



TIST HABARI MOTOMOTO JUNE 2026

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Photo 1: Unclean Grove may have snakes; take precautions moving through the areas where you cannot see

In this newsletter, we are going to have;

- I. Important Reminders for our own safety as we carry out TIST duties
- II. Grievance Procedure

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(I) Important Reminders for our own safety as we carry out TIST duties

The following are the key minimum safety requirements;

1. It is not the policy of TIST, CAAC or any of the partners to put TIST workers in harm's way.

2. **We want everybody working for TIST to be safe and act safely.** And no one is allowed to ask you to do something that is unsafe. You should refuse to do it and report immediately to one of the Tanzania Leadership Team members.

3. **The Recognized Policies will be discussed:** Summaries of the recognized policies will be presented. If any of these circumstances are encountered, notify the Tanzanian Team.

a. *Bajaji and Boda-bodas:* Do not take rides if the driver appears to be intoxicated or drives in a reckless manner. If the driver is driving too fast or unsafe tell the driver to drive slower and safer. If it persists, ask to be let out or off the vehicle. In case of a robbery, do not resist and surrender the TIST equipment if it is demanded. Report the incident to the Tanzanian Team within 24 hours.

b. *Snakes.* Be aware when moving through areas where you cannot see where you are placing your foot. If unsure, use a long stick to prod the bushes or grass to identify the presences of snakes. If a poisonous snake is seen, leave the area and notify the farmer. There are NO first aid treatments for poisonous snake bites. If you are bitten by a poisonous snake you must go to the nearest hospital for ant venom. The bite may be fatal if not treated. You could loose a limb or suffer permanent injury if bitten. You, your partner or the farmer should try to identify the type of snake so that the correct anti-venom can be selected. Even if the snake is killed it can still bite!

c. *Elephants:* Elephants are extremely dangerous. The best way to avoid an elephant attack is to not get in that situation. If an elephant is present in a project area, back away trying not to disturb it; if it attacks, do the following:

i. ***Stand your ground;*** it may be a bluff charge.

ii. If ***you are close enough to shelter (house, vehicle, fence, large tree);*** try to back away slowly (keep facing the elephant) and move to the shelter. Elephants run much faster than humans so if you cannot reach shelter, running may just trigger an aggressive response.

d. **Encountering dangerous people:** Should you encounter hostile or dangerous TIST or community members, leave the area and try to get to a place where there are other people present. Do not engage in arguments or physical confrontation. If you are with a partner, stay together and support each other. In case of a robbery, do not resist and surrender the TIST equipment if it is demanded.

e. **Sexual Assaults:** Females should work with a partner in new areas to avoid sexual assaults. If you end up in a situation where you fear an assault, leave the area and try to get to a place where there are other people present. If attacked, yell for help. Report any assault to the police and to the Leadership Team.

f. **Dogs:** If a hostile dog is present or you are concerned about a dog that is present, ask the farmer to secure it until you finish quantifying. If the farmer refuses, leave the area and notify the Leadership Team. If bitten by a dog, go to the doctor. Since dogs can carry rabies, try to determine who owns the dog for incase it needs to be tested. Rabies is fatal without treatment and treatment is necessary within days.

g. **Bees:** The effects of bee's stings can range from annoying and painful to fatal, depending on whether you are allergic to the venom. Avoid being stung by avoiding swarming bees and try to remain calm if they are present. Do not agitate the bees. Avoid wearing perfume or scents. If stung, remove the stinger as soon as possible because the longer it stays in the body, the more severe the reaction. If you know you are allergic to bee stings; get stung in the mouth, nose or throat; have shortness of breath; or have severe swelling or swelling away from the site of the sting; get medical help immediately. If you know you have severe allergic actions to bees stings, you should carry an epi-pen (ask a doctor about this).

h. **Crossing rivers:** Do not attempt to cross rivers with high, fast flowing water. You could drown.

i. **Working on Steep Slopes:** Take extra care when working on steep slope. Do not put yourself in a situation where a fall could kill you.

(II) Grievance Procedure

The grievance procedure is intended as the tool by members and workers may formally have a grievance heard by TIST management.

All grievances are first brought to the attention of the Leadership Team where the issues are compared to standard TIST policy, TIST values and/or the Greenhouse Gas agreement among the Small Group members and CAAC. TIST policies and values are the subject of training at seminar, cluster meetings, Small Group meetings and are published periodically in the HMM. The Leadership Team shall give the aggrieved party an answer within 30 days of receipt of the formal complaint.

If the issue is not resolved within 30 days, the aggrieved party shall be informed that the case must be presented to TIST Management and shall inform TIST Management of the issue. Where precedence or policy exists, TIST Management shall use such documents in final decision making and respond to the aggrieved person within 30 days of their receipt of the formal complaint. Where new issues arise that are outside the existing precedence, or policy, the issue shall be brought to the Cluster meeting, Leadership meeting, where decisions are made by representatives of the Small Groups, Tanzanian Staff and TIST Management.

If conflicts or grievances cannot be resolved internally, CAAC and the aggrieved party shall agree upon a mediator to whom they shall submit the issue. Any grievances not resolved through mediation shall be subject to arbitration in through the Chartered Institute of Arbitrators, **Tanzania** Branch within 30 days of the close of mediation.

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Sexual Harassment Policy: TIST is committed to providing a working environment free from discrimination, and to prohibit harassment of its employees and applicants, including sexual harassment.

Sexual harassment is defined as any unwelcome or unwanted sexual advance, request for sexual favors, or other verbal or physical conduct of a sexual nature from someone in TIST that creates discomfort and/or interferes with the job.

Harassment due to race, religion, sex, sexual harassment, national origin, and disability or age status will not be tolerated in TIST. Such conduct is subject to discipline, up to and including termination. Any worker whom believes he or she is a victim of sexual harassment must immediately report any incident to the Leadership Team. TIST will not tolerate retaliation against any worker who complains of sexual harassment or provides information in connection with any such complaint. If you have any questions regarding this policy, please contact the Leadership Council.

According to the preamble of the GhG contract, Member shall abide by each and every law and regulation that applies to their activities. Sexual harassment is against the law and Members that have been found to sexually harass can be removed from TIST. TIST worker that sexually harass can be dismissed.

Non-Discrimination Policy: TIST does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, or sexual orientation, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subcontractors, vendors, and clients.

If a TIST member or worker feels that they have been discriminated against, you should contact the Leadership Team and request to begin the formal grievance procedure. According to the preamble of the GhG contract, Member shall abide by each and every law and regulation that applies to their activities. Discrimination is against the law and Members that discriminate can be removed from TIST. TIST worker that discriminate can be dismissed.

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TIST Values

As TIST Family we have our Values which most of TIST Small Groups know and practice. We always reflect on these Values and to ensure that we all are truly living by them. The success of TIST is based on the integrity and effort of individual members within TIST. What we can achieve depends on each of us following these Values;

Who are we?

- (i) We are Honest
- (ii) We are Accurate
- (iii) We are Transparent
- (iv) We are Servants to each other
- (v) We are Mutually Accountable to Each Other and
- (vi) We create Low Budget/ cost, yet we achieve Big Results

How we do things that other people can see

- 1) We are committed
- 2) We do our work in small groups
- 3) We seek and use the best way
- 4) We use our minds and hands.

What do we do?

- 1) We plant different species of trees for long -term
- 2) We find ways to improve our health
- 3) We practice Conservation Farming
- 4) We do other projects and businesses (sustainable agriculture, nurseries, citrus growing, dairy goats and farming, chickens, bee keeping, fishponds and fish keeping, silkworm farming etc.)
- 5) We sell carbon credits

What do we create?

- 1) We create team work - by doing things this way; we end up working as a team.
- 2) We create capacity - we create organization, strength, and a system that is strong.
- 3) We create enjoyment - we see results, we accomplish big things that we enjoy.
- 4) We create Big Results - In Conservation Farming and from other projects and business that we do.
- 5) We create Low Budget/Cost, yet we achieve big results.



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***Picha 1:** Shamba ambalo halijasafishwa linaweza kuwa na nyoka; chukua tahadhari ukiwa unapita maeneo ambayo huwezi kuona*

Katika jarida hili, tutakuwa na makala mbili:

- (I) Mambo muhimu ya kukumbuka kwa ajili ya usalama wetu tunapotekeleza majukumu ya TIST
- (II) Utaratibu wa Malalamiko

(I) Mambo muhimu ya kukumbuka kwa ajili ya usalama wetu tunapotekeleza majukumu ya TIST

Yafuatayo ni mambo muhimu ya kuzingatia kwa ajili ya usalama;

1. Sio sera ya TIST, CAAC au washirika wowote kuwaweka wafanyakazi wa TIST katika hatari.

2. Tunataka kila mtu anayefanya kazi TIST awe salama na achukue hatua kwa ajili ya usalama wake. Hakuna mtu anayeruhusiwa kukwambia ufanye kitu ambacho sio salama. Unapaswa kukataa kufanya jambo lolote linaloweza kuhatarisha usalama wako. Toa taarifa mara moja kwa Timu ya Uongozi wa TIST Tanzania ikiwa kuna hatari ya usalama wako.

3. Sera Zinazotambuliwa kuhusu usalama mahali pa kazi zitajadiliwa: Muhtasari wa sera zinazotambuliwa utawasilishwa. Ikitokea hali yoyote kati ya hizi, ijulishe Timu ya TIST Tanzania.

a. Bajaji na Boda-boda: Usipande bajaji au boda boda endapo dereva ataonekana amelewa au anaendesha bila kuzingatia kanuni za kiusalama. Ikiwa dereva anaendesha kwa kasi sana kuhatarisha usalama wako mwambie dereva apunguze mwendo. Asipokusikiliza, omba uruhusiwe kuteremka kwenye usafiri wake. Ikitokea umevamiwa na wezi wakitaka kukuibia, usipingane nao, jisalimishe kwa kusalimisha vifaa vya kazi vya TIST ulivyonavyo ikiwa watakwambia ufanye hivyo. Toa taarifa ya tukio hilo kwa Timu ya uongozi wa TIST Tanzania ndani ya saa 24.

b. Nyoka. Jihadhari na nyoka wakati wa kupita maeneo ambayo huwezi kuona unapokanyaga. Kama huna uhakika wa njia kwa sababu ya kichaka, tumia fimbo ndefu kuondoa vichaka au nyasi ili kutambua uwepo wa nyoka. Ikiwa nyoka mwenye sumu atakuwepo eneo hilo ondoka mara moja na unjulishe mwenye shamba. **HAKUNA** matibabu ya huduma ya kwanza kwa kuumwa na nyoka mwenye sumu.

Ikiwa umeunwa na nyoka mwenye sumu, nenda haraka hospitali ya karibu kupata tiba ya kutoa sumu ya nyoka. Usipopata matibabu ya haraka baada ya kuumwa na nyoka mwenye sumu kunaweza kusababisha hatari zaidi. Unaweza kupoteza kiungo au kupata jeraha la kudumu. Wakulima wote wa TIST yatupasa kutambua aina ya nyoka ili ikitokea amekuuma basi dawa sahihi ya kuzuia sumu iweze kutolewa. **Kumbuka!** Hata nyoka akiuawa bado anaweza kuuma!

c. Tembo: Tembo ni hatari sana. Njia bora ya kuepuka shambulio la tembo ni kutoingia katika hali hiyo. Ikiwa tembo yuko katika eneo la mradi, rudi nyuma bila kumshtua/kutosumbua; ikiwa atakushambulia, fanya yafuatayo:

i. Simama bila kujitikisa; inaweza kuwa njia ya kumdanganya asikudhuru.

ii. Ikiwa uko karibu na makazi (nyumba, gari, uzio, mti mkubwa); jaribu kurudi nyuma polepole (endelea huku ukiendelea kumtazama tembo) hadi usogee kwenye makazi. Tembo hukimbia kwa kasi zaidi kuliko wanadamu kwa hivyo ikiwa huwezi kufika mahali pa kujificha, kukimbia kunaweza kusababisha tembo kuwa mkali dhidi yako.

d. Kukutana na watu hatari: Ukikutana na wanajamii wenye uhasama au watu hatari, ondoka eneo hilo na ujaribu kufika mahali ambapo kuna watu wengine waliopo. Usijihusishe na mabishano au makabiliano ya kimwili. Ikiwa uko na mpenzimko wawili, kaeni pamoja na kusaidiana.

e. Unyanyasaji wa Ngono: Wanawake wanapaswa kufanya kazi na wenza wao katika maeneo mapya ili kuepuka unyanyasaji wa kijinsia. Ikiwa unaona dalili mbaya za watu kukushambulia, ondoka eneo hilo na uende mahali ambapo kuna watu wengine. Ikitokea umeshambuliwa, piga kelele kupata msaada.

Toa taarifa ya shambulio lolote kwa polisi na kwa Timu ya Uongozi wa TIST.

f. Mbwa: Iwapo kuna mbwa wakali kwenye eneo unalokwenda kufanya kazi, mwombe mkulima (mwenyeji wako) anilinde hadi umalize kufanya kazi. Ikiwa mkulima atakataa, ondoka eneo hilo na uwajulishe Timu ya Uongozi wa TIST Tanzania. Ikiwa utang'atwa na mbwa, nenda hospitali kwa kuwa mbwa aliyekung'ata anaweza kuwa na kichaa cha mbwa. Mmiliki wa mbwa anaweza kwenda kumpima mbwa wake ili kujua kama ana ugonjwa wa kichaa. Ugonjwa wa kichaa cha mbwa ni mbaya usipopata matibabu ya haraka na matibabu ni muhimu yatolewe ndani ya masaa 24.

g. Nyuki: Athari za kuumwa na nyuki zinaweza kusababisha madhara ya kuumia na hata kusababisha kifo endapo utakuwa na mzio wa sumu. Jihadhari sana kujiepusha kufanya kazi eneo ambalo nyuki wanazagaa au kuwa mtulivu ikiwa nyuki wapo kwenye hilo eneo. Usiwachokeze, epuka kupuliza manukato. Ukiumwa, ondoa mwiba haraka izezekanavyo kwa sababu kadiri unavyokaa mwilini, ndivyo maumivu yanavyokuwa makali zaidi. Ukijua una mzio wa kuumwa na nyuki; kama kuvimba mdomo, pua au koo kuuma, kukosa pumzi au kutokewa na uvimbe mkubwa mbali na eneo la walilokuuma; nenda kapate msaada wa matibabu mara moja. Ikiwa unajua kuwa una athari kali ya mzio kwa nyuki, unapaswa kubeba epi-pen (muulize daktari kuhusu hili).

h. Kuvuka mito: Usijaribu kuvuka mito yenye maji mengi yanayotiririka kwa kasi. Unaweza kuzama.

i. Kufanya kazi kwenye Miteremko Mikali: Kuwa mwangalifu zaidi unapofanya kazi kwenye miteremko au mwinuko, maeneo haya yanaweza kusababisha kuanguka na kupelekea kifo.

(II) Utaratibu wa Malalamiko

Utaratibu wa malalamiko unalenga kuwa chombo cha wanachama na wafanyakazi kinachoweza kusikilizwa rasmi na wasimamizi wa TIST.

Malalamiko yote kwanza yanaletwa kwa Timu ya Uongozi ambapo masuala yanalinganishwa na sera ya kawaida ya TIST, maadili ya TIST au makubaliano ya mkataba wa kaboni (GHG) miongoni mwa wanachama wa Vikundi Vidogo na CAAC. Sera na maadili ya TIST ni moja ya somo linalofundishwa kwenye semina, mikutano ya Klasta, mikutano ya Vikundi Vidogo na huchapishwa kila mwezi kwenye gazeti la HMM. Timu ya Uongozi itampa mhusika jibu ndani ya siku 30 baada ya kupokea malalamiko rasmi.

Ikiwa suala halijatatuliwa ndani ya siku 30, mhusika atajulishwa kwamba kesi lazima iwasilishwe kwa Uongozi wa TIST na atatoa taarifa kwa Uongozi wa TIST kuhusu suala hilo. Pale ambapo kuna umuhimu au sera, Menejimenti ya TIST itatumia hati hizo katika kufanya maamuzi ya mwisho ya kunjibu mtu aliyelalamikiwa ndani ya siku 30 baada ya kupokea malalamiko rasmi. Pale yanapotokea masuala mapya ambayo yako nje ya nyaraka zilizopo, au sera, suala hilo litaletwa kwenye Mkutano wa Klasta, ambapo maamuzi hufanywa na wawakilishi wa Vikundi Vidogo, Wafanyakazi wa TIST Tanzania na Menejimenti ya TIST.

Iwapo migogoro au malalamiko hayawezi kutatuliwa ndani, CAAC na upande uliotoa malalamiko watakubaliana juu ya mpatanishi ambaye watawasilisha suala hilo kwake. Malalamiko yoyote ambayo hayatatatuliwa kwa njia ya usuluhishi yatafanyiwa usuluhishi kupitia Taasisi ya Waamuzi, Tawi la Tanzania ndani ya siku 30 baada ya kufungwa kwa usuluhishi.

Sera ya Unyanyasaji wa Kijinsia: TIST imejitolea kutoa mazingira ya kazi bila ubaguzi, na kukataza unyanyasaji wa wafanyakazi wake na waombaji wapya, pamoja na unyanyasaji wa kijinsia.

Unyanyasaji wa kijinsia unafafanuliwa kama hatua yoyote ya ngono isiyokubalika au isiyoridhiwa, au tabia nyingine ya matusi au ya kimwili ya asili ya kingono kutoka kwa mtu ndani ya TIST ambayo inaleta usumbufu na/au kuingilia kazi.

Unyanyasaji kutokana na rangi, dini, ngono, unyanyasaji wa kijinsia, asili ya kitaifa, na ulemavu au hali ya umri hautavumiliwa ndani ya TIST. Mwenendo kama huo hauna nidhamu unatakiwa kukomeshwa. Mfanyakazi yeyote ambaye anajiona kuwa yeye ni mwathirika wa unyanyasaji wa kijinsia lazima atoe taarifa ya tukio lolote kwa Timu ya Uongozi mara moja. TIST haitaacha kutoa haki dhidi ya mfanyakazi yeyote anayelalamika kuhusu unyanyasaji wa kijinsia au kutoa taarifa kuhusiana na malalamiko hayo. Ikiwa una maswali yoyote kuhusu sera hii, tafadhali wasiliana na Uongozi.

Kulingana na utangulizi wa mkataba wa GhG, Mwanachama atatii kila sheria na kanuni zinazotumika kwa shughuli zao. Unyanyasaji wa kijinsia ni kinyume cha sheria na Wanachama ambao wamepatikana na unyanyasaji wa kijinsia wanaweza kuondolewa ndani ya TIST. Mfanyakazi wa TIST ambaye anayanyasa kingono anaweza kuachishwa kazi.

Sera ya Kutobagua: TIST haina ubaguzi kwa misingi ya rangi, dini (imani), jinsia, maelezo ya jinsia, umri, asili ya taifa (nasaba), ulemavu, hali ya ndoa, au mwelekeo wa kingono, katika shughuli au shughuli zake zozote. Shughuli hizi ni pamoja na, kuajiri na kufukuza wafanyakazi, uteuzi wa watu wa kujitolea na wachuuzi, na utoaji wa huduma. Tumejitolea kutoa mazingira ya kujumuisha na ya kukaribisha wanachama wote wa wafanyakazi wetu, wateja, watu wanaojitolea, wakandarasi wadogo, wachuuzi na wateja.

Ikiwa mwanachama wa TIST au mfanyakazi anahisi kwamba amebaguliwa, unapaswa kuwasiliana na Timu ya Uongozi na uombe kuanza utaratibu rasmi wa kulalamika. Kulingana na utangulizi wa mkataba wa GhG, Mwanachama atatii kila sheria na kanuni zinazotumika kwa shughuli zao. Ubaguzi ni kinyume cha sheria na Wanachama wanaobagua wanaweza kuondolewa kutoka TIST. Mfanyakazi wa TIST anayebagua anaweza kuachishwa kazi.

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MAADILI YA TIST

Kama Familia ya TIST tuna Maadili yetu ambayo wengi wa Wanavikundi Vidogo vya TIST wanayajua na kuyatekeleza. Daima tunatafakari juu ya Maadili haya na kuhakikisha kwamba sote tunaishi kulingana nayo. Mafanikio ya TIST yanatokana na uadilifu na juhudi za wanachama binafsi ndani ya TIST. Tunachoweza kufikia inategemea kila mmoja wetu kufuata Maadili haya;

Sisi ni Nani?

- 1) Sisi ni waaminifu.
- 2) Sisi tunatoa taarifa sahihi.
- 3) Sisi ni wawazi
- 4) Sisi tunatumikiana.
- 5) Sisi ni wawajibikaji
- 6) Bajeti Ndogo, Matokeo Makubwa

Jinsi tunavyofanya mambo ambayo watu wengine wanaweza kuona

- 1) Sisi tunajitolea.
- 2) Tunafanya kazi zetu katika vikundi vidogovidogo
- 3) Tunatafuta na kutumia njia bora
- 4) Tunatumia akili na mikono yetu.

Tunachofanya

- 1) Tunapanda aina mbalimbali za miti itakayodumu kwa muda mrefu.
- 2) Tunafanya mambo kuboresha afya zetu.
- 3) Tunafanya Kilimo Hai.
- 4) Tunafanya miradi na biashara zingine.
- 5) Tunafanya biashara ya hewa ya kaboni.

Tunafanya.

- 1) Tunaunda kazi ya timu—kwa kufanya mambo kwa njia hii; tunaishia kufanya kazi kama timu.
- 2) Tunajenga Uwezo-tunaunda shirika, nguvu, na mfumo ambao ni imara.
- 3) Tunafanya mambo yanayotufurahisha-tunaona matokeo, tunatimiza mambo makubwa ambayo tunafurahia
- 4) Tunafanya mambo yanayoleta matokeo makubwa-matokeo makubwa ya upandaji miti. matokeo makubwa katika Kilimo Hai na matokeo makubwa kutokana na miradi na biashara zingine tunazofanya.
- 5) Tunatumia gharama ndogo za Utawala, lakini tunapata matokeo makubwa.