



SUSTAINABLE FISHERIES MANAGEMENT PROJECT (SFMP)

Identification of Fish Processors Group



2017

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Cover photo: Group pictures of some fish processors association in the Central Region. (**Credit:** Development Action Association)

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ACRONYMS

CCM	Centre for Coastal Management
CEWEFIA	Central and Western Region Fishmongers Improvement Association
CRC	Coastal Resource Center
CSLP	Coastal Sustainable Landscape Project
DAA	Development Action Association
DFAS	Department of Fisheries and Aquatic Science
DMFS	Department of Marine Fisheries Sciences
DQF	Daasgift Quality Foundation
FtF	Feed the Future
GIFA	Ghana Inshore Fishermen's Association
GIS	Geographic Information System
GNCFC	Ghana National Canoe Fishermen's Council
HM	Hen Mpoano
ICFG	Integrated Coastal and Fisheries Governance
MESTI	Ministry of Environment Science and Technology
MOFAD	Ministry of Fisheries and Aquaculture Development
NDPC	National Development Planning Commission
NGOs	Non-Governmental Organizations
SFMP	Sustainable Fisheries Management Project
SMEs	Small and Medium Enterprises
SNV	Netherlands Development Organization
SSG	SSG Advisors
STWG	Scientific and Technical Working Group
UCC	University of Cape Coast
URI	University of Rhode Island
USAID	United States Agency for International Development
WARFP	West Africa Regional Fisheries Development Program

TABLE OF CONTENTS

ACRONYMS	iii
List Of Figures	v
SECTION 1: INTRODUCTION	1
1.1 Background	1
1.2 Objective	1
1.3 Methodology	1
SECTION 2: NEW PROCESSORS GROUPS IDENTIFIED	2
2.1 Apam	2
2.2 Winneba	3
SECTION 3: CONCLUSION	6
SECTION 4: APPENDIXES	6
4.1 group meeting held on 30 th june, 2015 at winneba	6
4.2 Lead Questions for Group Strengthening and Capacity Building	6
4.3 group meeting held on 30 th june, 2015 at winneba 2 nd - group osimpam	12
4.4 GROUP - NOVISI AKOSUA VILLAGE, WINNEBA	17
4.5 Norvisi - Participant Roaster of Group Formation	23
4.6 Apam Fish Processors - Participant Roaster of Group Formation	26
4.7 Participant Roaster of Group Formation	27
4.8 Onyame Nstedee Odasanyi - Participant Roaster of Group Formation	32
4.9 Boafo Yena - Participant Roaster of Group Formation	38
4.10 Anomansa - Participant Roaster of Group Formation	42
4.11 Osimpam - Participant Roaster of Group Formation	52
4.12 Sample Constitution of Apam Fish Processors Association	56

LIST OF FIGURES

Figure 1. A group picture of some members of the Apam Fish Processors Association in Apam in the Gomoa West District Assembly in the Central Region.	2
Figure 2. A group picture of some members of the Onyame Nstedee Odasanyi Fish Processors Association in Apam in the Gomoa West District Assembly in the Central Region.	3
Figure 3. A group picture of some members of the Boafo Yena Processors Association in Warabeba, a suburb of Winneba in the Efutu Municipal Assembly in the Central Region.	4
Figure 5. Some members of the Osimpam Fish Processors Association in Winneba during a capacity building training on Hygienic fish handling training	4
Figure 6. Members of Boafo Yena Fish Processors Association in Warabeba, a suburb of Winneba in the Efutu Municipal.....	5
Figure 7. Members of Anomansa Fish Processors Association in Winneba in the Efutu Municipal during a hygienic fish handling training.....	5

SECTION 1: INTRODUCTION

1.1 Background

Fish processing is the main economic activity for women living in and around the coastal regions in Ghana. The women process fish by salting, frying, freezing, and mainly smoking. Practically all species of fish available in the country can be smoked and it is estimated that 75% of the domestic marine and freshwater catch is smoked.

Due to the homogeneity of their Activities, fish processors form groups or associations to create a support network and strengthen the social cohesion in times of bereavement, delivery and other special occasions

DAA under the Sustainable Fisheries Management Project (SFMP) has identified such groups and in the Central Region of Ghana, primarily in Apam and Winneba. DAA will support and strengthen these groups and build their capacity on hygienic fish handling practices.

1.2 Objective

The objective of this activity is to identify strengthen existing fish processors groups and build their capacity on advocacy and self-reliance.

1.3 Methodology

The methodology for identifying these groups was to administer an interview guide to assess the current status of the groups. The interview guide contained the following questions;

1) History of group formation in these communities.

- Tell us about your group, how it was formed, why it was formed, what has been the successes and challenges?
- Group memberships (Number of people in various groups, who are the members)
- How many groups are in the district you know of?
- Where are these groups located?
- Why were these groups formed?
- How often do they meet and where do they meet?
- What are some of the challenges the groups face?
- Success stories. Which of the groups have stayed longest and how was the group run?
- The way forward.

2) Group formation and strengthening

- How do we form these groups?
- What must we take into consideration to enable the formation of these groups? (Location, meeting time, leadership etc.)
- What must we take into consideration to ensure that these groups are dependable and last beyond the project?
- Training needs

3) What are some of the challenges to be anticipated in forming the groups?

4) What are the roles of respective stakeholders to strengthening these groups?

SECTION 2: NEW PROCESSORS GROUPS IDENTIFIED

DAA) recognized and identified various fish processing groups in both Apam and Winneba, all in the Central Region. Some of the groups are dormant and hardly meet for.

2.1 Apam

Two (2) fish processor groups were identified in Apam in the Central region. These were the Apam Fish Processor Association and the Onyame Nstede Odasanyi Groups. DAA supported the groups to hold regular bi-weekly meetings, and elect five (5) executives (i.e. the president, vice president, secretary, treasurer and organizer).



Figure 1. A group picture of some members of the Apam Fish Processors Association in Apam in the Gomoa West District Assembly in the Central Region.

The groups have had their capacities developed through their participation in various project dialogue meetings, training on business development, financial literacy and hygienic fish handling.



Figure 2. A group picture of some members of the Onyame Nstedee Odasanyi Fish Processors Association in Apam in the Gomoa West District Assembly in the Central Region.

2.2 Winneba

Five (5) fish processors associations were identified in Winneba and its surrounding communities in the Efutu Municipal Assembly. DAA played a critical role in revamping the activities of these fish processing groups which had almost collapsed through series of engagements to identify existing fish processors groups. These groups are Osimpam Fish Processors Association, Anonmansa Fish Processors Association, Osakem Fish Processors Association all in the Winneba Township and Norvishie Fish Mongers Association, Boafo Yena Fish Processors Association in Akosua Village and Warabeba, suburbs of Winneba.

DAA has recruited and trained seven (7) community liaisons to support the leadership of the groups and to help mobilize members to participate in activities organized by DAA in the communities. The capacity of these community liaisons will be developed to enable them provide better support to the groups.



Figure 3. A group picture of some members of the Boafo Yena Processors Association in Warabeba, a suburb of Winneba in the Efutu Municipal Assembly in the Central Region.



Figure 4. Some members of the Osimpam Fish Processors Association in Winneba during a capacity building training on Hygienic fish handling training



Figure 5. Members of Boafo Yena Fish Processors Association in Warabeba, a suburb of Winneba in the Efutu Municipal.



Figure 6. Members of Anomansa Fish Processors Association in Winneba in the Efutu Municipal during a hygienic fish handling training.

SECTION 3: CONCLUSION

Under the Sustainable Fisheries Management Project (SFMP), DAA has engaged seven (7) fish processor groups in Apam and Winneba all in the Central Region of Ghana. The groups have been reactivated and assisted to institute structures that will sustain the growth of the groups even after SFMP.

These groups have now developed their constitutions that will guide and regulate the affairs of the associations. DAA has initiated the processes of forming or reactivating other fish processors groups within the Apam and Winneba catchment area.

SECTION 4: APPENDIXES

4.1 group meeting held on 30th june, 2015 at winneba

1ST - group- boafo ye na group

theme: formation and strengthening

main activity: Organization of women group, Needs Assessment and Profiling.

work plan section: 4.8.4

Ir (if any?): 4

date: 30/06/15 time: 9.50 a.m.

venue/location: woara be ba village, winneba

name of group: boafo ye na

name of liaison officer: leticia dampson

participants: see attached list

objective(s):

- Identify and create contact list for group executives
- Profile and catalog database for membership
- To assess the unique needs and design various training packages

The meeting was jointly chaired by DAA and SNV.

The opening prayer was said by the group leader of Boafo Ye Na. The Executive Director of DAA after the prayer took time to introduce to the group members present the team from Accra and the main objective of the meeting was made known.

4.2 Lead Questions for Group Strengthening and Capacity Building

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNV LEADERS
1	Why are they at the meeting?	To protect the group	-	-
2.	Why the Boafo Ye na group was formed	To help each other as and when the need arises. Helping in funeral activities, naming ceremonies etc.	-	DAA team added that the group is also there to help in advocacy issues and also for women empowerment. They were told that DAA and SNV is not there

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNV LEADERS
				to give money but to help the group to be strong in the fish processing business.
3.	How old is Boafo Ye Na group?	They said the group has been in existence for the past 15 years.	-	-
4.	No. of people in the group	38	-	
5.	What is your group membership based on?	Group membership is based on character.	-	
6.	Who is the leader of the group	Leader is the queen mother of Woara Be ba.	-	They were made to know that the group is not for one person.
7.	Do the group have Executives	Yes. It is made up of President, Vice President, Secretary, Treasurer and Organizer.	-	The executive was asked to stand for affirmation by all members present at the meeting. The answer yes by adding that they elected the 5 women to lead the group
8.	Do the group have Rules and Regulations	Yes, but not documented.	The executive were asked to meet and document their rules and regulation for inspection by the SNV and DAA team.	They were told that, even there are laws that govern the sea, and that is the reason why the group will need laws to govern the group's activities. The team is there is strengthened the group so that it will benefit all the members. The leaders must ensure transparency, honesty and share

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNV LEADERS
				information whenever they go out for workshops and meetings.
9.	Do you get enough fish from the sea for processing?	No. because the fish are small and the reason they gave was as a result of the unapproved method used in fishing by the fishermen such as DDT, Light, Mosquitoes nets, no. of fishermen have increased and said it has resulted in poverty and child labour and trafficking	-	
10.	How many people live in Woara be ba Village.	Over Thousand (1,000).	-	Do you know that about 130,000 people are located on the coastal line that depends on the sea for their livelihood?
11.	How do we protect the sea?	The response was that, it is the responsibility of all to protect the sea.	-	There was an emphasis by the team that the SFMP goal is protect the sea, so that there will be enough fish to be processed and money will be in the pocket of the processors.
12.	Who were the people to settle at Woara be ba village?	The first people to settle Woara be ba was people from Winneba town then others from Mankoadze, Volta, Big Ada etc. also joined.	-	The coordinator thanked them for the response and proceeded to the next question.

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNV LEADERS
13.	What kind of fish processing are you engaged in?	Smoking, frying, Mononi or salted fish.	-	-
14.	Where do you market the fish after the processing?	Agbobloshie in Accra, Kasoa, Swedru, Mankessing, Togo, Nsawam and many more. Asked why Togo, they said the Mononi or salted is bought by traders who come from Togo to the village to do business with them.		It was brought to the teams knowledge that the kind of fish the fishermen brought to shore on a particular day depends on the process the women will go into at the Woara be ba village.
15.	How do you processed the Momoni or salted fish?	It is dry in the sand because there is a lot of salt in the sand to help with the preservation.	-	-
16.	Do you have smoking stoves in your homes?	Yes, we have kokow, chorkor smoker and the block type for smoking.	-	The team got to know that, the fish processors in Woara be ba use the chorkor smoker than any other stove.
17.	Do you have problems with the smoking stoves you currently use?	Yes, the problem is that the smokes enter our eyes direct and frequent burning of the wood used in building smoker.	-	-
18.	Who build the stove for you?	Husband, women themselves and hiring of people to do it for a fee of GH¢20-50.	-	

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNV LEADERS
19.	Can you identified if a fisherman uses an unapproved method to catch fish?	The answer was a big yes.	-	
20.	What are your needs in the fish processing business?	We need the following: mesh wire, wawa board, carrying bowls, basket for washing the fish, big rubber drums for processing the fish to avoid contact with the sand, well-constructed shed that can take care of the wind during smoking of fish, need a good stove to help control the smoke.	DAA/SNV partners	DAA, SNV and SFMP will see what they can do about it.
21.	Do you need any training in your processing business?	The answer was yes by all present	DAA/SNV	
22.	When do you have your group meetings?	Tuesday, but during the fishing seasons we meet every two weeks at 2.00 p.m.	The executive lead the meeting session.	
23.	What are some of the issues you discussed at your meetings?	Meeting most of the time is centered on the decline of fish, and the big fish that is normally taken out by the fishermen before selling the smaller fishes to the processors.		It was also brought to light that, they do not entertain fishermen who use light in fishing and said when they are caught in the act, they arrest them.
24.	Where do you children attend school?	They attend Government school in a nearby village called Esuakyir.		

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNV LEADERS
25.	How many Beach scene is found in Woara be ba?	There are eight (8) beach scene in Woara be ba.		
26.	How do you raise funds for the group's activities?	It is determine as and when there is an issue or programme to attend by all members.		They were advised by the team to as part of their rules and regulation come out with a specific amount if possible to help the group in its activities.

They were advised to come out with their own flexible rules and regulation that will govern the group's activities.

The Executive Director of DAA echoed to members that, Boafo **Ye Na** group is not a political party group and urged members not to wear political party T' shirts to meetings.

They were also advised by the team to include the youth in the group meetings. The meeting was interspersed with music and drumming by the only male in the group.

They were informed that SNV, DAA and SFMP will come to the community and build improved stove for demonstration and will be given out on request by each member, after a feedback has been solicited from the users in the various communities. They were also happy to hear that SFMP will bear half of the total cost of the new improved stove that will be built.

They were asked to look for 2 carpenters and 2 masons to help in the building of the new improved stove. They were also informed that the SNV Officer will call the leaders of the groups for the names of the carpenters and masons, since they will have to go through training before they can start building the new improved stoves for the demonstration.

They were also asked to write the names of the executives and members in an attendance book handed over to them by the Executive Director of DAA as part of strengthening activity of the group.

The SNV officer at the meeting asked of the color of T' shirt they will like to have for their regular meetings and the answer was Lemon Green color.

Greetings by group members: Boafo

Response: Boafo Ye Na.

Closing prayer was said by one of the group members.

The meeting ended at 11.45 a.m. with a group photograph and snack was served.

4.3 group meeting held on 30th june, 2015 at winneba 2nd - group osimpam

THEME: FORMATION AND STRENGTHENING

MAIN ACTIVITY: Organization of women group, Needs Assessment and Profiling.

WORK PLAN SECTION: 4.8.4

I R (if any?): 4

DATE: 30/06/15

TIME: 12.35 p.m.

VENUE/LOCATION: WINNEBA

NAME OF GROUP: OSIMPAM

NAME OF LIAISON OFFICER: LETICIA DAMPSON

PARTICIPANTS: See Attached List

OBJECTIVE(S):

- Identify and create contact list for group executives
- Profile and catalog database for membership
- To assess the unique needs and design various training packages

The meeting was jointly chaired by DAA and SNV.

The opening prayer was said by Leticia Dampson a group member of Osimpam. The Executive Director of DAA after the prayer took time to introduce to the group members the team from Accra that is DAA and SNV and the main objective of the meeting was made known.

The table below shows the various questions asked by DAA and SNV and the responses given by the group members

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNU LEADERS
1	Purpose of meeting as a group	Because they want to be united in the work they are doing. They also said the group ensures the well-being of each member.	-	-
2.	Why the Osimpam group was formed	Group was formed by their great grand mothers who were into fish processing. And said it is there to advocate on issues in the fish processing business and for socialization.	-	DAA team added that the group is also there to help in advocacy issues and also for women empowerment. They were told that DAA and SNV is not there to give money but to help the group to be strong in the fish

				processing business.
3.	How old is Osimpam group?	They were not able to tell the years the group has been in existence, but said it was formed by their great grandmothers.	-	-
4.	No. of people in the group	65	-	It came to light that not all the 65 people are regular at their meetings.
5.	What is your group membership based on?	Group membership is based who is prepared to join and the person behavior in the community as a fish processor.	-	
6.	Who is the leader of the group	The leader of the group is the Konko Hema of Winneba.	-	They were made to know that the group is not for one person, so during their election they must be mindful of the executive they are electing.
7.	Do the group have Executives	Though they said yes, they were not sure of the current leaders they have in place	They were asked by the team to meet as a group, elect and document the names of the group executives. The executive should be between 5-7 members.	The executive were asked to stand for affirmation by all members present at the meeting, but those who stood as group executives were not sure of the position they are holding.
8.	Do the group have Rules and Regulations	Yes, but very few and not documented.	The executive were asked to meet and document their rules and regulation for inspection by the SNV and DAA team.	They were told that, even there are laws that govern the sea, and that is the reason why the group will need laws to govern the group's activities. The team is there is strengthened the group so that it will

				benefit all the members. The leaders must ensure transparency, honesty and share information whenever they go out for workshops and meetings.
9.	Do you get enough fish from the sea for processing?	No. because the fish are small and the reason they gave was as a result of the unapproved method used in fishing by the fishermen such as DDT, Light, Mosquitoe nets, no. of fishermen have increased .	-	It came to light that in Winneba their main problem is the light fishing by the fishermen. The asked the team to see those in the hem of affairs in the country to come in and help with the light fishing in Winneba.
11.	How do we protect the sea?	The response was that, it is the responsibility of all to protect the sea.	-	There was an emphasis by the team that the SFMP goal is protect the sea, so that there will be enough fish to be processed and money will be in the pocket of the processors.
13.	What kind of fish processing are you engaged in?	Smoking, frying, Mononi or salted fish.	-	-
14.	Where do you market the fish after the processing?	Swedru, Asaman, Bawjiase, Kade, Adeiso, Kumasi, Agbobloshie, Kaneshie and Koforidua.	-	-
15.	How do you processed the Momoni or salted fish?	Salt is used in processing the momoni or salted fish in a rubber drum. The processing takes 3 days and after that it is dry with the use of a rubber.	-	It came to light here that if the momoni processing is not done well, it develops into worms.

16.	Do you have smoking stoves in your homes?	Yes, we have kokow, chorkor smoker and the block type for smoking.	-	The team got to know that, the fish processors in Woara be ba use the chorkor smoker than any other stove.
17.	Do you have problems with the smoking stoves you currently use?	Yes, but the challenge is the excess smoke that has direct access to the eye.	-	Though the chorkor smoker is used by most of the women. The smoke is their major challenge. They will be glad is the smoker is improved upon
18.	Who build the stove for you?	Husband and most of the time too, we hire people to build the smoker at a cost of GH¢20.00	-	
19.	Do you at times hire stoves to smoke your fish?	Yes, but at a cost of gh¢4.00 per day.		
20.	Can you identified if a fisherman uses an unapproved method to catch fish?	The answer was a big yes.	-	
21.	When you don't get fish at Winneba, what do you do?	We go to Tema Harbour to buy fish for processing from the cold stores		It was detected that, when there is limited fish in Winneba, they go as far as Tema Harbour to buy the cold store fish for processing since that is the only business they do to make a living.
22.	What are your needs in the fish processing business?	We need the following: mesh wire, wawa board, carrying bowls, basket for washing the fish, big rubber drums for processing the momoni and we need a good stove to help control the smoke.	DAA/SNV partners	DAA, SNV and SFMP will see what they can do about it.
23.	Do you need any training in your	The answer was yes by all present	DAA/SNV	

	processing business?			
24.	Where do you get the clay for building the smoker?	We hire tracks to go for them at a cost of gh¢100.00 from nearby villages.	-	
25.	How many stoves can one track of clay build?	It can build 5 stoves	-	
26.	Where do you get your wood fuel for processing the fish from the sea?	It is gotten from Oda and its surrounding villages.		
27.	What kinds of wood fuel do you normally use for smoking the fish?	We use Osan, Ogyiba, Ankyi and at times the mangrove.		It was detected that the mangrove when used for smoking helps to make the fish beautiful and also make the market demand very high.
28.	When do you have your group meetings?	Tuesday, but during the fishing seasons we meet once in the month at 4.00 p.m.	The executive lead the meeting session.	

They were advised to come out with their own flexible rules and regulation that will govern the group's activities.

The Executive Director of DAA echoed to members that, Osimpam group is not in existence for political and religious reasons. The Director of DAA

urged members not to wear political party T' shirts to meetings.

They were also advised by the team to include the youth in the group meetings. The meeting was interspersed with music by the women.

They were informed that SFMP, SNV and DAA will come to the community and build improved stove for demonstration and will be given out on request by each member, after a feedback has been solicited from the users in the various communities. They were also happy to hear that SFMP will bear half of the total cost of the new improved stove that will be built.

They were asked to look for 2 carpenters and 2 masons to help in the building of the new improved stove. They were also informed that the SNV Officer will call the leaders of the groups for the names of the carpenters and masons, since they will have to go through training before they can start building the new improved stoves for the demonstration.

They were also asked to write the names of the executives and members in an attendance book handed over to them by the Executive Director of DAA as part of strengthening activity of the group.

The SNV officer at the meeting asked of the colour of T' shirt they will like to have for their regular meetings and the answer was "Yellow color"

Greetings by group members: Osimpam!

Response: Odebi Kesi

Closing prayer was said by one of the group members.

The meeting ended at 2.30 p.m. with a group photograph and snack pack was given out to all present.

4.4 GROUP - NOVISI AKOSUA VILLAGE, WINNEBA

Theme: formation and strengthening

Main activity: organization of women group, needs assessment and profiling.

Work plan section: 4.8.4

Ir (if any?): 4

date: 30/06/15 Time: 3.15 p.m.

Venue/location: akosua village, winneba

Name of group: novisi

Name of liaison officer: leticia dampson

Participants: see attached list

OBJECTIVE(S):

- Identify and create contact list for group executives
- Profile and catalog database for membership
- To assess the unique needs and design various training packages

The meeting was jointly chaired by DAA and SNV.

The opening prayer was said by the group leader of Novisi. The Executive Director of DAA after the prayer took time to introduce to the group members the team from Accra that is DAA and SNV staff and the main objective of the meeting was made known.

The table below shows the various questions asked by DAA and SNV and the responses given by the group members:

NO.	QUESTIONS	ANSWER	ACTION	REMARKS BY DAA AND SNU LEADERS
1	Purpose of meeting as a group	They formed the group for socialization purpose. They also said the group ensures the well-being of each member.	-	They informed that they group is also there to help protect the sea for it to yield a lot of fish for processing and also to help sustain their families.

2.	Why the Novisi group was formed	And said it is there to advocate on issues in the fish processing business and for socialization.	-	DAA team added that the group is also there to help in advocacy issues and also for women empowerment. They were told that DAA and SNV is not there to give money but to strengthen, help in the advocate for restocking of fish and to protect the sea.
3.	How old is Novisi group?	It has been in existence for a long time and it is now in the second generation.	-	The team got to know that, they have a cloth they use for their programs.
4.	No. of people in the group	27	-	It came to light that, out of the 27 people, 17 are regular at group meetings.
5.	What is your group membership based on?	Group membership is based who is prepared to join and the person behavior in the community as a fish processor.	-	Interaction showed that, only women in the fish processing business can be members of the Novisi group.
6.	Who is the leader of the group	The leader of the group is the Konko Hema of Winneba.	-	They were made to know that the group is not for one person, so during their election they must be mindful of the executive they are electing.
7.	What benefit do group members get?	They help the sick and also when a member is bereaved they contribute monies to help with the funeral ceremony.		
8.	Who were the people to settle at Akosua Village in Winneba?	They are people from Keta in the Volta Region of Ghana.		

9.	Do the group have Executives	Though they said yes, but we realized they have only the leader and the secretary.	They were asked by the team to meet as a group, elect and document the names of the group executives. The executive should be 3-5 members.	DAA and SNV will visit the group to check whether, they have done the election and documented the names of the executives.
10.	Do the group have Rules and Regulations	Yes, but very few and not documented.	The executive were asked to meet and document their rules and regulation for inspection by the SNV and DAA team.	They were told that, even there are laws that govern the sea, and that is the reason why the group will need laws to govern the group's activities. The team is there is strengthened the group so that it will benefit all the members. The leaders must ensure transparency, honesty and share information whenever they go out for workshops and meetings.
11.	Do you get enough fish from the sea for processing?	No. because the fish are small and the reason they gave was as a result of the unapproved method used in fishing by the fishermen such as DDT, Light, Mosquitoe nets, no. of fishermen have increased.	-	It came to light that in Winneba their main problem is the light fishing by the fishermen and pleaded with the project to eradicate the problem.

12.	How do we protect the sea?	The response was that, it is the responsibility of all to protect the sea.	-	There was an emphasis by the team that the SFMP goal is protect the sea, so that there will be enough fish to be processed and money will be in the pocket of the processors.
13.	What kind of fish processing are you engaged in?	Smoking, frying and fresh.	-	-
14.	Where do you market the fish after the processing?	Swedru, Tuesday market in Accra, Bawjiase, Agbobloshie and Kaneshie .	-	-
16.	Do you have smoking stoves in your homes?	Yes, we have chorkor smoker and the block type for smoking.	-	It came to light here, that they chorkor smoker is good, but the wood fuel burns very fast.
17.	Do you have problems with the smoking stoves you currently use?	Yes, but the challenge is the excess smoke that has direct access to the eye. Frequent changing of the mesh wire.	-	Though the chorkor smoker is used by most of the women. The smoke is their major challenge. They will be glad if the smoker is improved upon.
18.	Who build the stove for you?	Husband and most of the time too, we hire people to build the smoker at a cost of GH¢20.00	-	It was detected that they find it difficult to get clay for the stoves.
19.	Can you identified if a fisherman uses an unapproved method to catch fish?	The answer was a big yes.	-	The team was informed by the women of Akosua village that, the fishermen do not use light for fishing.
20.	When you don't get fish at Winneba, what do you do?	We go to Tema Harbour to buy fish for processing from the cold stores		It was detected that, when there is limited fish in Winneba, they go as far as Tema Harbour to buy the cold store fish for

				processing since that is the only business they do to make a living.
21.	What are your needs in the fish processing business?	We need the following: mesh wire, tray, Aluminum slat for the shed, carrying bowls, basket for washing the fish, big rubber drums for processing the momoni, Financial support and need a good stove to help control the smoke during processing.	DAA/SNV partners	DAA, SNV and SFMP will see what they can do about it.
22.	Do you need any training in your processing business?	The answer was yes by all present	DAA/SNV	
23.	Where do you get your wood fuel for processing the fish from the sea?	It is gotten from Oda and its surrounding villages.		
24.	What kinds of wood fuel do you normally use for smoking the fish?	We use Osan, Ogyiba, Ankyi and at times the mangrove.		It was detected that the mangrove when used for smoking helps to make the fish beautiful and also make the market demand very high.
25.	When do you have your group meetings?	Tuesday, but during the fishing seasons we meet every 2 weeks at 4.00p.m.	The executive lead the meeting session.	

They made a request to the team to help them with cold storage at the shore so that it can be used to preserve fish, during the fishing season.

They were advised to come out with their own flexible rules and regulation that will govern the group's activities.

The Executive Director of DAA echoed to members that, Novisi group is not in existence for political and religious reasons. The Director of DAA urged members not to wear political party T' shirts to meetings. They were also advised by the team to include the youth in the group meetings. The meeting was interspersed with music by the women.

They were informed that SFMP, SNV and DAA will come to the community and build improved stove for demonstration and will be given out on request by each member, after a feedback has been solicited from the users in the various communities. They were also happy to hear that Sustainable Fisheries Management Project (SFMP) will bear half of the total cost of the new improved stove that will be built.

They were asked to look for 2 carpenters and 2 masons to help in the building of the new improved stove. They were also informed that the SNV Officer will call the leaders of the groups for the names of the carpenters and masons, since they will have to go through training before they can start building the new improved stoves for the demonstration.

They were also asked to write the names of the executives and members in an attendance book handed over to them by the Executive Director of DAA as part of strengthening activity of the group.

The SNV officer at the meeting asked of the colour of T' shirt they will like to have for their regular meetings and the answer was "Sea Blue"

Greetings by group members: Novisi!

Response: MI W) Deka

Closing prayer was said by one of the group members.

The meeting ended at 4.30 p.m. with a group photograph and snack pack was given out to by all present.

4.5 Norvisi - Participant Roster of Group Formation

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print





Title of Course: Norvisi ~~Norvisi~~ - Akosua Village

Activity: SFMP - ORGANIZATION OF WOMEN GROUPS - GROW STRENGTHENING NEEDS ASSES



Date: 30/06/2015

Length of Course: Less than three days

Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/Print
					M	F		
1. AKU	DAFISO	Norvisi Norvisi			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
2. ELIZABETH	MENSAH	Norvisi Norvisi		0245713883	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
3. SINAM	KOMLGA	Norvisi Norvisi			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
4. ANA	BORISSAKA	Norvisi Norvisi		0541490078	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

CHAMA CICTAINABDI FICIFINIFR NNOIFR...

	FIRST NAME	SUR NAME	ORGANIZATION	PHONE NUMBER	M	F	T	A	SIGNATURE
5.	ABENA	BOTSE	NOUISI NORWASTHE	0242279555		✓			
6.	KORSOR	AGOR	NOUISI NORWASTHE	—		✓			
7.	FULSTINA	DAKY	NOUISI NORWASTHE	0245229162		✓			DDA
8.	AGNES	KPORU	NOUISI NORWASTHE	0540658768		✓			
9.	AISYNOR	ADJOROR	NOUISI NORWASTHE	0241683668		✓			
10.	BEAUTY	AMENYOR	NOUISI NORWASTHE	0246681131		✓			Bezu
11.	YORHMI	AKAKPO	NOUISI NORWASTHE	—		✓			
12.	VICTORIAL	FALISE	NOUISI NORWASTHE	0203951500		✓			
13.	PATIENCE	AKPANDI	NOUISI NORWASTHE	0204417684		✓			

U-HANA CICTAINABLE FICILRRIE PROJEK CANI

	FIRSTNAME	SURNAME	ORGANIZATION	PHONE NUMBER	M	F	Y	N	SIGNATURE
12.	ESSIFER	MYORUYLO	NOVISI	0207959276		✓			

4.6 Apam Fish Processors - Participant Roster of Group Formation


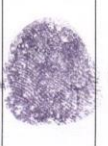
APAM Fish Processors Association

GHANA SUSTAINABLE FISHERIES PROJECT-DAA
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print




Title of Course: ORGANIZATION OF WOMEN GROUPS - APAM
 Activity: Need Assessment and Profiling.
 Date: 14/7/15

Length of Course: Less than three days

Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tomb Print
					M	F	Y	N	
Araba	Alqadiq	Apam Fish pro. ASS	—	—		<input checked="" type="checkbox"/>			
Amq	Arpuygq	Apam Fish pro. ASS.	—	—		<input checked="" type="checkbox"/>			

4.7 Participant Roaster of Group Formation

First Name	Surname	Organization	Email	Phone Number	F	T	M	Signature	Fingerprint
Ester	Serepi	Apam Fish proc. ASS		0276362412	✓				
Esi	Quaka	✓		0260757463	✓				
Esi	Mansah	✓		0260757463	✓				
Amq	Nkomadze	✓		—	✓				
Ruth	Quaye	Apam Fish pro. ASS		—	✓				
Mart	Quansah	Apam Fish pro. ASS		—	✓				



ARAM FISH PROCESS ASSOCIATION

GHANA SUSTAINABLE FISHERIES PROJECT-DAA PARTICIPANTS ROSTER INFORMATION

Required in English
Please Print

Title of Course: ORGANIZATION OF FLOWER GROWERS - ARAM
 Activity: Needs Assessment and Profiling.
 Date: 14/February

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tomb Print
					M	F	Y	N	
<u>Abo</u>	<u>Asantua</u>	<u>ARAM FISH PRO. ASS.</u>		<u>0261067361</u>		<input checked="" type="checkbox"/>			
<u>Aku</u>	<u>Efisuma</u>	<u>ARAM FISH PRO. ASS.</u>		<u>—</u>		<input checked="" type="checkbox"/>			



First Name	Surname	Organization	Email	Phone - Number	P	T	N	Signature/ID
Rebecca	Sarkki	Apm F&H pro. ASS.		0247818484	✓			
Ahena	NorKon	Apm F&H pro. ASS		—	✓			
Akua	Mensina	✓		—	✓			



~~ARPM~~ FIRST PRODUCERS ASSOCIATION

GHANA SUSTAINABLE FISHERIES PROJECT-DAA
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print

Title of Course: ORGANIZATION OF WOMEN GROUPS - ARPM
 Activity: Needs Assessment and Profiling.
 Date: 14/7/2015

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/Tomb Print
					M	F		
Grace	Bonbrie	ARPM Fish Proc. Ass		0201893078		<input checked="" type="checkbox"/>		
Akua	Afa	" "		0553092307		<input checked="" type="checkbox"/>		

								M. F. T. N.	
AqJea	Akmar	Apam Fish price A88.	—					✓	
Janal	Appial	Apam Fish pre. A88.			0541646134			✓	
AqJea	Atelery	✓			0549574715			✓	
Aberq Ens	ABq	✓			0248715056			✓	
Gitay	Quayz	✓			0546881874			✓	
Akuq	AHqba	✓			02461667361			✓	

4.8 Onyame Nstede Odasanyi - Participant Roster of Group Formation



ONYAME Ntse ODA SANYI - ARAM

**GHANA SUSTAINABLE FISHERIES PROJECT-DAA
PARTICIPANTS ROSTER INFORMATION**

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Please Print

Title of Course: ORGANIZATION OF WOMEN GROUPS - ARAM
 Activity: Needs Assessment and Profiling.
 Date: 14/07/2015

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex				Do you wish to receive messages on SFMP?	Signature/Tomb Print
					M	F	Y	N		
Efiya	Kwanfiriwa	Fish Market	055474755	055474755		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
Araka	Afadasiwa	<input checked="" type="checkbox"/>								




Ekuq	F missah	Fish Market		0244807911		✓	✓	R.i.p. 
Ekuq	Albin	✓	-	0216549578		✓	✓	
Grace	Adair	✓	-	0202638259 0212745860		✓	✓	BA 
Ekuq	ESQOM	✓	-	0218312790		✓	✓	Samuel 
Samuel Bafie	Bafie	Fisherman	-	0244839077	✓		✓	Sam 
Fu Kuq	Mansah							
Grace	Ampa	✓		024257702		✓		


APPAME KITSEDE ODASANI - ARAM

GHANA SUSTAINABLE FISHERIES PROJECT-DAA
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print

Title of Course: ORGANISATION OF WOMEN GROUPS - ARAM
 Activity: Needs Assessment and Profiling
 Date: 14/11/2015

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tomb Print
					M	F	Y	N	
ARABA	HANNAN	APPAME KITSEDE ODASANI		0241362035		<input checked="" type="checkbox"/>			
FUA	ABADUA	<input checked="" type="checkbox"/>	<input type="checkbox"/>	0558022013		<input checked="" type="checkbox"/>			

FIRST NAME	SURNAMES	ORGANIZATIONAL UNIT	EMAIL	PHONE NUMBER	M	T	AS	TEMPERATURE
ABA	OBENMA	UTYME NTE SE OBENMA		0246821619	✓			
ESI	ANSAH	UTYME NTE SE OBENMA		0248077369	✓			
ESI	NUMER	OUTYME NTE SE OBENMA		—	✓			
MARI	ARMAN	✓		—	✓			
ABA	AKERE	✓		0546513147	✓			
AM A	NYAMETE	✓		—	✓			

Doris

~~ABA~~
Aidde

✓

0549282994

✓

~~ABA~~

ONYAME KITSSEDE ODHASANKI - ABRAM

**GHANA SUSTAINABLE FISHERIES PROJECT-DAA
PARTICIPANTS ROSTER INFORMATION**
Required in English
Please Print

Title of Course: ORGANIZATION OF WOMEN GROUPS
 Activity: Need Assessment and Profiling
 Date: 14/07/2015

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tomb Print
					M	F	Y	N	
MENA	ABRAM AH	ONYAME KITSSEDE ODHASANKI	-	0545246674		<input checked="" type="checkbox"/>			
GRACE	BONDIA	ONYAME KITSSEDE ODHASANKI	-	-		<input checked="" type="checkbox"/>			

ELIZABETH	FRIM	NYAME NTE SE OBASANI				✓		
EFUA	ENTRI	NYAME ENRE SE OBASANI		024251702		✓		
HELINA	EMINSATH			024698245		✓		
MARY	KNOFIE			024649528		✓		
ARABA	ADABDEKIN			0242235844		✓		
ESI	KAKRABK					✓		

4.9 Boafo Yena - Participant Roster of Group Formation

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print

Title of Course: WAKABEBA - BOAFO YENA (WAKABEBA)
 Activity: Organization of Women Groups - Need Assessment and Profiling
 Date: 30/06/2015

Length of Course: Less than three days Three days or longer

	First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tr Print
						M	F	Y	N	
1.	AKUA	EDUFOKA	BOAFO YENA				<input checked="" type="checkbox"/>			
2.	KADMI	KUAMANI	Boafo Yena		0249701981		<input checked="" type="checkbox"/>			
3.	CHRISTINA	POKTEY	Boafo Yena		0244245088		<input checked="" type="checkbox"/>			
4.	FIFUA	PONAHU	Boafo Yena				<input checked="" type="checkbox"/>			

LAHANA SUSTAINABLE FISHFARMING PROJECT 2011

	FIRST NAME	SURNAME	ORGANIZATION	PHONE NUMBER	M	F	T	N	SIGNATURE
5.	ALLENBANDER	DOTSE	BOAFO YENA			<input checked="" type="checkbox"/>			
6.	ADJONA	ATTA	BOAFO YENA			<input checked="" type="checkbox"/>			
7.	REGINA	QUANNO	BOAFO YENA			<input checked="" type="checkbox"/>			
8.	ESI	AKTERE	BOAFO YENA	024102672					
1.	GERGANA	EMPREN (KAEWOGFO)	BOAFO YENA			<input checked="" type="checkbox"/>			
14.	ADJONA	MANANG	BOAFO YENA			<input checked="" type="checkbox"/>			
11.	STELLA	QUOTEY	BOAFO YENA	054124165		<input checked="" type="checkbox"/>			
12.	LEITICAL	OKEREKA	BOAFO YENA	0547765638		<input checked="" type="checkbox"/>			
13.	VICTORIA	OKEREKA	BOAFO YENA	0547354898		<input checked="" type="checkbox"/>			

LAHAN CIPTA INADIE FICHTIBIC HOORIT S...

	PRISINAME	SURNAMÉ	ORGANISATOR	PHONE NUMBER	M	F	T	Z	SIGNATURE
14.	CHARIT	KARKO	BOFO YENA	0248544653		✓			
15.	COMFORT	YEBANT	BOFO YENA	0248080915		✓			
16.	ABA	GYABA	BOFO YENA	—		✓			
17.	ABA	MAN SATH	BOFO YENA	—		✓			
18.	AKUA	ATTA	BOFO YENA	—		✓			
19.	AKUA	NAKROMAH	BOFO YENA	—		✓			
20.	SAWD	TISEGBAWO	BOFO YENA	—		✓			
21.	ABA	O BENTEDE	BOFO YENA	—		✓			
22.	CHRISTIANA	OKEREKA	BOFO YENA	054283644		✓			

GHANA SUSTAINABLE FISCAL POLICY ACT

							M	F	T	N	SIGNATURE
23.	Anna	Tano	Bafo Yena					✓			
24.	GRACE	ADENORTEI	Bafo Yena					✓			
25.	ASOA	ASONG	Bafo Yena					✓			
26.	AkuA	KAKRABA	Bafo Yena					✓			
27.	Aba	NANA	Bafo Yena					✓			
28.	ASOA	ABEDENA	Bafo Yena					✓			
29.	Amb	GYABA	Bafo Yena					✓			
30.	FUA	KOTOPA	Bafo Yena		0549711036			✓			
31.	FVMS	TEBDAH	Bafo Yena					✓			

4.10 Anomansa - Participant Roster of Group Formation

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print

ANOMANSA - KUMBERA

Title of Course: Organization of Women Group
 Activity: Group Needs Assessment and Profiling.
 Date: 2/11/15

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP? Y N	Signature/T Print
					M	F		
① <u>Abba</u>	<u>Alkum</u>	<u>Anomansa</u>				<input checked="" type="checkbox"/>	<input type="checkbox"/>	
② <u>Zkusa</u>	<u>Baraba</u>	<u>Anomansa</u>				<input checked="" type="checkbox"/>	<input type="checkbox"/>	
③ <u>Ama</u>	<u>Dnyba</u>	<u>Anomansa</u>		<u>0248029570</u>		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
④ <u>Esi</u>	<u>Beeba</u>	<u>Anomansa</u>				<input checked="" type="checkbox"/>	<input type="checkbox"/>	

**GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION**

Required in English
Please Print

Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/T Print
					M	F	Y	N	
<i>(5)</i> Fsi	Mensimq	Amomcinst	0574532674		<input checked="" type="checkbox"/>				
<i>(6)</i> Ama	Akolobz	Amomcinst			<input checked="" type="checkbox"/>				
<i>(7)</i> Amns	Attawsh	Amomcinst			<input checked="" type="checkbox"/>				
<i>(8)</i> Adlowa	Adei	Amomcinst			<input checked="" type="checkbox"/>				

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION


Required in English
 Please Print

Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/T Print
					M	F		
⑨ Mary	Quartey	Anomansa		0241855566	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
⑩ Aba	Akyere	Anomansa			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
⑪ Ekuoy	Yataba	Anomansa			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
⑫ Esi	Dankah	Anomansa			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print

Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days

Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tr Print
					M	F	Y	N	
Amq	Okala	Anomansa		0275894883		<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Amc	Mansa	Anomansa				<input checked="" type="checkbox"/>		<input type="checkbox"/>	
Abena	Dele	Anomansa		0273258971				<input type="checkbox"/>	
Aba	Ansaba	Anomansa						<input type="checkbox"/>	

⑬
⑭
⑮
⑯



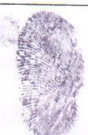

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print

Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/Print
					M	F		
17 Esi	Abekomah	Anomansa		0208346508		<input checked="" type="checkbox"/>		
18 Abena	Benny	Anomansa		05769841818		<input checked="" type="checkbox"/>		
19 Ekuwa	Peyin	Anomansa				<input checked="" type="checkbox"/>		
20 Esi	Akyinba	Anomansa		020391582411		<input checked="" type="checkbox"/>		

GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION

Required in English
 Please Print

ANOMANSA GROUP



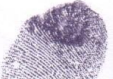

Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days

Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/Print
					M	F		
Rebecca	Gyenkumah	Anomansa	Gyenkumah@gmail.com	0577582411		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Ekwuwa Hoffman	Nloom	Anomansa		0277179453		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Ekwuwa	Kusawa	Anomansa		0547194628		<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Taa	Ekwansa			0544367224		<input checked="" type="checkbox"/>	<input type="checkbox"/>	

②①
 ②②
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GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION
 Required in English
 Please Print





Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days

Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/Tr Print
					M	F	Y	N	
Ekusa	Kustqba	Anomansa			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Ekusa	Bomako	Anomansa			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Fsi	Aus' fsi	Anomansa		020 412237	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Abena	Tawitah	Anomansa			<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

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First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/Print
					M	F		
Esi	Klasi	Anomansa		0577416694		<input checked="" type="checkbox"/>		
Ekuwa	Obaba	Anomansa				<input checked="" type="checkbox"/>		
Klami		Anomansa		050427		<input checked="" type="checkbox"/>		
Ekuwa	Baidu	Anomansa				<input checked="" type="checkbox"/>		

(29) (30) (31) (32)

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First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?		Signature/T Print
					M	F	Y	N	
Aba	Fyidley	Anomansa				<input checked="" type="checkbox"/>			
Esi	Daka	Anomansa				<input checked="" type="checkbox"/>			
Grace	Mensah	Anomansa		0545650911		<input checked="" type="checkbox"/>			
Abena	Koleba	Anomansa		0573419882		<input checked="" type="checkbox"/>			

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**GHANA SUSTAINABLE FISHERIES PROJECT-SNV
PARTICIPANTS ROSTER INFORMATION**

AKOMANSA

Required in English
Please Print


Title of Course: _____

Activity: _____

Date: _____

Length of Course: Less than three days

Three days or longer





First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP?	Signature/T Print
					M	F		
EFuru	Mary	Akomansa				<input checked="" type="checkbox"/>		
Adjoire Kete	Nyar ko	Akomansa				<input checked="" type="checkbox"/>		

4.11 Osimpam - Participant Roaster of Group Formation

PARTICIPANTS ROSTER INFORMATION
Required in English
Please Print

Title of Course: OSIMPAM - KINNEBA
 Activity: Organization of Women Group - Needs Assessment and Profiling.
 Date: 30/08/2015

Length of Course: Less than three days Three days or longer

First Name	Surname	Organization	Email if available	Phone number	Sex		Do you wish to receive messages on SFMP? Y N	Signature/T Print
					M	F		
1. <u>Esi</u>	<u>GHETOBA</u>	<u>OSIMPAM</u>		<u>—</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
2. <u>Akua</u>	<u>NKUMAH</u>	<u>OSIMPAM</u>		<u>—</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
3. <u>Aek</u>	<u>AKERE</u>	<u>OSIMPAM</u>		<u>—</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		
4. <u>Ama</u>	<u>ATHWOROBA</u>	<u>OSIMPAM</u>		<u>0546806114</u>	<input checked="" type="checkbox"/>	<input type="checkbox"/>		

SIHANA SUSTAINABLE FIDELITY PROGRAM

1.	FIRSTNAME	SURNAME	ORGANISATION	PROVIDER NAME	PHONE NUMBER	M	T	H	SIGNATURE
5.	AKUA	KRAMAH	OSIMPRM	OSIMPRM	0540473916	✓			
6.	ARENA	QUORAN	OSIMPRM	OSIMPRM	0204126094	✓			
7.	ABIGAIL	AMPAM	OSIMPRM	OSIMPRM	0578540533	✓			
8.	ADJOA	KORAN	OSIMPRM	OSIMPRM	0572831236	✓			
9.	CONFORT	ANTWATH	OSIMPRM	OSIMPRM		✓			
10.	JUDIT	ANTYER	OSIMPRM	OSIMPRM	0209323886	✓			
11.	JOYCE	DAMPSON	OSIMPRM	OSIMPRM	—	✓			
14.	AKUA	MANSAH	OSIMPRM	OSIMPRM	024394698	✓			
13.	MILLICENT	MPRAM	OSIMPRM	OSIMPRM	0579844880	✓			

LAHANA CICTAINADIE FICIFRIFRIFR PROJEF 2011

	FIRST NAME	SURNAME	ORIGIN/RIKA	PHONE NUMBER	M	F	Y	N	SIGNATURE
14.	ELIZABETH	OTU	OSIMPAN	—		<input checked="" type="checkbox"/>			
15.	Anna	GYARASH	OSIMPAN	0244233274		<input checked="" type="checkbox"/>			
16.	LITICIAL	DAMPSON	OSIMPAN	0244233271		<input checked="" type="checkbox"/>			
17.	AkuA	ADUAFOR	OSIMPAN	0248384996		<input checked="" type="checkbox"/>			
18.	MABEL	QUANSAH	OSIMPAN	—		<input checked="" type="checkbox"/>			
19.	MATILDA	BONDIE	OSIMPAN	0243651702		<input checked="" type="checkbox"/>			
20.	MARTI	MENSAP	OSIMPAN	—		<input checked="" type="checkbox"/>			
21.	ISI	KUM	OSIMPAN	—		<input checked="" type="checkbox"/>			
22.	AkuA	MURBO	OSIMPAN	—		<input checked="" type="checkbox"/>			

SIHANA CICTAINADIE FICIFRIFE PROIPE CANI

	FIRSTNAME	SURNAME	ORIGINITY	PHONE NUMBER	M	F	T	N	SIGNATURE
23	FULSTINA	EWUSI	OSIMPAM	—		✓			
24	EESI	ABOSO	OSIMPAM	—		✓			
25	BEATRICE	ALMATH	OSIMPAM	—		✓			
26	ANNA	ASAREKADI	OSIMPAM	0267144734		✓			
27	EFUA	AMISAH	OSIMPAM	—		✓			
28	REBECCA	Gyenkumah	OSIMPAM	0577582411		✓			
29	Fsi'	Aklimba	OSIMPAM	0203915884		✓			

4.12 Sample Constitution of Apam Fish Processors Association

APAM FISH PROCESSORS ASSOCIATION

CONSTITUTION

1. PREAMBLE:

During the last meeting of the above group held on 3rd June, 2016 the members resolved that the following shall constitute the bye-laws governing the group.

2. NAME:

The name of the group shall be APAM FISH PROCESSORS ASSOCIATION.

3. AIMS:

The aims of the Group are:

- To educate members on how to invest in business and guarantee for members for members to source credit to finance their business.
-
- To achieve functional meetings of members networks of the Association and hold meetings on regular basis.
- To organize District training workshops on, hygienic standards and traceability, quality and packaging of fishery products.

4. MEMBERSHIP:

Membership of the group shall be open to all adults engaged in fishing business and other fishing related activities.

5. RIGHTS OF MEMBERS:

Every member shall have the right to vote by showing of hands when major decision is to be taken. There shall be one woman - one vote policy during any voting, and the President/Chairman shall have the additional right to vote again when voting is at tie to arrive at a decision.

6. EXECUTIVE:

There shall be five executive members for the association namely the President/Chairperson, Vice President/Chairperson, Secretary, Organizer and Treasurer who shall lead the group.

7. EXECUTIVE TERM OF OFFICE

In Every two years (2) members shall vote to elect new executive members to lead the group. The old executives can also stand for re-election for second term of office.

8. BANK ACCOUNT:

A Bank Account shall be open with the

.....

9. ACCOUNTABILITY:

The Treasurer shall always show proper book keeping record for all monetary transaction in order that there shall be transparency in the group's finances.

10. LEGAL BINDING

Every member of the group shall be bound by this documents by signature or thumb print

11. DISCIPLINING OF MEMBERS

The Executive Committee (consisting of the President/Chairperson, Secretary and any other executive member) shall bring to order through suspension of members or any other disciplinary measures, a member who is unable to fulfill respective obligations under this constitution or any rules which may be passed from time to time by the executives.

12. MEETING:

Members have agreed to meet every at and pay monthly dues of GH¢..... which is subject to change.

13. ABSENTISM:

If a member of the group absents herself from meeting for a continues of one calendar month without permission, shall be fined Ghana Cedis (GH¢.....) plus her weekly dues.

14. COMING INTO EFFECT:

This constitution shall come into effect upon the signature of ALL members of the association.