

CONSTITUTION OF THE SHEEB FARMERS ASSOCIATION

The following is the constitution of the She' eb Farmers Association

1 Name and Address of Association

1.1 Name of the Association

The Association shall be called the She'eb Farmers' Association.

1.2 Registered address

The address of the Association is: Northern Red Sea Zone, sub Zone of She'eb, She'eb Town.

1.3 Area

The area of operation of the She'eb Farmers' Association shall be in the Wadi Laba and Mai Ule irrigation area in the Sheeb sub-Zoba in the Northern Red Sea Administrative Region and shall include the following seven parts:

- She'eb Khetin
- Bises
- Tiluk
- Ide Abay
- Debret
- Erem
- Emdena Ede Eket

2 Objectives of the Farmer Association

The main objective of the Farmer Association is to ensure the efficient operation and maintenance of the irrigation system so that the members can make full use of the spate irrigation development.

Secondary objectives include:

- To ensure members pay all annual fees.
- To mediate disputes amongst members and others regarding any issues affecting the irrigation system.
- To liaise and collaborate with Government departments and other concerned agencies.
- To ensure the Association's funds and properties are properly managed and well accounted for.
- To facilitate efficient communication amongst the members.

3 Membership

3.1 Requirements for membership

The members of the Farmer Association comprise all individual farmers with access to land that is or can be irrigated by the existing spate irrigation system. Membership in the farmers' association is obligatory to farmers using floods from the irrigation system. Farmers who do not want to be members must immediately lose the right to use the land as their actions can not be regulated by the association.

Membership shall be open to farmers satisfying the following qualifications:

- a) The farmer is a citizen of Eritrea.
- b) The person is of the age of 18 years and above.
- c) The person is law abiding and of good conduct.
- d) The farmer is a resident of the area during the irrigation season and engaged in farming within the irrigation scheme.

3.2 Application for membership

Application for membership shall be on the Farmer Association's application form and shall be submitted to the Executive Committee of the Association through the Secretary.

The Executive Committee shall decide on all applications subject to the Provisions for Membership.

The successful applicant shall be admitted within two weeks of the Executive Committee's decision.

3.3 Membership Fees and Dues

3.3.1 Every member shall pay a membership fee of Nakfa 10 upon admission to the Association.

3.3.2 An annual fee of Nakfa 200 per 1 ha plot shall be paid by every member starting from January up to the end of February of each year. Annual fees must be paid only in cash. Farmers who must pay annual fees are those whose fields are well irrigated and yielding in the year of payment. These should be decided by the teshkils and ternafis of each parta. However the executive committee has the right and the responsibility to ensure that the decisions are fair and true. Members cannot be asked to pay annual fees for the year in which their fields were not irrigated when their lands are irrigated the next year.

3.3.3 The membership fee and annual fee will be fixed at the Annual General Meeting and will be reviewed regularly.

3.3.4 The membership fee and annual fee will not be refundable on termination of membership.

- 3.3.5 All fees and fines paid by members shall be part of the general fund of the Association.
- 3.3.6 All membership fees and annual fees will be collected by the Treasurer.
- 3.3.7 Every member will receive an official receipt from the WUA upon payment of the fees.

3.4 Rights and Obligations of Members

3.4.1 Rights of Members:

- a) To receive irrigation water in accordance with the existing rules concerning the distribution of water.
- b) To exercise the right to vote on all matters affecting and related to the Association.
- c) To be eligible to any elective position in the Association, for which the member is qualified.
- d) To participate in all deliberations during meetings and to freely express opinions or ideas on any matters under discussion.
- e) To thoroughly examine the financial and other records of the Association upon request.
- f) Together with other members call for a general meeting in extraordinary circumstances.(see section 5.2)
- g) Upon termination of land ownership a member has the right to withdraw from the Association.
- h) Have the right of access to refer to the Constitution upon request to the Secretary.

3.4.2 Obligations of Members:

- a) To work jointly with other members in proper management, operation, use and maintenance of the irrigation system.
- b) To willingly contribute personal services for the maintenance of the irrigation system and the welfare of the Association.
- c) To faithfully obey and comply with the rules and regulations and such other duties and regulations as may be decided by the Executive Committee.
- d) To promptly pay the membership fee, annual irrigation fees and any other agreed contributions as stipulated in the Constitution.
- e) To participate in all meetings and trainings called by the Association
- f) To comply with majority decisions of the Association.
- g) To notify the concerned body on any emergency situation within the irrigation system.

3.5 Members in Good Standing

A member in good standing is one who faithfully complies with the duties set forth in the Constitution as well as the terms and conditions of the Membership Agreement.

3.6 Termination of membership

Any membership may be suspended or terminated on the following grounds:

- a) Loss of the right of use of the land in respect of which the application for membership was granted.
- b) Member is deceased and has no heir

3.7 Transfer of Membership

Upon the death or incapacitation (physical or mental) of a member, the membership shall be transferred to wives or children. They should satisfy all the requirements for membership. If the children are below 18 years of age, relatives can be cultivating the land until they reach 18 years of age. If they have no relatives who can cultivate for them, the association takes care of the land until they reach 18 years after which the membership is formally transferred. The executive committee has the right to fairly distribute the land of the deceased member among the family members (wives and children) according to the existing traditional and religious rules.

If the deceased has no children or wives, the land is handed over to the government for redistribution.

How ever, since land belongs to the government, issues concerning land ownership must first be presented to the government bodies by the executive committee before deciding on the transfer of membership.

3.8 Advisers to the Executive Committee

3.8.1 The Farmer Association shall choose two advisers into the Executive Committee. These will preferably be the heads of the sub Zoba Administration and sub Zoba Ministry of Agriculture or their representatives.

3.8.2 The advisers shall not be entitled to any remuneration for participating in the Farmer Association.

3.8.3 The advisers shall not be a member of the Farmers Association and have no right of voting.

3.8.4 The advisers shall not be signatory to any cheque or any bank transaction of the Farmer Association.

3.8.5 The advisers shall not indulge in any transaction or enter into any agreement with any Association on behalf of the Farmers Association.

3.8.6 The advisers will treat all information on the Farmer Association with strict confidentiality.

4 Finances

4.1 Financial year

The financial year shall be from month January to December.

4.2 Association Funds

The funds of the Association shall be raised from:

- a) Membership fees
- b) Annual fees
- c) Interest made on deposits made by the Association
- d) Fines
- e) Loans from banks and other lending institutions
- f) Grants and donations
- g) Contributions from members for emergencies
- h) Fund raising events

4.3 Use of Association Funds

Funds derived by the Association in the form of required fees, dues and other contributions considered legal for the purpose, shall be part of the General Fund and may be used for:

- a) Cost of operation and maintenance of the irrigation facilities including headworks, canals, structures and equipment;
- b) Purchase and replacement of capital equipment;
- c) Payment of discharges and obligations of the Association;
- d) Funding of relevant training for members of the Association;
- e) Payment of employees and contractors engaged by the Association;
- f) Payment of other administrative costs.

4.4 Financial records

4.4.1 The Association shall keep accurate accounting records of all transactions.

4.4.2 The preparation of annual accounts showing income and expenditure, assets and liabilities of the Association shall be presented to the Annual General Meeting for approval.

4.4.3 An official receipt shall be issued for all transactions.

4.5 Banking

4.5.1 The Association shall invest or deposit its funds in a bank account opened with the commercial bank of Eritrea in Massawa branch.

4.5.2 All cash monies of the Association must be kept in a safe.

4.5.3 The Treasurer of the Association shall be allowed to keep petty cash not exceeding the amount of Nakfa 5000 in a safe for emergencies and operating costs.

4.6 Signatories of the Association

There will be three signatories of the Association. These will be the Chairman, the Treasurer and the Secretary. For any withdrawal of cash and for writing of cheques, at least two signatories are required, one of which shall always be the treasurer.

4.7 Loans

The Association can apply for loans from Banking or other financial institutions. These loans may only be used for services provided to all members of the Farmer Association.

4.8 Appointment of Auditors

The Executive Committee shall employ an independent auditor whose duties shall include:

- 4.8.1 Review and examine the financial records of the Association and recommend measures for their improvement
- 4.8.2 Submit audited reports to the Executive Committee
- 4.8.3 To advice the Executive Committee on the use of Association funds.
- 4.8.4 Present the audited report to the Annual General Meeting.

5 Meetings

5.1 Annual General Meetings

- 5.1.1 The Executive Committee shall be responsible for calling and holding an annual general meeting.
- 5.1.2 The Chairperson shall preside at the meeting or the members of the Executive Committee may elect a chairperson if he is absent.
- 5.1.3 The general meeting shall consist of a meeting at which every member of the Association shall have the right to attend, participate and vote on issues arising.
- 5.1.4 Members shall be allowed to send a representative if he/she is unable to attend and this representative shall not have the right to vote.
- 5.1.5 The AGM of the Association shall be called once each year at a time agreed upon by the Executive Committee. If for any reason the AGM is postponed it should be rescheduled within a period of one month.
- 5.1.6 Independent persons who have special skills to assist the Association may be invited to the general meeting. Such persons shall have no voting rights.

- 5.1.7 The Executive Body shall present policy issues and allocation of funds for Operation & Maintenance to the meeting.
- 5.1.8 The members may also transact such other business of the Association as may properly come before them.
- 5.1.9 The annual budget and audited accounts for the previous year will be presented and approved by the general membership.

5.2 Special General Meetings

Special general meetings or Extra-ordinary meetings can be convened at any time by the Executive Committee or upon request of at least 40 members in good standing who must be from all the partas.

5.3 Meetings of the Executive Committee

5.3.1 meetings of the Executive Committee shall be held at least once a month at a suitable place convenient to the members. The first meeting of a newly constituted Executive Committee shall be held within seven days of the election of new office bearers.

5.3.2 Executive Committee meetings shall be called on the order of the Chairperson or by a majority of the committee members.

5.3.3 Any committee member who fails to attend three consecutive meetings without satisfying the committee of reasonable cause for absence shall cease to be a member. The dismissal of any member of the Executive Committee should be approved by the General Assembly at a Special General Meeting called specifically for the purpose.

5.4 Notice of meetings

At least fourteen days notice for every general and special meeting shall be given. Written notices will be sent to members of the Executive Committee. Notices, village messengers, radio and other media will be used for other members. Notices of the meetings shall be posted at conspicuous or frequently visited places within the community.

5.5 Quorum and Voting

The quorum for a general meeting shall be 70 % of the Association membership.

All members in good standing shall have the right to vote.

The quorum for Executive Committee meetings shall be 6 members.

5.6 Order of Business

5.6.1 The proposed agenda of the general meeting shall be stated in the notice sent to the members prior to the meeting date. Any proposed changes in the agenda must be sent to the Secretary of the Association prior to the commencement of the meeting. The members shall agree upon all changes to the agenda.

- 5.6.2 It shall be the duty of the Secretary of the Association to record all proceedings at the general meeting in a special minute book that shall be set-aside for that purpose.

6 General Provisions

6.1 Settlement of disputes

In case of disputes between the Association and any of its members or any complaints against any member, or officer, an application shall be made to the Executive Committee through the Secretary of the Association for redress.

Should the complainant not receive satisfaction, an appeal may be made to the general meeting of members giving a 15 days notice to the Secretary for the intention to appeal.

Failure to settle the dispute by the members will be referred to the Kebabi Administration.

6.2 Amendment of Constitution

6.2.1 This Constitution may be amended by cancellation, alteration or addition by a resolution of 70% (seventy percent) of those present at a duly called general meeting after a notice of amendments has been sent to all members fourteen days prior to the general meeting, provided those present constitute a quorum according to this Constitution.

6.2.2 No amendment to these by-laws shall become effective until approval in writing by concerned legal and government bodies

6.2.3 A copy of the Constitution should always be with the Secretary and made available to any member upon request.

6.3 Dissolution of the Association

6.3.1 The Association shall be dissolved whenever it has passed a resolution in favour of dissolution by a majority of not less than seventy five (75) per cent of the persons present who are eligible to vote at the AGM, or Special General Meeting.

6.3.2 Up to twenty-one days notice shall be given to all members specifying the intentions to propose such a resolution.

6.3.3 If upon dissolution of the Association there remains any property of the Association whatsoever, after satisfying all debts and liabilities, such property shall not be distributed among members, but shall be transferred to the government.

6.4 Merger

The Association may upon recommendation of the Executive Committee and in accordance with the law, merge with other Associations having similar objectives as those of the Farmer

Association. All such mergers shall be voted upon at a general meeting and approved by the Local Authority.

6.5 Affiliation

The Association may upon recommendation of the Executive Committee affiliate itself with other Associations having similar objectives as those of the She'eb Farmers Association. All such affiliations should be voted upon by the General Assembly.

7 Elections

7.1 Election Committee

7.1.1 The Election committee shall be formed from farmers and representatives of independent bodies including:

- Sub Zoba Administration
- Sub Zoba Ministry of Agriculture
- Kebabi Administration
- MPs

There shall be SEVEN representatives from the farmers, one from each parta, who shall be elected by the two kebabi administrations.

The election committee shall be dissolved as soon as elections are completed and the appointments have been approved by the General Assembly.

7.1.2 The Election Committee shall facilitate and supervise elections of the She'eb Farmers Association

7.1.3 The Election Committee will ensure that voting in the elections is free and fair.

7.2 Election of Tashekil

7.2.1 A Tashekil will represent a sub group of twenty farmers, including himself.

7.2.2 Members of a sub-group represented by a Tashekil shall own land, which are adjacent to others in the sub group.

7.2.3 All members of the sub-group will be eligible to vote for the Tashekil.

7.2.4 The term of office for the Tashekil will be three Years.

7.2.5 Only members of the sub-group will be eligible to stand for the position of Tashekil.

7.2.6 A Tashekil can be re-elected several times as long as he/she wins the elections which are held every three years.

7.2.7 Seven days notice of the election shall be given to all eligible voters before elections are held.

7.2.8 All elected Tashekil will assume their responsibilities after the result of the election is announced and approved at an Annual General Meeting.

7.3 Election of Ternafi

7.3.1 The maximum number of Ternafi per parta be three .

7.3.2 The Ternafi will be elected by all members in the parta and will be held at the parta level under the supervision of the Election Committee.

7.3.3 The term of office for the Ternafi will be three years

7.3.4 A Ternafi can be re-elected as long as he/she wins the elections, which are held every three years.

7.3.5 Seven days notice of the election shall be given to all eligible voters before elections are held.

7.3.6 All elected Ternafi will assume their responsibilities after the result of the election is announced and approved at an Annual General Meeting.

7.4 Election of Executive Committee

7.4.1 The members of each parta will elect a representative to sit on the Executive Committee. Elections of the Executive Committee representative and the Ternafi will be held at a single meeting at each parta.

7.4.2 The appointment of the eight representatives to the Executive Committee shall be ratified by the General Assembly.

7.4.3 The Executive Committee members so elected shall hold office for three years until the election of a new committee. All committee members can be re-elected as long as they win the elections that are held every three years.

7.4.3 The SEVEN Executive Committee members shall elect a Chairperson, Secretary, Treasurer and four Operation & Maintenance Representatives from amongst themselves at the first Committee meeting after the elections.

7.4.4 Any member of the Executive Committee must be:

- A member in good standing.
- Literate and numerate
- A non-government employee
- Loyal to the Constitution of the Association and its objectives
- Law abiding

7.5 Vacancies

- 7.5.1 The post in the Executive Committee shall be declared vacant upon termination as indicated in section 3.6. and for any other reasons such as long illness, physical or mental incapacitation, resignation or expulsion.
 - 7.5.2 The said vacant post shall be filled after giving at least 14 days notice to the parta prior to convening a meeting for the purpose of conducting elections.
 - 7.5.3 The office bearer so elected to fill the vacant post in the committee shall serve on that post for the remaining term of office for the said position and an announcement shall be made at the next General Meeting.
 - 7.5.4 The Executive Committee shall be responsible for organizing and holding elections for any vacancies at the parta level.
- 7.6 All elected executive committee members and ternafis will get a monthly payment as decided by the annual general assembly. No tashkils shall be remunerated.

8 General Assembly

The General Assembly shall have the following roles:

- 8.1 To ratify the members of the Executive Committee.
- 8.2 To hear and approve the reports of the Executive Committee.
- 8.3 To check and approve budget, financial records or any other financial transaction.
- 8.4 To make a final decision regarding any change in financial policies that may affect the majority of the members.
- 8.5 To ratify and remove officers and committee members for just cause.
- 8.6 To ratify amendments to the internal rules and regulations of the Association proposed by the Executive Committee.
- 8.7 To approve selection and employment of hired staff, such as gate operators.
- 8.8 To dissolve the Executive Committee for just cause and to constitute a new one.
- 8.9 To act and exercise final authority in all matters affecting the Association.

9 Executive Committee

9.1 Functions and Powers of the Executive Committee

The Executive Committee of the Association shall exercise all the powers and accept all the duties laid down in this Constitution. The Executive Committee has the responsibility to execute such duties as are entrusted to it by the members during a general Meeting. The Executive Committee is always accountable to the General Body of the Farmer Association, consisting of all the rightful spate irrigation water users.

The Executive Committee is the legal representative of the Farmer Association during contacts with the Bank and any other government and non-government institutions and serves as the communication link in dissemination of information and all matters representing the views and requests of the members.

The Executive Committee is responsible for the day-to-day management of the Association and in particular shall:

- 9.1.1 Protect the Constitution of the Association. The Executive Committee has the authority to take sanctions against or to fine members if they violate the conditions of the Constitution.
- 9.1.2 Study, plan and budget for operation and maintenance in collaboration with the Ternafi and present the plan to the General Assembly for ratification at an Annual General Meeting.
- 9.1.3 Formulate and implement rules and regulations for the management of the affairs of the Association and for the guidance of the Association's officers and members. The Executive Committee has the responsibility to check if decisions made during general meetings are not violating the existing internal rules and regulations.
- 9.1.4 Formulate strategies and procedures in managing water crises.
- 9.1.5 Call and hold Annual General Meetings as required by the Constitution.
- 9.1.6 Ensure true and accurate records of all transactions of the Association are kept by the Treasurer and audited annually.
- 9.1.7 Ensure that there are always sufficient funds for operation and maintenance.
- 9.1.8 Appoint and discharge employees of the Association and fix their remuneration and present to the General Assembly for ratification.
- 9.1.9 Submit to the membership the audited financial statement of the Association and report any irregularities or misuse of funds to the General Assembly.
- 9.1.10 Decide on the disposition of any surplus funds and present at the Annual General Meeting for ratification.

- 9.1.11 Arbitrate in disputes between individual or groups of members or between the Farmer Association and persons and/or institutions from outside regarding the irrigation system.
- 9.1.12 Act on the termination of membership.
- 9.1.13 Ensure safe custody of Association property.
- 9.1.14 Enter into contracts on behalf of the Association.
- 9.1.15 Ensure that resolutions of the General Meeting are complied with and implemented.
- 9.1.16 Ensure that all fees are collected by an agreed time.
- 9.1.17 Prepare an annual budget and get approval from the General Assembly.
- 9.1.18 Establish, when necessary sub-committees for the execution of specific tasks.
- 9.1.19 Formulate policies and procedures regarding the business affairs and improvement in the finances of the Association and present them during the AGM for adoption by the members.
- 9.1.20 Perform other duties as agreed by the AGM.

9.2 The Chairperson

The Chairperson shall have the following powers and duties:

- 9.2.1 Attend all meetings of the Association and the Executive Committee.
- 9.2.2 Exercise general supervision and direction of the Association's affairs and oversee the proper implementation of resolutions and instructions of the Executive Committee.
- 9.2.3 Preside over all meetings of the Executive Committee and the Annual General Meeting.
- 9.2.4 Represent the Association at meetings and other public functions.
- 9.2.5 Prepare, in consultation with other committees members an annual programme of activities of the Association.
- 9.2.6 Sign cheques for withdrawal of money from the Farmer Association bank account.
- 9.2.7 Sign all relevant documents of the Association such as the Constitution and contracts on behalf of the members.
- 9.2.8 The Chairperson shall have the deciding vote in case of a tie during voting.

- 9.2.9 Exercise such other powers and perform such other duties as the Executive Committee may from time to time delegate.

9.3 The Secretary

The Secretary shall:

- 9.3.1 Attend all meetings of the Association and the Executive Committee.
- 9.3.2 Record and keep full minutes of all meetings of the Executive Committee and the Association.
- 9.3.3 Serve as custodian for all records, correspondence, assets and other files of the Association.
- 9.3.4 Maintain all non-financial records of the Association including an up-to-date list of members of the Association.
- 9.3.5 Receive and present applications for new membership to the Executive Committee.
- 9.3.6 Conduct an inventory of all assets of the Association.
- 9.3.7 Evaluate and recommend policies and procedures to safeguard the assets and properties of the Association.
- 9.3.8 Countersign all correspondence, suits and matters instituted by or on behalf of the Association in the name of the Secretary, and all warrants, pleadings, power of attorney, petitions, statements, etc.

9.4 The Treasurer

The Treasurer shall:

- 9.4.1 Attend all meetings of the Association and the Executive Committee.
- 9.4.2 Collect and deposit all revenue of the Association.
- 9.4.3 Pay all monies owing by the Association and obtain receipts for such payment.
- 9.4.4 Consolidate a list of members with overdue accounts.
- 9.4.5 Maintain all the financial records of the Association. Keep in a business like manner such books as may be required by the Constitution and ordinary business practice.
- 9.4.6 Prepare annual accounts showing income and expenditure and assets and liabilities of the Association. The Treasurer has the responsibility to present and explain the financial status of the Association to the members during the AGM or at any other time, if required.

- 9.4.7 Reconcile actual receipts and expenditures of the Association and render monthly report to the Executive Committee.
- 9.4.8 Act as the custodian of all ready-cash belonging to the Association. This should be kept separately from any other monies in a safe, cash box or other place of safety.
- 9.4.9 Act as one of the signatories on the Association's bank account.
- 9.4.10 Provide all required information concerning the financial status of the Association to the external auditors upon request.
- 9.4.11 Perform any other duties that the Constitution or the committee may require pertaining to the finances of the Association.

9.5 Other Executive Committee Members

Other Executive Committee members shall work under the guidance of the Chairman and take responsibilities for the operation and maintenance of the system including:

- 9.5.1 Plan and budget for operation and maintenance
- 9.5.2 Supervise the gate-operators
- 9.5.3 Assist Ternafi in their day-to-day activities

10 Ternafi

The duties of the Ternafi are:

- 10.1 To assist the Executive Committee in the planning and implementation for operation and maintenance of the system
- 10.2 To play the lead role in mobilising labour for the repair of the distribution- and diversion agim and other irrigation related work.
- 10.3 To defend the interest of their group in receiving an adequate amount of water.
- 10.4 To prepare and consolidate the list of irrigated and planted areas in order to determine fees;
- 10.5 Ensure that each member pays the annual fees and any other contributions and submits it to the Treasurer.
- 10.6 To represent their group in meetings of the Association
- 10.7 To report any conflicts which cannot be resolved at the Ternafi level to the Executive Committee of the Association
- 10.8 To prepare a list of members in the parta and arrange in groups of twenty (sub-group).

10.9 To facilitate elections of Tashekil within each sub-group.

11 Tashekil

The duties of the Tashekil will include:

- 11.1 Application of irrigation water to the fields of all the sub-group members.
- 11.2 Monitoring the progress of field bunding
- 11.3 Organising work parties for maintenance work on the diversion and distribution agim
- 11.4 Securing water delivery to the branch canal his group is located upon
- 11.5 The application of sanctions for breaching rules.
- 11.6 Reporting any difficulties of members of the sub-group associated with the irrigation to the Ternafi
- 11.7 Prepare list of members of the sub group and a list of irrigated and planted areas each year and present to the Ternafi.
- 11.8 Collaborates with the Ternafi in the collection of fees and other contributions.

12 Kebabi Administration and Association Advisers

12.1 Kebabi Administration

- 12.1.1 The MemShe'eb and Tiluk Kebabi Administration will collaborate with the Executive Committee of the She'eb Farmers Association in the overall management of the irrigation system
- 12.1.2 The Kebabi Administration shall mediate disputes which cannot be settled within the Association.
- 12.1.3 The Kebabi Administration shall be a member of the Election Committee and facilitate elections.
- 12.1.4 The Kebabi Administration makes arrangements with the Executive Committee to call Annual General Meetings.
- 12.1.5 The Kebabi Administration shall advise the She'eb Farmers Association to have financial records audited regularly.

12.2 Association Advisers

The advisers herein referred in Article 3.8 shall:

- 12.2.1 be required to attend Executive Committee meetings and be free to contribute to the discussions and assist in the decision-making and implementation of planned activities.
- 12.2.2 exercise neutrality in order to give sound guidance to the Executive Committee so as to safeguard the rights of the members of the Farmer Association.

13 Rules and Regulations of the She'eb Farmer Association

The rules and regulations will guide the Executive Committee to mediate disputes and foster discipline in the Association. The rules will be implemented jointly by the Executive Committee and the Ternafi and Tashekil.

13.1 Unpaid Annual Dues

Delay in payment of annual dues will attract a surcharge of Nakfa 15 per month for each month up to April of the same year. If the member fails to pay up to April he will face court action.

13.2 Misappropriation of funds of the Association

Any officer found misappropriating funds of the Association will be required to pay back immediately and shall automatically lose the office he/she was holding. Court action can be taken against any individual who has failed to pay back the amount stolen.

13.3 Misuse/Stealing of property of the Association

Any individual found misusing or stealing Association property will be required to pay compensation to the Association. The compensation will be assessed by the Executive Committee. Court action can be taken against any individual who has failed to pay back the amount stolen.

13.4 Damage to scheme infrastructure

Damage to scheme infrastructure shall be subject to an individual fine depending upon the assessed damage. The damage will be assessed by the Executive Committee. If the member continues to damage the infrastructure he will face court action.

13.5 Rules relating to farmers' activities on their farm lands

Any farmer who has not ploughed and cleared his farm land by June will initially be fined Nakfa 50. the land of farmers who violate this rule for two consecutive years will be confiscated and reallocated.

13.6 Rules relating to Agim (diversion bund)

Any farmer who does not contribute either his labour or his oxen in the construction or maintenance of the agim after he is ordered by the Ternafi, will be fined an amount of money equivalent to the value of the expected contribution.

13.7 Rules relating to kifaf (field bund)

13.7.1 Internal kifaf

Any farmer who refuses to construct the internal field bund will be fined Nakfa 60. If the bund is not constructed within six days of receiving the fine, he will pay the cost of its construction.

Any farmer who breaks the internal kifaf in time of irrigation without prior permission will be fined Nakfa 500 and forced to repair it.

13.7.1.1 External kifaf

Any farmer who refuses to construct an external field bund on the request of the Ternafi will be fined Nakfa 120. In addition, he will be forced to construct it or pay the costs of its construction.

Any farmer who breaks the external kifaf without prior permission will be fined Nakfa 1000. In addition, he will be forced to repair it or pay the costs of repair.

13.8 Rules relating to Musga (feeder canal)

The Musqa is a canal, which leads water from the main canal to fields, irrigating them in the direction of decreasing elevation.

Any farmer who breaks the musga will be fined Nakfa 1000. In addition, he will be forced to repair it or pay the costs of its repair.

Any farmer who fails to allow musga to a neighbouring field will be fined Nakfa 60.

13.9 Rules relating to bajur (gate between fields)

Any farmer who opens the gate before the farm land above it is fully irrigated will be fined Nakfa 60. And will be forced to repair it. If as a consequence of this action the above field is not irrigated, damage will be assessed by the Executive Committee and appropriate fines will be imposed.

Any farmer who does not open the bajur leading to the field below will be fined Nakfa 60.

13.10 Rules relating to space for musga

Any farmer who does not leave enough space for musga in his farm land will be fined Nakfa 120.

13.11 Rules relating to order of Ternafi and Tashekil

13.11.1 farmers refusing the order of Tashkils will be fined Nakfa 15.

13.11.2 Tashkils refusing the order of ternafis will be fined nakfa 10

13.11.3 Ternafis refusing the order of executive committee will be fined Nakfa 20.

13.11.4 Farmers refusing the order of tashkils to take their pair of oxen to work will be fined twice as much of oxen pair for each day of refusal.

13.11.5 Farmers refusing tashil orders to contribute labour work will be fined two days labour for each day of refusal.

13.11.6 Farmers who could not contribute labour or oxen pair will be obliged to pay the equivalent in money.

13.12 Rules relating to livestock found grazing in field crops

Damage to farmers fields by livestock is an offence.

13.12.1 a separate fenced area shall be set to detain animals found grazing in the fields and a labourer employed to guard it. The owner shall be responsible for all expenses for one month.

13.12.2 The association shall inform the police and take the necessary measures on animals not collected from the separate fenced area after a month.

13.12.3 The association will not be responsible for injuries or death of animals detained. However the guards must make sure that the animals are in good status before detaining them.

Harvested fields should stay without being grazed until May.

Any animals found grazing illegally will be detained by a guard employed for this purpose and the owners will face the following fines:

Camel	Nakfa 20 per day and Nakfa 20 per night
Cow or ox	Nakfa 5
Donkey	Nakfa 5
Goat & Sheep	Nakfa 1
Mule	Nakfa 5

Any farmer found opposing the guards or taking back his animals by force without consulting the guards will be fined Nakfa 500 and anyone raising objection will be fined Nakfa 120.

Damage to field crops will be assessed by the Executive Committee and the farmer will be compensated accordingly by the owner of the animals.

13.13 Rules relating to livestock found damaging infrastructure

Owners will also be liable for any damage to the scheme infrastructure by their animals. The damage assessment will be the responsibility of the Executive Committee