**Technological research inITIATIVE Africa**

**(TRI-AFRICA)**

**Gender Mainstreaming Policy**

**January 2022**

1. **GENERAL**

TRI-Africa recognizes and acknowledges that gender mainstreaming is significant for our society because it enhances gender equity and equality, justice and efficiency as far as development is concerned.

TRI-Africa gender mainstreaming shall involve integrating gender issues into all the association’s activities for adoption and transformation of agricultural development processes in order to address issues of gender inequality among her farmer members in Greater Masindi.

1. **OPERATIONAL DEFINITIONS**
2. **Farmer members:** Paid-up members of Tri-Africa who are practicing farmers, may demand for services, and are expected to contribute in one way or another to the achievement of the Association’s objectives.
3. **Staff:** Someone who is on the TRI-Africa's payroll
4. **Volunteer**: A person who has chosen to apply to work with TRI-Africa for a period of time on her/his free will with the intention of offering expertise (resource person) or gaining experience and field work exposure without demanding periodic monetary gains.
5. **Gender Focal Person (GFP):** A TRI-Africa staff assigned to spearhead mainstreaming of gender lobby and advocacy in all TRI-Africa's activities
6. **Farmer Facilitator (FF):** A TRI-Africa member identified by TRI-Africa staff as having (potential) skills or expertise voluntarily and recommended to provide gender related services to other farmers. After approval by the Executive director, the FF receives continuous mentoring and coaching.
7. **Gender Committee:** Committee of farmer representatives that is assigned to direct gender mainstreaming activities at different TRI-Africa levels, and who work closely with the GFP. At parish level, it is comprised of the Women Representative, Youth Representative
8. **RATIONALE**

There is still a lot of gender imbalance among TRI-Africa members, mostly affecting women and youth, hindering development. If more women and youth are empowered and more gender equity and equality are achieved, other development processes could be speeded up and contribute to improved socio-economic development.

Based on TRI-Africa's Vision of achieving a “united and empowered farming community”, TRI-Africa looks at supporting men and women, boys and girls the same way and recognizes each one of them as very important and productive in bringing about community transformation through equal participation in development processes by;

1. creating a conducive environment for gender mainstreaming,
2. enhancing professional performance of staff and members in gender mainstreaming,
3. providing clear guidelines on acceptable gender mainstreaming approaches and interventions, and
4. gender mainstreaming in conformity with TRI-Africa's vision and mission
5. **AIM OF GENDER MAINSTREAMING POLICY**

The ultimate aim of gender mainstreaming policy is to achieve gender equality and empowerment of women and men(and couples) as key aspects of development by:

1. Identifying the existing gender gaps
2. Promoting and carrying out gender-oriented research in order to identify gender concerns.
3. Establishing gender-responsive monitoring and evaluation mechanisms for development.
4. Promoting gender awareness and sensitivity among TRI-Africa staff, members and the general public
5. Making a conscious effort to address gender disparities.
6. Contributing towards women’s empowerment and the eradication of unequal gendered power relations
7. Encouraging participation, support and cooperation of men in taking shared responsibility for the mitigation of sexism and reduce oppressive gender roles
8. Creating and promoting a free and conducive environment for full participation of women in all structures, meetings and activities of Tri-Africa
9. Transferring practical skills to those involved in gender mainstreaming.
10. Promoting equal access and control over economically significant resources and benefits

1. **POLICY STRATEGIES**

The above shall be achieved through the following strategies:

1. Sensitization on gender issues at all organizational levels and promoting community dialogue to address gender issues at household level
2. Ensuring that TRI-Africa gender policy shall be translated, disseminated, understood and implemented by all TRI-Africa's staff and members, and
3. Advocating for gender equity and equality at all TRI-Africa levels.

1. **GENDER CAPACITY BUILDING**

TRI-Africa will train her staff,boardand members, depending on availability of resources, in gender issues so as to:

1. Have a knowledgeable and skilled human resource on gender issues
2. Raise awareness among staff and members on gender issues
3. Effectively integrate gender mainstreaming in all TRI-Africa activities
4. **GENDER AWARENESS CREATION**

TRI-Africa shall mobilize, sensitize and create gender mainstreaming awareness among its staff, board,members and general public through:

1. Training / workshops
2. Backstopping / coaching / mentoring
3. Mass media (radio talk shows)
4. Distribution of Information, Education and Communication (IEC) materials
5. Drama
6. Community dialogue
7. Personal testimonies
8. Participation in gender-related events
9. **PARTNERSHIP**

TRI-Africa shall enter and have strategic partnerships and collaboration with partners recognized as vital instruments in:

1. Gender capacity building
2. Awareness creation
3. Referral for specialized services
4. Advocacy and networking
5. Information sharing
6. **TRI-AFRICA ROLES AND RESPONSIBILITIES**
7. **Organizational Gender Committee**
8. Translation of the Uganda Gender Policy (UGP) into the Association’s specific policies, strategies and activities for mitigation of gender inequalities
9. Mobilization of and committing adequate resources to the implementation of gender related activities
10. Gender policy review
11. Collaboration with women’s and youth’s empowerment organizations on matters of gender mainstreaming
12. Gender advocacy networking and strategic partnership
13. Ensuring capacity building of staff in gender mainstreaming and women and youth empowerment
14. Working closely with the TRI-Africa Gender Focal Person.
15. Representing TRI-Africa in gender mainstreaming fora
16. Reporting to TRI-AfricaOEB
17. **Farmer group Gender Committees**
18. Mobilizing farmers’ groups and households for gender awareness and women empowerment
19. Encouraging farmers to integrate gender mainstreaming and women empowerment in their daily activities
20. Encouraging farmers to discuss gender issues at group and households levels
21. Monitoring gender mainstreaming and women empowerment activities among farmers
22. Identifying model groups and households for information sharing and learning purposes
23. Home visiting and supporting farmers facing gender challenges
24. Encouraging farmers’ groups and households to document and keep records of gender analysis, budgeting and business plans.
25. Promoting and encouraging harmonious living conditions among TRI-Africa households for a better quality of life
26. Liaising between farmers and TRI-Africa staff
27. Working closely with the OEB Gender Committee.
28. Reporting to the OEB Gender Committee
29. **Executive Director**

The Executive Director has overall responsibility for implementation of the Gender Mainstreaming Policy, but he will delegate to the Gender Focal Person, who reports to him.

1. **Gender Focal Person**
2. Gender sensitization and awareness creation
3. Establishment and provision of technical support to Gender Committees
4. Mainstreaming of gender in all TRI-Africa activities
5. Gender advocacy, networking and strategic partnership
6. Overseeing the planning and monitoring & evaluation of progress in implementation of gender-responsive activities.
7. Building the capacity of staff and TRI-Africa farmers (at household and group levels) in gender mainstreaming.
8. Coordinating all gender activities.
9. Disaggregating data and information by sex and gender
10. Liaising between all stakeholders involved in Gender
11. Reporting to the Executive Director
12. Working closely with the OEB Gender Committee
13. **Field Staff**
14. Contributing to planning, development and implementation of activities that address key gender mainstreaming intervention areas.
15. Building the capacity of Tri-Africa farmer members in gender analysis, planning and budgeting
16. Monitoring and evaluation of activities for their impact on gender equality.
17. Sensitization and public awareness creation about gender mainstreaming
18. Mobilization of responses and giving input for laying strategies for mitigation of gender inequalities
19. Reporting to the Gender Focal Person
20. **Farmer Facilitators/Trainer of trainees**
21. Mobilizing, coordinating (or linking), trainings, counseling, mentoring, making community follow-ups and reporting on various gender activities in the community.
22. Mobilization of Tri-Africa groups and households to organize appropriate responses to gender mainstreaming and empowerment of women and men (and couples).
23. Working closely with and reporting to the TRI-Africa Field Staff working in their community.
24. **Farmer Members**
25. Receiving one-to-one counseling which empowers an individual or household to make decisions that promote gender mainstreaming, improve their quality of life and facilitate the balance between individual rights and responsibilities.
26. Putting in place initiatives intended to enable girls and women as well as boys and men to formulate and express their views and participate in decision making across all family activities
27. Peacefully discussing gender issues at household level and integrating gender mainstreaming and women empowerment in their daily activities
28. Documenting and keeping records of gender analysis, budgeting and business plans (Refer to item B.vii above).
29. **GENDER AND EMPLOYMENT**

Yet to be developed in the HRM policy manual

1. **POLICY REVIEW AND UPDATE**

This policy was drafted and recommended by the Gender, Lobby & Advocacy Sub-committee, consisting of ......with input from all TRI-Africa Board and staff members.

This policy comes into effect on 1st of January 2022 and shall be annually reviewed to keep it up-to-date and relevant.

Approved by:

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