below.

ETHIOPIA:
GENDER EQUALITY IN THE FISHERIES SUB- SECTOR

Hussein Abegaz
Fishery Development Directorate
Ministry of Agriculture

Consultative Meeting on Establishment of The Ethiopian Chapter of African Women Fish Processors and Traders Network (AWFISHNET – ETHIOPIA)
11-12TH OCTOBER 2021 Addis Ababa

FISH RESOURCE POTENTIAL



Water body	Annual harvest potential (MT)
Major lakes	39262
Major Rivers	21,405
Reservoirs (SWB)	33,875
Total	94,542

Utilization 60,000t
Aquaculture= 534t

CAPTURE FISHERIES

- Almost all are men involving in fishing
- Very few women involved in subsistence fishing
- Some are in in fish processing /post harvest and making fishing nets under cooperative,







AQUACULTURE PRACTICE

A. Subsistence aquaculture



- More than 4000 pond fish farmers at national level.
- The fish ponds size area is about 100 – 300 m2 each.
- Fish Species used for stocking is Tilapia Nilotica.
- Most pond fish farming are integrated with irrigation and other crops and horticulture

..... COMMERCIAL AQUACULTURE

Aquaculture (earthen ponds)

- Trout farm
  + 25ton/yr



- SolomeBergman Aquaculture Plc
  Catfish 200-500ton/yr



- ASA-Ethiopia Cage culture
  Tilapia farm 500 ton/yr
- Others private aquaculture projects on the pipeline



ROLE OF WOMEN IN SMALL-SCALE FISHERIES

- processing,
- net making







FISH TRADERS













EXAMPLES OF GENDER ISSUES IDENTIFIED IN FISHERY

- **Male dominance in decision making**, resources and benefit control results in women having limited economic capacities and limited awareness for utilizing market opportunities.
- Married women have fewer opportunities to empower their capacities, knowledge and skills compared to men; including less access to training, experience-sharing visits or other extension events. It is assumed that after men receive training they will trickle across the knowledge and skills to other family members, but they rarely do.

.....EXAMPLES OF GENDER ISSUES IDENTIFIED

- Married women have limited decision-making power when it comes to sale of fish and do not control the income gained. This perception is **institutionalized both at community and implementer levels.**
- **Market infrastructures are poorly developed** and unsuitable for handling fish products. Women are therefore often forced to sell their fish products at lower prices.

THE GENDER EQUALITY STRATEGY FOR ETHIOPIA'S AGRICULTURE SECTOR (GESAS)

Overall objective

To enable rural women and men farmers, pastoralists and agro-pastoralists

- *to improve their food and nutrition security,*
- to *raise their incomes,*
- to *strengthen their resilience to climate change* by creating equitable and fair opportunities for men and women to participate in and benefit from agricultural development .

SPECIFIC OBJECTIVES

- Strengthen the policies, institutional structures and systems within the agriculture sector to address gender inequality;
- Increase capacity within MoA to deliver the gender equality strategy;
- Strengthen gender responsiveness in the delivery of agricultural services **to enable women and men farmers, pastoralists and agro-pastoralists** to contribute to and benefit from profitable economic activities in agriculture (investment);
- **Increase women's access to meaningful participation in decision-making instances**, including at the household, community, civil society and state institution levels, that are relevant for their IGAs (e.g. agriculture) and the fulfilment of their rights;
- **Develop and coordinate partnerships and collaborative efforts** within MoA structures and with relevant ministries and institutions to promote gender equality.

MAIN STRENGTHS AND OPPORTUNITIES FOR IMPLEMENTING THE GESAS

Strengths

- Political willing eradicate poverty in the country
- Availability of fisher cooperatives and groups
- Availability of policy, strategy and legislation for women and youth and strengthen cooperatives.

Opportunities

- Most fishers are young and can be fight for their rights
- Availability of new reservoirs for developing fisheries and increase women involvement as job opportunities

CONSTRAINTS

- Socio-cultural constraints
- Poor gender mainstreaming in extension programs planning, implementation and in monitoring, learning and evaluation
- Lack of awareness and knowledge among community and policy makers on women in fisheries
- Luck of input supply and technical knowledge
- Weak fishery cooperatives,
- Lack of support e.g credit facility
- Complexity of fisher community

CONCLUSION

- Needs attention to women in fishery, which are not properly considered for social development.
- Create awareness among policy makers the importance of women in fisheries communities and their role in contributing food and nutrition security.
- Fisher organizations should have appropriate role and activities in complemented *women for community empowerment to enable make decisions on resource management.*
- Women play an important role in fish processing and marketing as part of sustaining communities. Therefore the fisheries polices must consider them ensure their legitimate space in the sector.

1.3 Opportunities for Ethiopian Women and Linkages between Ethiopian Chapter of AWFISHNET and IGAD

Dr Edmealem Shitaye, representative of IGAD, gave detailed explanation of the need to empower women to strengthen their role in fish production and marketing, IGAD's gender equality strategy, how the Ethiopian Chapter of AWFISHNET can be linked to partner with IGAD's gender-oriented projects, and efforts made by government sectors in Ethiopia to empower women. His full message to the participants is presented below.

First and foremost it is noteworthy mentioning that fishery is a sub sector that helps in job creation, employment, income generation and plays significant role in ensuring food and nutrition security endeavours in particular when being addressed by women. Unfortunately it has not yet been well tapped in accordance with its immense potential in the country due to different situations.

The year 2015 has been fundamental for gender equality and women's empowerment in many ways, of which it marked the 20th anniversary of the Beijing Platform for Action, the mid-term of the African Women's Decade and the year was also dedicated to women's empowerment and development towards Africa's Agenda 2063.

Considering these events,The IGAD Gender Strategy (2016-2020) is developed with the recognition that gender equality is a fundamental pre-requisite for the region's and indeed Africa's socio-economic and political transformation. IGAD's, vision of being the premier Regional Economic Community (REC) for achieving peace and sustainable development in the region encompasses creating opportunities for women, men, girls and boys, disadvantaged and marginalized people and communities especially those in ASALs so that everyone can participate effectively in and benefit from the development in our countries. It is this inclusive growth and social cohesion that will lead to peaceful, stable and vibrant societies.

Central to this Strategy for IGAD is also the emphasis on the need to mobilize all Member States, Development Partners, Civil Society Organizations, Private Sector and Citizens in the region to promote the shared goal of gender equality and women's empowerment.The IGAD Secretariat do recognize that gender equality and women's empowerment must be systematically and consistently pursed through administrative, policy and programme measures.

Within this strategy, the most important targets for gender equality and women's empowerment which we give emphasis include women's rights as human rights; the development and improvement of inclusion; economic empowerment for women without disempowering men; education for girls and boys; equitable access and benefits from agriculture and natural resources; peace and security for all as well as women's and men's common acknowledgement of the need to remove imbalances in society and their shared responsibility in doing so. In this vision, we see a thriving environment in which women, and men, engage equitably in enterprise and public service delivery; a region where no man, woman or child faces institutionalized insecurity and abuse.

The IGAD embarked on a regional initiative aimed at ending drought emergencies in the Horn of Africa through a comprehensive approach. Endorsed by an Assembly of Heads of State and Government in September 2011, the IGAD Drought Disaster Resilience and Sustainability Initiative (IDDRSI) has since 2013 inspired and guided regional and national priorities to counter drought emergencies in East and Horn of Africa countries. A gender analysis of IDDRSI revealed that gender based roles, identities and attributes deepened the vulnerability of women and girls to drought shocks. The analysis further identified huge capacity gaps in the understanding and appreciation of gender inequalities in IDDRSI, and by extension the 'know how' of interventions to address them. This finding pointed to the crucial need for undertaking strategic, targeted and pragmatic capacity development interventions, including knowledge generation and sharing for improved practices on gender mainstreaming in IDDRSI at regional and national levels.

The second generation IDDRSI Strategy (2019-2024) acknowledges that gender issues cut across and are integral to all eight Priority Intervention Areas (PIAs). It underscores the critical importance of identifying and addressing gender perspectives in the design, implementation, monitoring and evaluation of all resilience building interventions through gender mainstreaming practices.

Gender mainstreaming (GM) involves assessment of the implications for women and men of any planned action, including legislation, policies and programs in all areas and at all levels. GM is a strategy to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres [ECOSOC].

To give effect to this technical and normative imperative, the 4th IDDRSI Steering Committee meeting held from 25th -26th March 2015 in Addis Ababa, Ethiopia resolved to 'establish a Gender and Resilience Working Group (GRWG) and Communities of Practice (COPs) for strengthening

gender mainstreaming in IDDRSI. And thus the GRWG has been established in 2016 with the goal to support the IDDRSI Platform and its members in ensuring that normative standards on gender equality and women's empowerment as spelled out in various international, regional and national instruments are sufficiently reflected and applied in the design, implementation, reporting, monitoring and evaluation of resilience programs in the region.

More specifically, it embarks on the programs and/or interventions focusing on innovation and knowledge sharing, ensuring gender mainstreaming in all development endeavors, through a capacity development and strengthening gender expertise in IDDRSI implementing institutions, document good practices and lessons learnt on gender mainstreaming, and strengthen accountability on gender equality.

IGAD, on top of establishing a GRWG, it has organized a gender and resilience knowledge share fair, which is embarked on The 2021 Gender and Resilience Share Fair draws on the recent decision by the African Union Heads of State and Government 33rd Ordinary Session (8-9 February 2020) to declare and adopt the period 2020-2030 the African Decade for Financial and Economic Inclusion of Women. This theme is critically important for women in Arid and Semi-Arid Lands because they suffer double exclusion; first as a result of gender based discrimination in the societies they live in, and second, due to gender-intensified vulnerability to climate-related shocks.

Thus, the IGAD/IDDRSI GR knowledge Share Fair has been organized with the following objectives:

- Build the capacity of policy makers and practitioners on effective gender mainstreaming in resilience-enhancing interventions
- Share successes and good practices on gender mainstreaming in resilience-enhancing interventions for uptake and replication;
- Facilitate establishment of collaboration and networking among stakeholders implementing cross-border resilience interventions in the IGAD region.

Cognizant of this event, I do believe, this consultative workshop, which is proceeding today and tomorrow towards establishment of the Ethiopian chapter of African Women fish Processors and Traders Network (AWFISHNET), is very much aligned with the IGAD gender strategy and IDDRSI framework and thus will be an additional ground-breaking and opportunity in addressing gender mainstreaming in different resilience- development endeavors, provided if we are committed to work in a coordinated and harmonized manner.

At present GAD is implementing the project the Blue Economy Initiative and The "Contribution of Sustainable Fisheries to the Blue Economy of Eastern Africa, Southern Africa and the Indian Ocean region (ES-SA-IO) - "Ecofish" is financed by the 11th EDF Cross-Regional Initiative with the overall objective of the project being to develop gender-responsive and climate-smart sustainable utilization of fisheries resources, and foster use of fisheries for building of resilience and bolstering of food and nutrition security and local economies especially for the fishing and "Arid and Semi-Arid Lands (ASALs)" communities in the two basins, Baro-Akobo-Sobat and between Ethiopia and South Sudan, and Lake Turkana Basin (LTB) shared between Ethiopia and Kenya. This initiative to establish AWFISH processors and Traders Network will bring an opportunity to deal with such development project focusing on fish and addressing women.

To my memory, the MoA in past decades has made significant effort to create awareness and popularize the fishery sector, to improve the production, support to fishery trade and business ventures, strengthen fisheries co-management development by involving all concerned stakeholders. Currently, apart from the natural water bodies, there are evolving diversified potentials and opportunities (e.g., aquaculture, artificial ponds and huge dams) to be exploited and to boost the fishery industry in the country. There is still, however, a need to strengthen and enhance the production and productivity, and the fisheries co-management of the production by establishing different network platforms and coordination mechanisms that eventually benefit the community and in particular, women and youth in the country, where this Network will have immense contribution to make a difference.

At present, more than ever before, cooperation and partnership, KM and information technology and networking has become a central instrument to build capacity of performance, enhance wealth, and institutional wellbeing of any group, organization or enterprise sustainably. And thus this intended AFW-Fish Network will have an indispensable role to improve the livelihood of women and the entire family/community in the nation.

In conclusion, I do acknowledge and appreciate the determination taken by the AU-IBAR and other concerned partners to initiate this important event towards the establishment of The AFW-FISH NET-WORK that ultimately empowers women. Moreover, I am so confident that this process of establishing the AWFISH NET through a strong information exchange effort will definitely bring considerable change in the mind-set of the community and level of capacity in addressing gender issues and will be benefiting the Ethiopian women engaged in fish industry at large.

2. TECHNICAL PRESENTATIONS



Dr Abebe Ameha Mengistu, Technical Facilitator of the meeting (and Fisheries and Aquaculture Consultant) presented drafts of two technical documents (Constitution and Action Plan) for discussion and adoption by participants of the meeting. In addition, Mrs Suzanne Njeri briefly presented the Strategy of AWFISHNET 2021-2026.

1) Draft Constitution and Rules of Procedure

The Rules of Procedure was basically drafted using AWFISHNET's template, and slightly customized to harmonize with the template that is recommended by the Ministry of Industry in Ethiopia. In this document, the names AWFISHNET Ethiopia, National Network, and Ethiopian Chapter of AWFISHNET are used to make distinction from the continent-level AWFISHNET. While most of the Articles and contents in the document are well aligned with the Ethiopian template, a few items (or Articles) needed to be incorporated from the Ethiopian template. Articles that mentioned in AWFISHNET about Deputy Treasurer, and Second Vice Chairperson positions are taken out from the document for the Ethiopian Network. The full document of the adopted Constitution is attached at the end of this report (Annex 1).

2) Draft Action Plan 2022-2023.

The two-year draft action plan was broadly categorized into four components: Recruitment of Employees, Organizing the Head Office, Executive Committee and Membership Activities, and Sectoral Activities. The required budget and monthly breakdown of the Action Plan has been suggested to be discussed and finalized by the Executive Committee. The final adopted Action Plan is attached at the end of this report (Annex 2).

3) Strategy of AWFISHNET 2021-2026

The five-year strategy of AWFISHNET has been briefly explained to participants of the meeting. The document was also considered as very important reference and template to develop the Strategy for the Ethiopian Chapter in the future. The PDF version of this document has been shared to all participants of the meeting to serve as reference.

3. DISCUSSION AND KEY ISSUES

All participants of the meeting were actively engaged in the discussion. Most of the discussion focused on several aspects of the agenda: about experiences of AWFISHNET (national chapters and continental level), on the structure of the Executive Committee of the Ethiopian Chapter to be elected, on criteria for membership, on commitment needed from members and the office bearers, on a few items in the Action Plan, and on the need to partner and collaborate with local and international organizations.









Key issues raised during the discussion were:

1. Challenges and opportunities for women in most African countries are somewhat commonly shared, and strong linkage with other national networks will be necessary.
2. Strong commitment is expected from the Bureau and all members to promote the National Network and obtain recognition
3. A lot of effort is needed to increase membership, and to ensure effective provision of membership services.
4. Besides strong commitment by the Bureau, employed staff members have to be qualified and experienced for the Manager and Office Assistant positions.
5. Types of membership have to include Regular, Associate, Student, Institutional and Honorary memberships. Considering Associate Membership will be helpful to involve committed men, as well as women researchers, development workers, educators, fish farmers, fishers, fisheries input suppliers along with women fish processors and traders.
6. Membership Registration fee and Annual fee is considered as one indicator of commitment of members. Accordingly the amounts of feeds were set for the different types of membership.
7. Possibilities of support and partnership with other organizations such as IGAD, Ministry of Agriculture and AU-IBAR were indicated as good opportunities for the newly established Ethiopian Chapter to start up smooth functioning.

IV. ELECTION OF MEMBERS OF THE EXECUTIVE COMMITTEE

Brief explanation was given by Dr Abebe Ameha Mengistu on the basic procedure to follow for election as per the guidelines of the Ministry of Industry. Accordingly, three members of an Election Committee were nominated and unanimously elected by participants to lead the election process. These were:

1. Mr Hussein Abegaz Issa — Chairperson
2. Mr Haileab Meresa — Vice Chairperson

3. Dr Abebe Ameha Mengistu Secretary

The Election Committee followed four steps for election of the Executive Committee:

Step 1: Election of Chairperson and Vice Chairperson from three nominations, with the 1st and 2nd rankings to be elected for the respective positions

Step 2: Election of Secretary General and Vice Secretary General from three nominations, with the 1st and 2nd rankings to be elected for the respective positions

Step 3: Election of Treasurer from two nominations, with the 1st ranking to be elected for the respective position

Step 4: Election of Representatives for Disabled People and Youth from three nominations, with the 1st and 2nd rankings to be elected for the respective positions

In all of the above four steps, the nominee who obtained the smallest number of votes will be kept as Reserve to fill the immediate upper position in case elected office bearers fail to actively work in the Executive Committee.



The newly elected members of the Executive Committee of AWFISHNET Ethiopia are:

1. Mrs Kidist Zelalem — Chairperson
2. Mrs Tsion Dereje — Vice Chairperson
3. Mrs Maheder Admassu — Secretary General
4. Mrs Hiwot Teshome — Vice Secretary General
5. Mrs Mekdes Teka — Treasurer
6. Ms Ruth Desalegn — Representative of Disabled People
7. Mrs Berhan Mohammed — Representative of Youth

The eighth member of the Executive Committee will be an employed Manager.

V. OUTCOMES OF THE MEETING

Proper planning and collaborative organization of the meeting, coupled with commitment from the facilitators and participants of the meeting has brought about effective and successful achievement of the objectives. The major outcomes of the meeting can be summarized as:

1. The consultative meeting to establish the Ethiopian Chapter of AWFISHNET successfully organized
2. Constitution and Rules of Procedure of AWFISHNET Ethiopia adopted
3. Action Plan 2022-2023 of AWFISHNET Ethiopia adopted
4. The Ethiopian Chapter of AWFISHNET established
5. Election of the Executive Committee of AWFISHNET Ethiopia conducted

VI. RECOMMENDATIONS

The following recommendations were drawn from deliberations during the meeting.

1. It is recommended for the newly elected members of the Executive Committee to get into action immediately.
2. Leaders of AWFISHNET Ethiopia have to visit and contact relevant organizations and institutions to officially inform establishment of the National Network.
3. The process of legal registration and licensing of the Ethiopian Chapter has to start immediately by preparing all required documents.
4. Preparation of a short proposal should be of priority to obtain some financial support to organize the office, recruit staff members and to organize inaugural conference.
5. AWFISHNET and AU-IBAR are expected to provide all possible support as initiators and

major partners of the Ethiopian Chapter

VII. CLOSING SESSION

FEEDBACK ABOUT THE MEETING

Participants of the meeting expressed their appreciation to AU-IBAR, AWFISHNET and the Ministry of Agriculture and all other organizations who collaborated to organize the meeting. Commitment of the facilitators (technical, local and AU-IBAR staff) as well as sense of ownership of government officials and representatives of different organizations and associations is impressive. Active participation of all participants and willingness and motivation of the elected office bearers has brought confidence to see the Ethiopian Chapter strengthened very quickly.

The only limitation observed in organizing the meeting was the short notices made to assign facilitators, invite participants and prepare the draft technical documents. Earlier arrangement of pre-meeting preparations and clear and detailed communication have to be exercised in future events.

CLOSING REMARKS

The newly elected Chairperson of the Ethiopian Chapter of AWFISHNET, Mrs Kidist Zelalem, acknowledged AWFISHNET, AU-IBAR, all collaborating partners, facilitators of the meeting and all participants for organizing this important meeting and for their help to establish AWFISHNET Ethiopia. She also thanked the participants and founding members of the Ethiopian Network for trusting in her and electing her for this huge responsibility of representing and leading Ethiopian women involved in the fisheries and aquaculture value chain. Mrs Kidist promised to the participants and AWFISHNET representative that she will do her best with her team members to strengthen the Ethiopia Chapter of AWFISHNET, provide the services it is required to offer, and bring it up to the international stage with increased visibility.

In her closing remarks, Mrs Suzanne Njeri, Representative of AWFISHNET, pointed out that successful organization of the meeting and achievement of the expected outputs under a very short time is a result of collective commitment by the organizers, facilitators, collaborating institutions, officials and above all, the active and enthusiastic participants. Similar meetings were also taking place in other African countries to establish their respective national chapters, and having the

Ethiopian Chapter successfully formed in this way will also be exemplary for other countries. Mrs Njeri also emphasized that the continental AWFISHNET and its partners will do their best to support the Ethiopian Chapter, and Ethiopia is now officially included in AWFISHNET. It will not be too long to see your contributions and involvement in the continental level Bureau, given that your hard work is continued. We will try our best to empower women in fish business in Ethiopia and improve their livelihoods as well as their equal representation and contribution to societal welfare. Thanking all participants and the Almighty God for our successful and colourful event, I declare that this meeting is officially closed.

VIII. ANNEXES

Annex 1: Constitution and Rules of Procedure of AWFISHNET Ethiopia

Article 1. Introduction and Background.

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 is a platform that seeks to strengthen position of women fish workers, and contribute to the SDGs and continental agenda of ending hunger in Africa and halving poverty by the year 2025, given their key role as active players in the 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 global level.

The idea to establish the women's network of fish processors and traders was conceived in November 2016 during the African women's training on fishing Handling, Hygiene and Sanitary and Phytosanitary (SPS) Measures along the Post- Harvest Value Chain. The founder members confirmed that a lack of organization and institutional participation by women in the sector is a significant indicator and source of marginalization, where inequitable access to fisheries governance is directly related to inadequate and insecure access to resources. The network was launched in April 2017, in Dar Es Salaam Tanzania during the Consultative Workshop that declared its headquarters to be in Mwanza.

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.

MISSION

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

Article 2. Preamble

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

"Executive Committee means the governing body of the Network. "Chairperson" means the Chairperson of the Network;"Member" means a recognized Member of the Network;"Network" means the African Women Fish Processors and Traders Network."National Network or Ethiopian AWFISHNET" means the Ethiopian Chapter of African Women Fish Processors and Traders Network "Representative" means representative of a Member of the Network or any other invited organization, individual or stakeholder; "Secretariat" means the Secretariat of the National Network.

Article 3. Objectives of the Network

3.1 Overall Objective

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

3.2 Specific Objectives

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

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

3.2.2 Sharing of best practices, experiences, technologies and learning;

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

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

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

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

Article 4. Name and Description of the Network

The name of the Network shall be AFRICAN WOMEN FISH PROCESSORS AND TRADERS NETWORK (AWFISHNET) - ETHIOPIA AWFISHNET Ethiopia operates as a non-profit making, non-political, non-ethnic and non-religious network that brings together women fish processors and traders from all over Ethiopia.

Article 5: Area of Operation of the Network

AWFISHINET Ethiopia will work within the Federal Democratic Republic of Ethiopia as per Chamber of Commerce and Sectoral Association Proclamation No. 341/1995. The National Network shall have its offices located in Addis Ababa.

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

Article 6: Objectives of AWFISHNET Ethiopia

The objectives of the Ethiopian Chapter of AWFISHNET correspond with the objectives set at continental level.

6.1 General objective

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

6.2 Specific Objectives

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

6.2.1 Collaboration and cooperation between and amongst women fish processor and trader associations across Ethiopia and the African continent;

6.2.2 Sharing of best practices, experiences, technologies and learning;

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

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

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

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

Article 7 - Status and Composition of AWFISHNET Ethiopia

7.1 AWFISHNET Ethiopia is a formal decision-making body. Members of AWFISHNET Ethiopia shall be women fish processors and traders as well as women fish farmers, fishers, fisheries input suppliers and associated professionals working in Ethiopia. Accordingly, AWFISHNET Ethiopia shall be a member of the continental level AWFISHNET together with other national networks of fish processors and traders within member states of the African Union.

7.2 The Ethiopian Network shall consist of the following governance structures:

- The General Assembly
- The Executive Committee
- The Secretariat

Article 8 - Functions of the Ethiopian Network

The Ethiopian Network shall;

i. Develop and implement public awareness campaigns and actions on specific fish processing,

trading, utilization and marketing of fisheries products issues;

ii. Facilitate multi-stakeholder activities and events such as round table discussions, public and private sector engagement.
iii. Organize capacity building activities and advocate on policy change;
iv. Demonstrate practical ways of overcoming obstacles and barriers in adopting best practice;
v. Improve and broaden networks and coalitions with relevant and like-minded organizations;
vi. Advocate for the development and introduction of favorable financing options for women fish processors and traders (including the piloting as well as evaluation of innovative financial instruments);
vii. Collate information from independent research to inform policies at the national, regional and continental level
viii. Disseminate information on matters pertaining to the interests of women fish processors and traders through their various networks and channels in the national, regional and continental level
ix. Carry out independent monitoring and evaluation of implementation of PFRS and other relevant policy instruments at national, regional and continental level;
x. Facilitate implementation of the PFRS and other policy instrument initiatives at national and regional level;
xi. Hold meetings and implement decisions made at General Assembly meetings;
xii. Carry out advocacy on the development and application of legislation (including legislation to facilitate free trade of fish products amongst member states).
xiii. Enhance fish production, handling, preservation and processing technologies as well as strengthening marketing and processing information of fish and fishery products.

Article 9: Functions of the Governing Structures

9.1 The General Assembly

This shall be the highest governing body of AWFISHNET Ethiopia. Its decisions are final in the running of the Ethiopian Network. It is constituted by all Members of the Ethiopian Network as defined by this document.

The General Assembly shall:

i. Determine the Policy and Program of the Network;
ii. Ensure that the Ethiopian Network carries out its functions and roles as outlined in these Rules of Procedures;
iii. Elect the office bearers;

iv. Hold at least one meeting annually;
v. Hold any extra ordinary meeting as need arises

9.2 The Executive Committee

The Executive Committee reports to the General Assembly, and shall be composed of eight elected office bearers, including National Coordinator who is employed by the Ethiopian Network.

i. Chairperson
ii. Vice Chairperson
iii. General Secretary
iv. Deputy General Secretary
v. Treasurer
vi. People with disabilities representative and
vii. Youth representative
viii. Manager (or Program Coordinator)

The Executive Committee shall hold office on for a term of 24 months which may be renewable for another 24 months.

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

9.2.1 Functions of the Chairperson

The Chairperson of the Ethiopian Network shall;

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

i. Preside over all National Network General Assembly Meetings
ii. Preside over all meetings of the Bureau / network
iii. Represent the Ethiopian Network in international meetings;
iv. Ensure that each member is given the right to speak in the General Assembly;
v. Have the power to rule on any Point of Order;
vi. Have the power to define the time allotted to speakers and also determine the number of times members can contribute on an issue;
vii. Exercise full control of General Assembly meetings and maintain order;
viii. Ensure that all Ethiopian Network Articles are adhered to and that the Network operates

within the framework of its values, principles and norms;

ix. Adjourn or close debate on an issue.

x. Close the list of speakers on an issue

xi. Suspend or adjourn a meeting.

B. Whenever the chairperson is unable to perform her duties for any reason, the Vice Chairperson shall perform the duties of the Chairperson.

9.2.2 Vice Chairperson

The Vice Chairpersons shall:

i. Assist the Chairperson and perform all the functions of the Chairperson in her absence;

ii. Be answerable to the Bureau and the General Assembly;

9.2.3 Secretary General

The Secretary General shall:

i. Manage the National Network's activities;

ii. Represent the National Network in all meetings and activities requiring the presence of the National Network;

iii. Maintain official records and minutes of the Executive Committee meetings;

iv. Process and renew the legal registration license of the National Network;

v. Communicate with members through the most efficient and cost-effective way available to disseminate information;

vi. Prepare and present an annual report to the General Assembly;

vii. Take minutes in all General Assembly meetings of the National Network;

viii. Aid in the establishment of the National Network's strategic direction;

ix. Arrange and convene all General assembly meetings;

x. Be the National Network's Chief Executive;

xi. Promote the development of the National Network's membership;

9.2.4 Deputy Secretary General

The Deputy Secretary General shall:

i. Assist and perform all functions of the General Secretary in her absence;

ii. Be answerable to the General Secretary and the General Assembly;

9.2.5 The Treasurer

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

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

9.2.6 People with Disability Representative

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

9.2.7 Youth Representative

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

9.3 The Secretariat of the National Network

The Secretariat shall be composed of employed staff members including a National Coordinator, Office Assistant, and supporting staff (as needed), and shall carry out and coordinate the day-to-day affairs of the National Network including but not limited to the following:

i. Manage and run overall activities of the Secretariat Office of the National Network in consultation with the Executive Committee;
ii. Communicate with Members on decisions which require their attention;
iii. Prepare action plans with Members and oversee implementation of decisions of the General Assembly and activities on relevant policy instruments including the Policy Framework and Reform Strategy for Fisheries and Aquaculture in Africa;
iv. Attend meetings of the Secretariat and any other fora that require their presence;
v. Collating, processing (where required) and disseminating information amongst the Members;
vi. Drafting and processing relevant documents as may be requested by the National Network;
vii. Providing all necessary support required for such meetings including report writing, preparation of press releases, communications and declarations.
viii. Providing support to the Bureau of the National Network;
ix. Keeping proper records of the National Network which must be properly organized for easy reference;
x. Disseminating the work of the National Network as may be required;
xi. Executing such other tasks as may be assigned to it by the National Network; and
xii. Facilitating exchange of information and work programmes between members and observers of the National Network.

Article 10: Meetings of the National Network

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

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

Article 11: Elections

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

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

A proper handing over shall be arranged and supervised by an appointed arbitrator or her representative.

Article 12: Quorum at Meetings

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

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

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

Article 13: General Assembly Meeting Agenda

i. The General Secretary shall, in consultation with and under the guidance of the General Assembly Chairperson, prepare a provisional agenda for the General Assembly;
ii. Any member of the National Network may request the General Secretary to include specific items in the provisional agenda;
iii. The General Secretary shall distribute the provisional agenda for the National Network General Assembly, along with other official documents to be considered at such a meeting, to the members in the official/working languages (Amharic and/or English) at least one month before the date of the meeting;
iv. The provisional agenda shall also be available to other relevant stakeholders of the National

Network;

v. The General Secretary shall include supplementary items proposed by Members to the provisional agenda;
vi. During the General Assembly meetings, Members of the National Network may revise the agenda by adding, deleting or amending items. Only items that Members consider to be of an important and urgent nature may be added to the agenda during a statutory meeting;

Article 14: Decision Making Process

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

i. Amend this constitution or any article(s)
ii. Suspend a rule;

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 National 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 National Network shall vote on the amendment on a 'first in and first out' basis.

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

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

Article 15: 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 16: Informal consultations

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

Article 17: Accreditation and Representation of Members

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

Article 18: Meeting Venue

i. Meetings of the National Network shall be held at a venue determined by any Member who offers to host the meeting or at the Secretariat Office of AWFISHNET Ethiopia.
ii. When two or more members offer to host the meeting, the venue shall be decided by simple majority (51%) of members.

Article 19: Invitation to meetings

The Secretariat of the National Network, in consultation with the Executive Committee, shall call for meetings in accordance to Article 10 above.

Article 20: Working Languages

The working languages of the National Network shall be Amharic and English, and where appropriate the African Union official languages will be used. Interpretation into the official languages of the members of the National Network present will be provided for at all the meetings of the National Network.

Article 21: Voting Rights

Only (Regular) Members of the National Network can vote. Each Member of the National Network shall have one (1) vote.

Article 22 Method of Voting

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

Article 23: Voting motions or proposals

The motions of proposals shall be seconded before being put to a vote. They may be withdrawn anytime as long as they have not been put to any vote. In the case of secondment, the Member who moved the motion or proposal may insist that it is put to vote as her own motion or proposal with

the same rights of precedence as if it has not been withdrawn by its original author.

Article 24: Records of the Meetings

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

Article 25: Communication

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

Article 26: Resource mobilization

The National Network shall mobilize financial and technical resources internally and externally to meet its objectives. Internally, the Member will pay membership and annual subscription fees (as determined by the General Assembly). Externally the National Network shall write proposals for financial and technical resources. The National Network shall agree in its first General Assembly on its financial guidelines (where to deposit funds raised, signatories and financial procedures, among others). Otherwise each member shall be financially responsible for her participation in the Network's activities.

Article 27: Amendments to Rules of Procedure

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

Articles 28: Entry into Force

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

The founding members of AWFISHNET Ethiopia, whose names are signed and attached herewith, have adopted this Constitution and Rules of Procedure at the Foundation Meeting of AWFISHNET Ethiopia held at Jupiter Hotel, Addis Ababa, Ethiopia, on the 12th of October 2021.

Additional Articles

With reference to the template recommended by the Ministry of Industry, Ethiopia, the newly elected members of the Executive Committee of AWFISHNET Ethiopia will incorporate the following items as additional articles in this Rules of Procedure:

1. Membership Requirements will be identified as women and men engaged in fish processing and trading, fish farming, fishing, input supply, research, development, consultancy, and related aspects along the value chain
2. Types of Membership will be: There will be five types of membership including, Regular, Associate, Student, Institutional, Honorary
3. Fees: Membership Registration and Annual Fees (in ETB), as set during the Foundation Meeting of AWFISHNET Ethiopia will be as follows:

Registration	Annual	
Regular	300	400
Associate	300	400
Student	50	100
Institutional	1500	2000
Honorary	----	----

4. Sources of Income: AWFISHNET Ethiopia will generate its income from Membership fees, Donations, Project activities and through service provision to its members.
5. Dissolution of the National Network: The legally accepted procedure to dissolve the National Network will be followed either through decision of the General Assembly, or by the legal body that gave registration license to the National Network.

Annex 2: Action Plan 2022-2023 of AWFISHNET Ethiopia

Background: As indicated in the Constitution of Rules of Procedures of AWFISHNET Ethiopia

Considerations:

- Calendar year: January 1 to December 31
- Year 2021: For pre-action preparations such as office set up, employ staff members, registration, etc
- Budget: Sources and amount yet to be determined for office organization and other sectoral activities
- Breakdown: Work plan and budget breakdown to be detailed by office bearers

S.N.	Activities	Unit	2022	2023	Remark
1	Recruit Office Staff				
1.1	Manager	Person	1	1	Employed EC member
1.2	Office Assistant	Person	1	1	Employed
1.3	Freelance Consultant	Person	1	1	External, Fisheries Expert
1.4	Auditor (Accounting)	Person	1	1	External, bi-Annual
2	**Organizing Office**				
2.1	Office	Set	1		In Addis Ababa
2.2	Documentation Materials	Set	1		Video/photo cameras, Sound recorder
2.3	Office Furniture, Computers, Printer, Photocopier/Scanner, Multimedia Projector	Set	1		
2.4	Consumables	Set	1		Stationery, Hygiene materials
2.5	Communication	Set	1		Telephone, Internet, Develop web page
2.6	Registration License and Bank account	Set	1	1	Legal certification, annual renewal, bank account
3	**EC and Membership Activities**				
3.1	Annual Conference of AWFISHNET Ethiopia	Event	1 (Inaugural)	1 (2nd Annual)	General Assembly meeting
3.2	Executive Committee meeting	Event	4	4	Quarterly regular EC meeting
3.3	Promotion of AWFISHNET and accompanying opportunities	Event	1	2	Provincial awareness creation events
3.4	Election of office bearers			1	During GA meeting
3.5	Participate in international events	Event	1	2	AWFISHNET, AU-IBAR, others (as invitations come in)
3.6	Participate in Trade and Knowledge-share Fairs	Event	1	1	Local or international

S.N.	Activities	Unit	2022	2023	Remark
3.7	Partnership and collaboration with networks	Event	3	5	All stakeholders
3.8	Prepare guidelines	Documents	3		HR, Financial, Fund-raising
3.9	Development of 5-year Strategy and Action Plan		1		
3.10	Increase membership	Percent	50	50	In Addis Ababa and provinces
4	**Sectoral Activities**				
4.1	Conduct women's needs assessment study	Number	1		
4.2	Development of different project proposals	Number	1	1	
4.3	Provide capacity building for women SMEs	Number		1	
4.4	Prepare database of fish processors and traders	Number		1	
4.5	Publish profile of women fish processors and traders	Number		1	Company/individual profile booklet
4.6	Organize training and workshop	Number	1	2	In fish processing, fish marketing, entrepreneurship
4.7	Participate in local and international training	Persons	*	*	As invitations come in

Annex 3: Agenda of the Consultative Meeting on Establishment of the Ethiopian Chapter of AWFISHNET

AGENDA

11-12TH OCTOBER 2021
JUPITER HOTEL, ADDIS ABABA, ETHIOPIA

Time	Activity	Person
	DAY 1	
08:00 – 09:00	Arrival and registration of participants	Mrs Tsion Dereje
	OPENING SESSION (facilitated by Mrs Tsion)	
09:00 – 09:10	Welcome Remarks by the AWFISHNET Representative	Mrs Suzanne Njeri (AWFISHNET)
09:10 – 09:20	Remarks by IGAD	Dr Edmealem Shitaye, IGAD
09:20 – 09:30	Remarks by Representative of AU-IBAR	AU-IBAR Representative
09:30 – 09:45	Opening Address by Guest of Honor from Ministry of Agriculture (MoA)	Dr Fikru Regassa (State Minister, Livestock Sector, MoA)
09:45 – 09:55	Brief Introduction of Participants	Mrs Tsion & Participants
09:55 – 10:15	Family Photo and Tea Break	ALL
	SETTING THE SCENE SESSION (facilitated by Mrs Suzanne Njeri)	
10:15 – 10:30	Background and objectives of the Workshop: Presentation	Dr Abebe Ameha Mengistu & AU-IBAR representative
10:30 – 10:45	Introduction to AWFISHNET and Linkages to national and regional chapters	Mrs Suzanne Njeri
10:45 – 11:00	Gender equality in the fisheries sub-scector of Ethiopia	Mr Hussein Abegaz, MoA
11:00 – 11:15	Opportunities for Ethiopian women and linkages between Ethiopian chapter of AWFISHNET and IGAD	Dr Edmealem Shitaye, IGAD
11:15 – 11:45	Draft Constitution and Rules of Procedure for AWFISHNET-Ethiopia: Presentation	Dr Abebe & Mrs Njeri
11:45 – 13:00	Discussion on and adoption of Constitution	Mrs Njeri and Participants
13:00 – 14:00	Lunch break	ALL
14:00 – 14:20	Draft Action Plan for AWFISHNET-Ethiopia: Presentation	Dr Abebe & Mrs Njeri
14:20 – 15:00	Discussion on and adoption of Action plan	Dr Abebe and Participants
15:00 – 16:00	Strategic Plan of AWFISHNET: Presentation	Mrs Suzanne Njeri
16: 00	CLOSURE FOR DAY 1	
	DAY 2	
08:00 - 09:00	Arrival and registration of participants	Mrs Tsion
ELECTION AND CLOSING SESSION (facilitated by Dr Abebe and AU-IBAR representative)		
09:00 – 09:20	Recap Day 1	Dr Abebe
09:20 – 09:45	Briefing on Procedure of Election of Bureau	Dr Abebe and AU-IBAR representative
09:45 – 10:15	Tea break	ALL
10:15 – 11:45	Election of the Bureau	Dr Abebe and AU-IBAR representative
11:45 – 12:30	Feedback on the meeting Closing Remarks	ALL AWFISHNET Representative
13:00 – 14:00	Lunch Break	ALL
	DEPARTURE	

Annex 4: List of participants of the Consultative Meeting on Establishment of the Ethiopian Chapter of AWFISHNET

#	NAME	SEX	ORGANISATION	EMAIL	TELEPHONE
1.	Achamyelesh Duressa	F	Ministry of Agriculture	*achamyeleshduressa@gmail.com*	+251913845900
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