



FEDERATION OF FISHERIES ORGANISATIONS OF UGANDA



VISION

To be the leading national Fisheries Federation in coordinating sustainable and ethical fishing practices in Uganda.

MISSION

To promote ethical fishing practices and sustainable development of the fisheries sector in Uganda for improved livelihood the alleviation of poverty and contribution to the food basket

CORE VALUES

- Accountability
- Integrity
- Efficiency
- Co-operation
- Excellence
- Non Discrimination
- Professionalism

FFOU Strategic Objectives

• Legislations, Policies and Human Rights



• Integration of ICT into the fisheries sector



• Climate change action to protect the eco-system



• Capacity building for women and youth within the fisheries business chain



• Sustainable development of fish farming (aquaculture) and aquaponics



• Scale up comprehensive HIV/AIDS services among fisherfolk and high risk groups



OUR PARTNERS:



UGANDA HUMAN RIGHTS COMMISSION
Human Rights. The Key to Development

FFOU Organization Profile

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Introduction

Federation of Fisheries Organizations Uganda (FFOU) is a Non-Profit Making Organization registered under Non-governmental Organizations Act, 2016 registration number 6521 (INDR160045220NB). FFOU serves as a National Umbrella body of all non-state actors in the Fisheries Subsector and was subsequently conceived in early 2011 as a loose coalition to steer involvement of the Fisheries industry in order to address the issues directly affecting the poor and marginalized groups among women and youth. FFOU is currently regulating 131-member Associations / Organizations which brings together all the Fishing Communities across the five great Lakes of: Victoria, Kyoga, Albert, George, Edward and the Surrounding districts in Uganda. FFOU Strategic areas of Implementation contribute significantly to achieve the Sustainable Development Goals (SDGs) and the National Development Plan – (NDP III). The Fundamental and key strategic areas of Implementation for FFOU includes;

- 1) To provide human rights and advocacy for our members LGBTQ through Legal Aid support Project.
- 2) Scale Up Comprehensive HIV/AIDS/TB/MALARIA Services among Fisherfolk and high-risk groups
- 3) Integration of ICT into the fisheries subsector
- 4) Sustainable development of fish farming (Aquaculture and Aquaponics)
- 5) Climate change action to protect the eco-system,
- 6) Capacity building for women and youth within the fisheries business chain,

Partnerships and collaboration

FFOU works with several Development partners and Line Ministries and local partners project implementing partners which includes;

1. Ministry of Agriculture, Animals industries and Fisheries (MAAIF),
2. GIZ-RFBCP & CUSP,
3. European Union,
4. Uganda Revenue Authority (URA)
5. Uganda Aids Commission (UAC),
6. Uganda National Aids Service Organization (UNASO) ,
7. Sexual Reproductive Health and Rights (SRHR) Alliance,
8. Directorate of Industrial Training (DIT), and 8. Uganda Human rights Commission, among others.

FFOU is currently implementing a Business Development Service project (BDS) funded by GIZ-RFBCP in 7 districts of central and western parts of Lake Victoria that include; Kampala, Mpigi, Mukono, Kyotera, Masaka, Kalungu and Kalangala

districts. FFOU is also providing Capacity Building and HIV/AIDS Prevention services in 12 districts along Lake Kyoga which includes; Nakasongola, Amolatar, Kaberamaido, Dokolo, Apac, Kwanja, Serere, Ngora, Palisa, Kaliro, Buyende and Kayunga districts. Other targeted districts on Lake Albert for capacity building and HIV and AIDS prevention services includes; Bulisa, Hoima, Kikube, Kagadi and Ntoroko.

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MEMBERSHIP, PARTNERSHIP AND AFFILIATIONS

FFOU's core membership structure looks at associations, cooperative unions and other community-based organized groups within the fisheries sub-sector, local traders, aquaculture fish farmers, processors and exporters, all based on mutual roles, interests and expectations. Partnerships extend to various levels from Government instrumental bodies, research institutions, and management & development organizations to donor/funder organizations.

Affiliations are intended for sharing ideas, experiences with related organizations outside our geographical area of operation or those within the geographical scope that support or contribute to development of the sub-sector but not directly involved in fisheries activities.

PROJECTS AND PROGRAMS IMPLEMENTED

1. FISHERIES VOCATIONAL TRAINING AND INNOVATION CENTRE (FVIC)

FFOU has established fisheries community based innovative and creative technical vocational training center to improve on fishing business and turn into a professional and technical work. The vocational institute renders both theoretical and practical skills to the fishing community. Fisheries Vocational Training and

Innovation Centre is fully accredited by Uganda Business Technical Examination Board (UBTEB), Directorate of Industrial Training (DIT) and registered by Ministry of Education and Sports under Section 14 Sub section (e) of the BTVET Act, 2008 ISO 9001:2015 **Certificate No.: UG92580A** is an accredited Assessment Centre and suitable for Category B with Centre Number UVQF/830.

2. SCALE UP COMPREHENSIVE HIV/TB/MALARIA/SRHR AND SGBV SERVICES

FFOU implements use of technology in HIV response using Abavubi mobile application to strengthen SBCC, counseling, and community linkage and referral services. Working with the landing sites HIV management initiatives (LASHI), and the district health facilities, FFOU have presently managed to reach landing sites in different regions providing combination HIV/TB/Malaria/SRH/GBV services through outreaches and peer to peer approaches with its organizational limited resources.



3. LEGAL AID SUPPRT AND HUMAN RIGHTS ADVOCACY

The legal Aid project was established to increase access and fairness to justice among the vulnerable fisherfolk who face legal challenges and can't access justice due to financial or social implications. Sexual gender-based violence, GBV are among the key areas of support within the Legal AID project focusing on the following areas;

- Provide legal information, advice and Awareness on policies and human rights.
- Mediation, negotiation and other alternative dispute resolution services
- Court representation of vulnerable project beneficiaries
- Training Para Legals to conduct human rights awareness and representation
- Develop, design and publish IEC materials with legal and human rights.

- Lobbying and Advocacy for policy reform, research documentation and dissemination.

4. SUSTAINABLE FISH FARMING (AQUACULTURE AND AQUAPONICS)

FFOU works with its member associations to improve fish production and value chain. This project has enabled fish farmers to create alternative avenues for their livelihood and increased house hold income levels. Fish farming has also reduced lake dependency syndrome and illegal fishing actives.



HUMAN RESOURCE PORTFOLIO

FFOU holds different functional Accounts in different Commercial Banks of Uganda like DFCU (Impala Branch) Account No. **1026665641, 3619978087** and a Euro account, **03011027359631** and Bank of Africa Acc.no. **07211510007**, Equity Bank Acc.no. **1001202327672, 1001202327657** Euro Acc. **1001202327664**.

FFOU employs highly qualified and competent staff. As indicated in the table below;

Staff	Title	Qualification	Experience
Nangoma Salama	Executive Director	<ul style="list-style-type: none"> ▪ Higher diploma in project planning & management ▪ Bachelors of Arts and social sciences. 	12 Years' Experience. <ul style="list-style-type: none"> ▪ Research and development ▪ Project monitoring and evaluation ▪ Policy Analysis ▪ Community mobilisation ▪ Organization capacity development

Ms.Zauja Biryeri	Director Programs	<ul style="list-style-type: none"> • Bachelors' Degree in Adult and Community Education, • Bachelors in Project Planning and Management. • Certificates in Resource Mobilisation & Conflict Resolution. 	10 Years' experience in; <ul style="list-style-type: none"> • Project management • Approaches to community mobilisation & learning • problem identification, planning & Budgeting • Grievance handling & Negotiations, Advocacy
Mr.Waisswa Farouk Tassi	HR Manager	<ul style="list-style-type: none"> • MBA (Human Resource) • Bachelors in Human Resources Management • Diploma in secondary Education 	<ul style="list-style-type: none"> • 5 years' experience in human recourse discipline • 5 years' experience in research with NGOs and Government Agencies like WHO, CRS, EOC, FAWE etc. • 8 years' experience in secondary school teaching.
Dr. Omoding Walter	HIV Prevention Manager	<ul style="list-style-type: none"> • BSc Medicine and Surgery. • Dip-Clinical Medicine & Biomedical Sciences, 	10 Years' Experience clinical medicine, ART management, HIV care, treatment and social Support

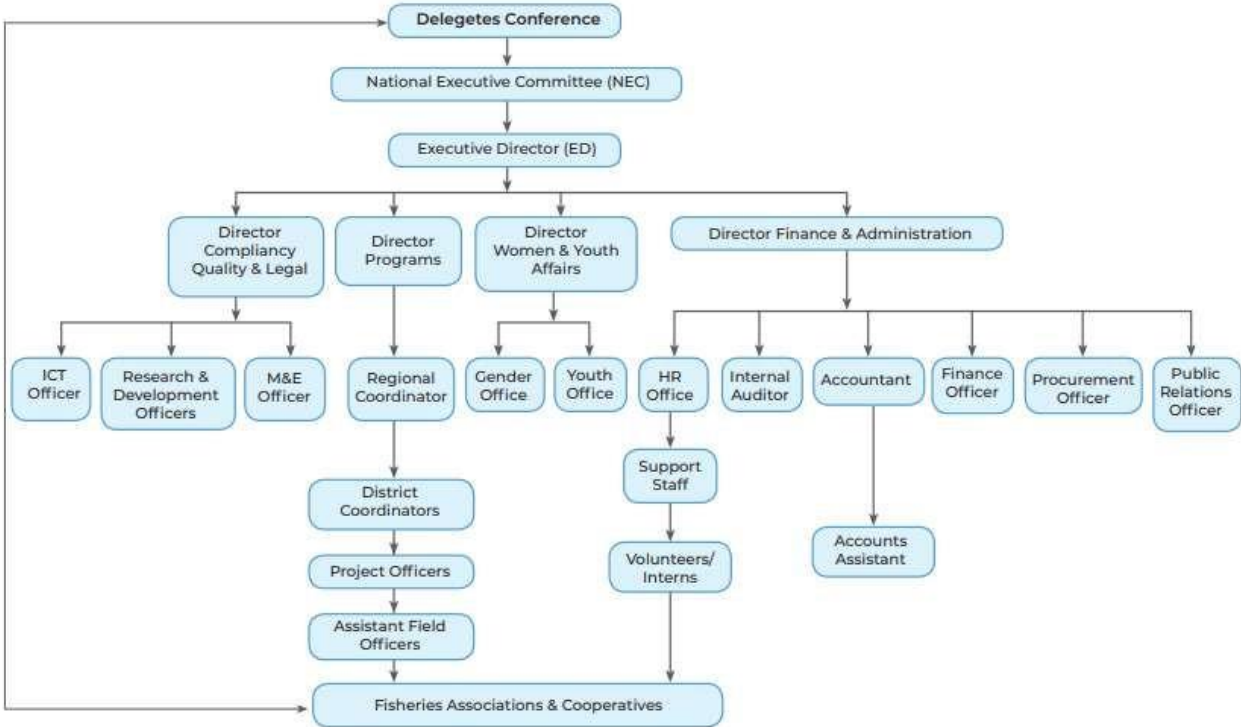
Mr. Simon Aye bale	National Programs Coordinator	<ul style="list-style-type: none"> ○ Masters- Public Health (student) ○ Bachelor of Social Work and Social Administration- 2nd class (Honors) Upper division. ○ Diploma in Business Administration. ○ Certificate in Business studies. ○ Counseling and Guidance (Certificate). ○ HIV Counseling and Testing (Certificate). ○ Psychosocial support (TOT certificate). ○ Project planning /M&E (Certificate). 	<p>15 Years' Experience in;</p> <ul style="list-style-type: none"> • Project Planning and management, • Community mobilisation, • HIV programming, • Resource mobilisation, • Research, • Capacity development, • Key Population (KP) Programming.
Ms. Jessica Noel Nakayira	Internal Auditor	<p>Bachelor's Degree in Commerce (Accounting option) from Makerere University</p> <p>She is a member of the Institute of Certified Public Accountants of Uganda (ICPAU) and a Certified Internal Auditor</p>	<p>15 years' experience</p> <p>She has Computer literacy with advanced skills in the use of MS Office tools</p> <p>Possesses more than three (5) years of Audit work with BWK and Associates Public Certified Accountants</p> <p>Has 6 years Previous experience working with INGO/NGO</p>

<p>Mr. Muyimba John</p>	<p>Head of Finance & Administration</p>	<p>Bachelor of Commerce (Accounting) CPA (U) Level II Bachelor of Commerce (Accounting) Certificate in TOT Conducted by Bank of Uganda and Coordinated by National Social Security Fund, Under the Strategy for Financial Literacy in Uganda.</p>	<p>15 Years' experience in ;</p> <ul style="list-style-type: none"> • Finance and Administration Director • Women Fish Network as Finance and Administration Manager • Uganda Gatsby Trust and Gatsby Microfinance Ltd. • Trained Trainers of Alliance in Motion Global and many private coaching sessions. • Planning & Budgeting
<p>Mr. Isaac Olua</p>	<p>Director Aquaculture</p>	<p>Bachelor of Science Degree in Fisheries Management and Aquaculture. Diploma in Fisheries Management and technologies (Fish Gear Technology Certificate in Fisheries Management and technologies Certificate in computer science Other Certificates in HIV/AIDS counseling and guidance, Research, M&E,</p>	<p>20 Years' experience Aquaculture science-propagation nurturing & production, research in fisheries science and economics. Fisheries science-biology economics-gear-aquaculture & environmental conservation and Management. Science and lake/fisheries resource management Ms Dos and excel, word Fisheries</p>

Mr. Baidhuse Michael	Director Compliance, Quality and legal	Post Graduate in Project Planning and Implementation Bachelors of Science Degree in Environmental Science, Technology and Management Certificate in Data Analysis and Management	8 Years' experience; <ul style="list-style-type: none"> ▪ Project planning, implementation and Management ▪ Financial control and management systems ▪ Rural community development programs ▪ Research in fish science and socio-economics ▪ Data analysis and interpretation ▪ Project monitoring and evaluation systems ▪ Donor coordination and relations management
Mr Rogers Barungi	Head Procurement	Bachelors of Arts majoring in Development studies. Diploma procurement and logistics management	9 years of work experience <ul style="list-style-type: none"> • Community development • Country marketing manager of Gal sports betting. • A broad experience working with Ugandan media, Prime radio to date, WBS TV, TOP TV • Vast experience working outside Uganda countries like Zambia, Rwanda, South Sudan, Kenya and Liberia.

Mr. SEKIZIVU Hamudani	Head IT	Postgraduate diploma in Biometrics, Bachelors of Science in Computer Science and Mathematics, Certificate in Computer Graphics	9 years' experience in; <ul style="list-style-type: none"> • Frameworks Usage and Configurations (Js Express, PHP and Android) • JS/NativeScript • React.Js • CSS/Bootstrap/Bulma • Data Engineer • Intercom Services • IT Analyst • System Security
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Organogram



Donor funded projects portfolio since 2017

With strengthened systems, FFOU has been able to attract substantial donor resources for its interventions. Over the last five (5) years, FFOU has implemented a number of projects supported by different donors including;

- European Union,
- German Cooperation through GIZ-RFBCP, and
- Ministry of Agriculture, Animal Industry and Fisheries (MAAIF).

The table below shows some of the projects implemented and resources managed by FFOU over the past years.

Program/Project	Achievements	Locations & period	Funder & amount
Capacity building Programme and Comprehensive HIV/AIDS services	<ul style="list-style-type: none"> ▪ Organized Fishers into associations ▪ Improved knowledge in Leadership and Business skills ▪ Strengthened Organization Structure ▪ Improved coordination of fisheries HIV/SRHR response and collective participation ▪ Networking & collaboration with stakeholders on Fisheries HIV/SRH response ▪ Strengthened HIV linkage and referral system among fisherfolk 	<p>Masaka & Kyotera 2018</p> <p>Jinja, Busia, Buikwe, Mukono, Kampala, Wakiso & Kalungu (2017 to 2019) Kalangala, Buikwe, masaka, Kyotera, Mayuge-2018</p>	<p>FFOU & UWEA-Uganda Workers Education Association</p> <p>EUR195,151</p>

Environmental Protection	Increased awareness on the need to protect the environment 3000 trees were planted in 5 Landing sites	Ggaba, Kiyindi, Katosi, malembo and Dimo landing sites in 2018-2019	FFOU/MAAIF EUR 15,000
Legislation and policy awareness project	Increased awareness among 3000 fisher folk Increased awareness on HIV prevention among the fisherfolk	Kyotera, Busia, Kamuli, Masaka, Kalangala, Mpigi, Mayuge, Kampala, Iganga and Jinja 2019	FFOU UGX 500,600,200
Capacity Building to member associations	200 members were trained in strategic planning, Resource mobilization & governance	Kalangala, Masaka, Packwach, Masindi, Soroti, Busia, Lugazi and Kampala- since october and ongoing	GIZ-CUSP EUR 46,049.73
The abavubi Fisher Mobile Software App. Project	Fully operational App developed. 1041 users registered. Development of a support information center. Functional Toll-free line. Online Fish Market Broadened. Development of a USSD link. Digital literacy of the Fisher Communities. Increased Social Behavior Change and Communication, SBCC for HIV prevention. Established database of Fishers.	Busia, Mayuge, Jinja, Buikwe, Mpigi, Buvuma, Mukono, Wakiso Kampala, Masaka, Kyotera and Kalangala (2019 – 2022)	GIZ-RFBC EUR 179,600

<p>Business Development Service project, BDS</p>	<ul style="list-style-type: none"> - 7 Trainers were recruited and deployed in the target districts. - 750 Fishers recruited for the training in Enterprise & Financial management, Fish handling and preservation, Business Skilling and Marketing and the voluntary guidelines for securing sustainable small scale fisheries. - Trainings are on-going in 7 districts. - Strengthened partnerships and collaborations with district leadership. 	<p>Kampala, Kalangala, Mukono, Mpigi, Kalungu, Masaka, and Kyotera</p>	<p>GIZ-RFBC EUR 433,668.55</p>
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OUR PARTNERS



