



MTANDAO WA VIKUNDI VYA WAKULIMA TANZANIA

GENDER POLICY

2020

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1.0 Introduction

1.1 About MVIWATA

Mtandao wa Vikundi vya Wakulima Tanzania (MVIWATA) was founded in 1993 is a nation-wide membership based small scale farmers' organisation with the goal of having common voice in defence of economic, social, cultural and political interests of small-scale farmers nationally. MVIWATA was registered in 1995 and in 2007 under NGO Act of 2002 and its amendments of 2019.

The goal of MVIWATA is to unite small scale farmers nationally in order to have collective voice and actions.

The vision of MVIWATA is to have a community of small-scale farmers which has equal participation in sustainable development, economically, socially and culturally.

The mission of MVIWATA is to unite and develop small scale farmers through groups and networks so as to have a common voice in defence of their economic, social and cultural interests.

1.2 MVIWATA Gender Policy

The gender policy of MVIWATA is a document which is intended to appreciate and recognise the position of women, men and youth in the local, national and international social, economic and cultural systems and accordingly enable the organisation to take corresponding actions actions that consider special conditions of these three categories separately and in relation to each other.

As a group, the peasantry is in continuous struggle and have continued to face challenging moments and situations, especially with regards to dignity, resource allocation, exploitation, decision making and fairness in benefiting from labour contributions.

This Gender Policy also outlines institutional positions and actions in emancipation of women peasants and youth. It also attempts to change narratives against women and youth.

2.0 Application of the Policy

This policy shall be applied at all levels of MVIWATA and shall be in line with other policy guidelines of MVIWATA, especially, MVIWATA constitution and MVIWATA Regulations.

3.0 Policy Statements

3.1 Equal participation of women and youth in MVIWATA leadership, management and operations

3.1.1 Policy Statement

MVIWATA shall provide opportunities equally to men, women and youth in leadership, management and operations of MVIWATA at all levels.

3.1.2 Objective of the policy

- a) To elevate the participation of women in the leadership and decision-making spheres of the movement, in equality of conditions as per MVIWATA constitution.
- b) To ensure that women and youth are well integrated and have equal chances in leadership, management and operations of MVIWATA.

3.1.3 Tools

- a) MVIWATA constitution
- b) MVIWATA Regulations
- c) Complementary MVIWATA policies, notably Human Resources Policy and Operations Policy.

3.2 Actions against all forms of gender-based violence

3.2.1 Policy Statement

MVIWATA shall stand against and promote actions against all forms of gender-based violence, oppression and exploitation.

3.2.2 Objective of the Policy

To set clear institutional position with regards to gender-based violence

3.2.3 Tools

- a) MVIWATA Constitution
- b) MVIWATA Regulations
- c) MVIWATA Strategic Plan
- d) MVIWATA complementary policies

3.3 Creation of Platforms for Women farmers

3.3.1 Policy Statement

MVIWATA shall create and institutionalise platforms for women members at all levels of the institution to discuss and deliberate on women issues which will be presented to the Annual General Meeting (AGM) of MVIWATA for decisions.

3.3.2 Objective of the policy

To ensure that women issues stand and emerge on their own and are given adequate attention in the institutional decision-making structures.

3.3.3 Tools

- a) MVIWATA Constitution
- b) MVIWATA Regulations

3.4 Creation of Platforms for Young Farmers

3.4.1 Policy Statement

MVIWATA shall create and institutionalise platforms for the youth members at all levels of the institution to discuss and deliberate on youth farmers' issues which will be presented to the Annual General Meeting (AGM) of MVIWATA for decisions.

3.4.2 Objective of the Policy

To ensure youth issues stand and emerge on their own and are given the attention they need without dilution.

3.4.3 Tools

- a) MVIWATA Constitution
- b) MVIWATA Regulations

3.5 Protection of the land rights of women and youth

3.5.1 Policy Statement

MVIWATA shall stand and act for the rights of land for women and youth based on the continued inequality faced by women and youth in securing land and other productive resources such as water.

3.5.2 Objectives of the Policy

To ensure that formulation and implementation of strategic activities to create secure conditions for land access, control and ownership to women and youth in rural areas.

3.5.3 Tools

- a) MVIWATA Constitution
- b) MVIWATA Regulations
- c) MVIWATA Strategic Plan
- d) Annual Work Plan and Budget

3.6 Provision of legal support to women and youth

3.6.1 Policy Statement

MVIWATA shall provide free legal aid support to women and young farmers in order to ensure justice for these two marginalised groups.

3.6.2 Objective of the Policy

To ensure women and youths have access to legal aid especially on land injustices.

3.6.3 Tools

- a) MVIWATA constitution
- b) MVIWATA Regulations
- c) MVIWATA Strategic Plan
- d) Annual Work Plan and Budget

3.7 Financial inclusion for women and youth

3.7.1 Policy Statement

MVIWATA shall strive to ensure financial inclusion for women and youth prevails.

3.7.2 Objective

To ensure that there are institutional initiatives towards financial inclusion to women and youth farmers.

3.7.3 Tools

- a) MVIWATA Constitution
- b) MVIWATA Regulations
- c) MVIWATA Strategic Plan
- d) Annual Work Plan and Budget

3.8 Commemoration of International Days on Women and Youth

3.8.1 Policy Statement

MVIWATA shall commemorate, every year, international days on women which are the International Women Day on the 08th March and the International Day for Elimination of Violence against women on the 25th November.

Likewise, MVIWATA shall commemorate international days on youth.

3.8.2 Objective of the Policy

The objective of the policy is to raise awareness to public on the issues of rural women and trigger actions to improve the situation of women locally and nationally.

3.8.3 Tools

- a) MVIWATA FM
- b) Women Platforms within MVIWATA at local, regional and national levels.

3.9 Care for children of women members participating in activities of MVIWATA

3.9.1 Policy Statement

MVIWATA shall facilitate care of children of women farmers who participate in MVIWATA activities away from their homes. i.e. having a child should not be a hurdle that prevents women farmers from participating in MVIWATA activities.

3.9.2 Objective of the Policy

To enable women who have children participate effectively in activities of MVIWATA without fear of being left out because of their parental situations.

3.9.3 Tools

- a) Operational manual
- b) MVIWATA Regulations

3.10 Alliance with other organisation that promote women and youth emancipation and empowerment

3.10.1 Policy Statement

MVIWATA shall identify and continue to forge alliance and solidarity with peasants' organisations that promote women and youth emancipation and empowerment and fight all forms of gender violence.

3.10.2 Objective of the Policy

To build on solidarity of peasant women and youth to fight against all forms of violence, oppression and exploitation.

3.10.3 Tools

- a) MVIWATA Strategic plan
- b) Partnership Policy

3.11 Screening of HIV, cervical cancer and breast cancer to rural women

3.11.1 Policy Statement

MVIWATA shall use its institutional congregations and forums to facilitate free screening of HIV, cervical cancer and breast cancer to rural women participating in MVIWATA activities bearing in mind difficulties of accessing these services in their villages.

3.11.2 Objective of the Policy

To reduce health vulnerability of rural women

3.11.3 Tools

MVIWATA Strategic Plan

3.12 Leadership training to Women and Youth

3.12.1 Policy Statement

MVIWATA shall facilitate provision of leadership training to women and youth as a way of strengthening their leadership skills.

3.12.2 Objective of the Policy

To ensure women and youth have necessary skills for leadership roles.

3.12.3 Tools

MVIWATA Strategic Plan

3.13 Internal Violations of Gender Dignity

3.13.1 Policy Statement

MVIWATA shall take stern actions to its members, leaders and staff where there are confirmed cases of violations of gender, especially women dignity.

3.13.2 Objective of the Policy

- a) To ensure that there is mutual respect of both sexes within the organisation.
- b) To ensure that any action of disrespect due to gender is penalised.

3.13.3 Tools

- a) MVIWATA constitution
- b) MVIWATA Regulations
- c) Whistleblowers policy
- d) Human Resource Policy

3.14 Public Programmes on Women and Youth

3.14.1 Policy Statement

MVIWATA shall capacitate and facilitate small scale farmers to follow up public funded programmes on women and youth so as to ensure that they benefits women and youth as intended.

3.14.2 Objective of the Policy

To make sure that public programmes of women and youth benefit the intended groups.

3.14.3 Tools

- a) MVIWATA Strategic Plan
- b) Annual Work Plan and Budget

4.0 Conclusions

MVIWATA Gender Policy is an attempt to consider, appreciate and recognise various aspects on gender that need an institutional position and action. MVIWATA Gender Policy is mainly for internal use although some of the aspects are attributed by external factors. It is the hope of MVIWATA that the spelt-out positions and actions shall contribute in improving gender situation of rural women and youth.