



**MINISTRY OF
PUBLIC SERVICE, LABOUR
& SOCIAL WELFARE**

**SAFEGUARDING CHILDHOOD:
PROGRESS AND PARTNERSHIPS
IN ELIMINATING CHILD LABOUR
IN ZIMBABWE**

2023 ANNUAL REPORT



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FOREWORD

Children, as one of the most vulnerable groups in society, should be afforded the highest standard of care and protection. They need protection from exploitation and should have the opportunity to grow, develop, and fulfil their potential. This, according to the Constitution of Zimbabwe, includes all boys and girls below the age of 18.



Hon. July Moyo
Minister of Public Service,
Labour, and Social Welfare

Safeguarding children’s rights is part of the core mandate of the Ministry of Public Service, Labour and Social Welfare working together with various ministries, departments, agencies, and social partners. A lot of progress has been made. However, our work is far from done as we continue to advance the rights of children and come up with programmes that contribute to the wellbeing of children through various government and community initiatives.

The 2023 report highlights progress made on the legislative front, particularly the Labour Act [Chapter 28:01] and the Children’s Act [5:06], as well as in practice through intensified integrated inspections. The various National Employment Councils continue to develop their respective hazardous lists that guide prohibited tasks

for any person below the age of 18. The establishment of an institutional mechanism such as the National Steering Committee on Child Labour is a key driver towards a whole government and multi-stakeholder approach to addressing and eliminating child labour. The National Steering Committee should therefore be continuously reinforced to enable information sharing, policy implementation, and monitoring of programmes.

This not only reflects our desire to create child labour-free zones but also a reminder of the additional work we need to continue to do to protect children. More importantly, as we continue to be guided by the need to “Leave No One Behind”, inclusive and holistic labour and social protection services must be available, accessible and affordable for every child.





STATEMENT FROM THE PERMANENT SECRETARY

The Government of Zimbabwe is irrevocably committed to the ideal of eliminating all aspects of child labour. This commitment is evident in the national legislative and policy framework, with provisions for the protection of children against all form of abuse finding expression in the National Constitution, the Children's Act, and the Labour Act as well as in the comprehensive social protection interventions aimed at safeguarding children's rights to education and a safe upbringing free of exploitation.



Simon Masanga
Permanent Secretary

The Government of Zimbabwe is irrevocably committed to the ideal of eliminating all aspects of child labour. This commitment is evident in the national legislative and policy framework, with provisions for the protection of children against all form of abuse finding expression in the National Constitution, the Children's Act, and the Labour Act as well as in the comprehensive social protection interventions aimed at safeguarding children's rights to education and a safe upbringing free of exploitation.

However, as the government, we are cognisant of the fact that the legislative and policy framework on its own, without a robust programme of action on the ground, will not see us achieving the goal of eliminating child labour in accordance with the commitments made under relevant United Nations conventions, Sustainable Development Goals target 8.7, Africa Union and Southern African Development Community protocols and the Durban Call to Action.

It is in this light that the Government of Zimbabwe, through my Ministry, went into partnership with the Eliminating Child Labour in Tobacco (ECLT) Foundation, with a memorandum of understanding (MoU) running for the period 2022 to 2025. The MoU provides for collaboration

in the broad areas encompassing the formulation and implementation of appropriate laws, policies and targeted programmes as well as in raising awareness about the pitfalls and dangers of child labour. The strengthening of stakeholders' cooperation with action to prevent the occurrence of child labour and activities to address it when it is identified is also envisaged.

Accordingly, this report highlights progress made in the implementation of the MoU and other government programmes focusing on the year 2023 following the inaugural which covered the period up to the end of 2022. Notable programmatic initiatives undertaken include the development of the Labour Pillar of the National Action Plan (NAP) for Children, establishment of a National Steering Committee on Child Labour and ongoing awareness-raising initiatives.

It is our fervent hope that this report will give stakeholders clear insights into the strategies and programmes that the government is implementing in the quest to eliminate child labour in all its forms. We believe this would enable existing and potential partners to identify areas they may wish to collaborate with the government in action to combat child labour.



HIGHLIGHTS



Creation of the
CHILD LABOUR UNIT



Setting-up of the
**MULTI-STAKEHOLDER NATIONAL
STEERING COMMITTEE (NSC)**
to advance the elimination
of child labour agenda



6,886
LABOUR INSPECTIONS
were carried out in 2023



72,460
CHILDREN
were provided with specialised
protection and welfare services



1,515,047
CHILDREN

benefited from the
Basic Education Assistance Module



12,373
VULNERABLE PERSONS

benefited from Sustainable
Livelihoods projects



321,347
VULNERABLE PERSONS

benefited from the Harmonised Social Cash
Transfer programmes.



CHILD LABOUR UNIT: ENHANCING COORDINATION OF CHILD LABOUR EFFORTS (2024)

As part of its commitment to achieving zero child labour, the government of Zimbabwe, through the Ministry of Public Service, Labour, and Social Welfare, will establish a dedicated Child Labour Unit (CLU) in 2024. This initiative is a key milestone under the Memorandum of Understanding (MoU) with the ECLT Foundation. The CLU will be composed of senior officers from the technical departments of Labour Administration and Social Development.

The primary role of the CLU will be to coordinate child labour programming both within the government and across various stakeholders. This includes organizing National Steering Committee (NSC) meetings, engaging stakeholders at the sectoral level, and overseeing policy frameworks related to child labour.

As part of its initial tasks prior to the establishment of the Child Labour Unit, the team focused on overseeing the formation of the multi-stakeholder National Steering Committee (NSC), aimed at advancing the elimination of child labour. They drafted the Terms of Reference (TORs) for the NSC, outlining its rules of engagement and composition.





The TORs were adopted by the NSC members at its inaugural meeting held at the Crowne Plaza Monomutapa Hotel. Further to that the CLU engaged with the Zimbabwe Statistical Agency (Zimstats)

and International Labour Organisation (ILO) experts to discuss the localisation of the child labour framework, taking into account the Zimbabwean socio-economic landscape. This has seen the development of the draft child labour national framework, a toolkit that should guide programming and interventions by all stakeholders working or with interest in child protection issues in Zimbabwe.

The development of the framework was guided by technical experts from the ILO, underpinned by the ILO's instruments on child labour, the Southern Africa Development Community (SADC) Code of Conduct on child labour, and national legislative frameworks as well as regional and international best practices. The draft framework, which will be subjected to the Tripartite National Forum (TNF) processes bringing together

government, business and labour, clearly defines key concepts such as child labour, child work, light work and hazardous activities. Furthermore, economic and non-economic activities are defined in tangent with the general production boundary of Systems of National Accounts (SNA), along with age differentials and categories with conditional and exceptional boundaries as laid down by the ILO framework and the national education system and laws.

With respect to the coordination role, the unit organised the tripartite plus partners to effectively participate in national consultative processes for the development of the fourth generation of the National Action Plan (NAP for Children, 2024-2028). The first consultative workshop was held in Nyanga, where social partners and National Employment Councils for the Mining, Agriculture and Tea industries and the Tobacco Industry contributed to shaping the child labour pillar within the NAP. The second validation workshop organised by the child labour unit was held in Harare and attended by the social partners plus stakeholders with interest in child labour.



LABOUR INSPECTORATE MANDATE EXTENDED TO COVER INFORMAL ECONOMY

Labour inspection is a public function that plays a crucial role in the effective regulation of the labour market. The purpose and scope of labour inspections includes ensuring compliance with labour legislation and related regulations as well as providing corrective, developmental, and technical advice to employers and workers.

The ultimate goal is to promote decent working conditions and a safe working environment. Accordingly, the role of labour inspectors is primarily monitoring workplaces, investigating violations and taking necessary remedial action as appropriate. Aside from enforcement, an equally important role is guidance whereby the labour inspector offers advice on compliance and best practices.

The guidance (educational) role of labour inspections is particularly relevant in relation to combating child labour in the Zimbabwean context. This is because the incidence of child labour is more pronounced in informal segments of the economy and in household-run enterprises where the engagement of child labour is often due to a failure to distinguish between child labour and child work, given the thin line dividing the two. This leads to situations where businesses, directly or through relationships with their business partners, can contravene child labour laws and regulations.

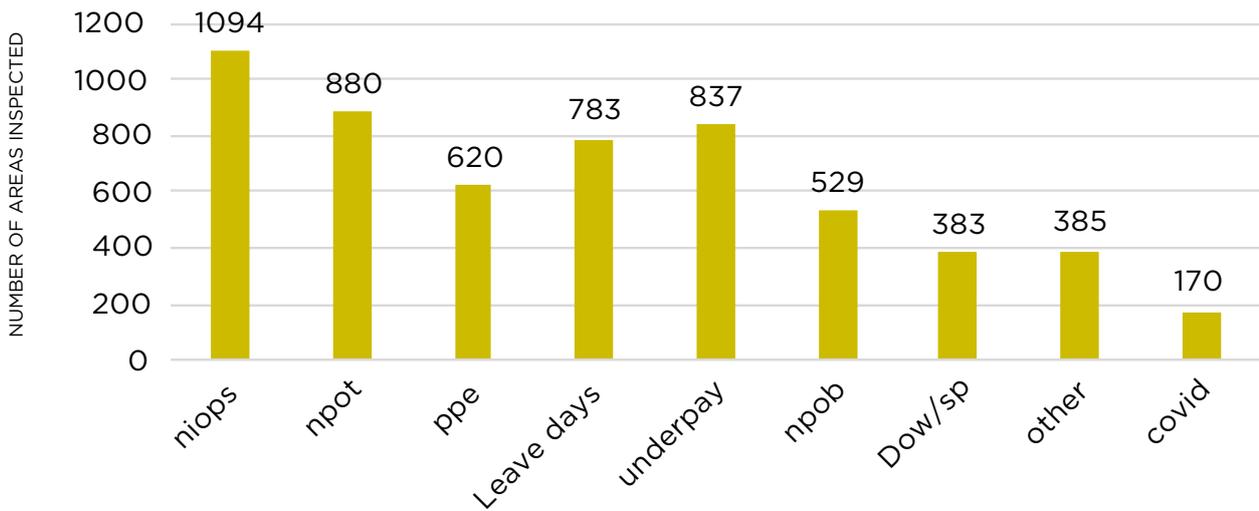
In this regard it is heartening to note that in line with the National Strategy on the Formalisation of the Informal Sector, which the MoPSSLW is driving through the Department of Employment Promotion and Services, a policy decision was taken to extend the scope of the labour inspectorate to cover the informal sectors of the economy. Accordingly, the labour inspection form has been reviewed and now includes a section on Child Labour (Section 4: Child Labour Profiling). This will enhance the ability of the labour inspection function to identify, assess and monitor incidents of child labour across formal and informal sectors of the economy. Furthermore, the extension of the labour inspectorate mandate will ensure that administrative data on child labour is comprehensive and reliable.

Meanwhile in line with the Ministry Vision of Decent Work and Sustainable Social Protection for all by 2030, labour inspections were scaled up significantly in the aftermath of disruption caused by the COVID-19 pandemic in 2020. A total of 2,594 inspections were carried out in 2021, 7,604 in 2022 and 6,886 in 2023.



An analysis of the inspections undertaken in 2023 showed that the major areas of non-compliance were non-issuance of payslips and non-payment of overtime as well as underpayment of benefits as depicted in Figure 1 below.

FIGURE 1: INSPECTION AND AREAS OF NON COMPLIANCE



KEY

- niops non-issuance of payslips
- npot non-payment of overtime
- ppe non-issuance of protective clothing
- npob non-payment of bonus
- Dow/sp date of wage/salary payments as per agreement

Source: Administrative Data from MoPSSLW, Labour Administration Dept.





STRENGTHENING CHILD LABOUR COORDINATION MECHANISMS IN ZIMBABWE

Eliminating child labour requires a multifaceted and coordinated approach involving various stakeholders, including the government, international bodies, non-governmental organisations (NGOs), and the private sector. Effective coordination mechanisms are essential to ensure that efforts are harmonised, resources are effectively and efficiently utilised, and the rights and welfare of children are prioritised.

In the year under review the Ministry of Public Service Labour and Social Welfare engaged the private sector to remain actively involved in eliminating child labour in their supply chains. Corporate social responsibility (CSR) initiatives and adherence to ethical labour practices are essential. To ensure implementation of good business practices, more National Employment Councils concluded their industry-specific hazardous lists. Furthermore, the implementation of the fourth generation of the Decent Work Country Programme (DWCP, 2022-2026) is testament to strong collaboration and coordination between the tripartite social partners. These public-private tripartite-plus partnerships are effective in creating sustainable and durable solutions by harnessing expertise and employment opportunities for adults, thereby reducing the economic need for child labour.



Continued international cooperation and technical support was key in the development of the National Action Plan for Children (NAP for Children). All key stakeholders including international agencies such as the ILO and UNICEF, as well as the private sector, fully participated in the consultative workshops held in Nyanga and Harare. Furthermore, the ILO in collaboration with Zimstats provided technical support to the Development of Child Labour Framework at a workshop held in Kadoma, which was also supported and funded by the ECLT Foundation. The framework was guided by international standards and best practices, national legislative provisions and aligned with the socio-economic context.



COORDINATION BETWEEN NGOS AND GOVERNMENT AGENCIES

NGOs and civil society groups are integral to addressing child labour. These organisations work on the ground to rescue, rehabilitate, and reintegrate child labourers into society. They provide essential services such as education, vocational training, psychosocial support, and advocacy. Coordination between NGOs and government agencies in 2023 was facilitated through regular meetings, information sharing and joint initiatives, and monitoring activities. For instance, Ministry of Public Service Labour and Social Welfare officials visited some projects implemented by the Coalition Against Child Labour in Zimbabwe (CACLZ) in the Chiredzi district. The ministry's team was headed by the Permanent Secretary Mr Simon Masanga interacted with Chiredzi district stakeholders and MDAs in a bid to strengthen coordination mechanisms for child labour elimination.

DEVELOPING THE NATIONAL ACTION PLAN

The development of the National Action Plan (NAP) for Children 2024-2028 in 2023 represents a significant step towards strengthening safeguarding, protecting, and promoting the interests of children in Zimbabwe.

This strategic initiative was spearheaded by the Ministry of Public Service, Labour, and Social Welfare (MoPSLSW) to address the multifaceted challenges faced by children, especially vulnerable groups such as orphans, children with disabilities, and those at risk of child labour. The development of NAP was also aligned with Zimbabwe's Vision 2030, which aspires to transform the nation into an upper-middle-income economy, emphasising the well-being and development of all citizens, including children.

CONSULTATIVE PROCESS AND STAKEHOLDER ENGAGEMENT

At the beginning of 2023, the formulation of NAP 2024-2028 was grounded in an inclusive and participatory process, ensuring that the voices and experiences of diverse stakeholders were incorporated. A series of tripartite consultations were conducted, engaging representatives of government, employers, workers' organisations, NGOs, civil society, international organisations, and the private sector. This collaborative approach facilitated a thorough analysis of the current child labour landscape, identified gaps in existing strategies, and gathered valuable input on effective interventions. During the process, community members and local leaders ensured a holistic approach to addressing the multifaceted nature of child labour. This inclusive strategy guaranteed that the plan was comprehensive and addressed the diverse needs and challenges across different regions of Zimbabwe, aligning with the National Development Strategy 1 (NDS1), which underscores the importance of such inclusive processes to foster broad-based and sustainable socio-economic growth. The process was heavily backed up by data and evidence, with comprehensive research and data analysis conducted to identify the prevalence and root causes of child labour and other issues affecting children. This evidence-based approach, as emphasised in the NDS1, enabled the development of targeted interventions designed to achieve maximum impact and ensure efficient and effective solutions to national challenges.



KEY PILLARS AND OBJECTIVES

The NAP 2024-2028 is structured around five key pillars, each targeting crucial aspects of child welfare and protection:

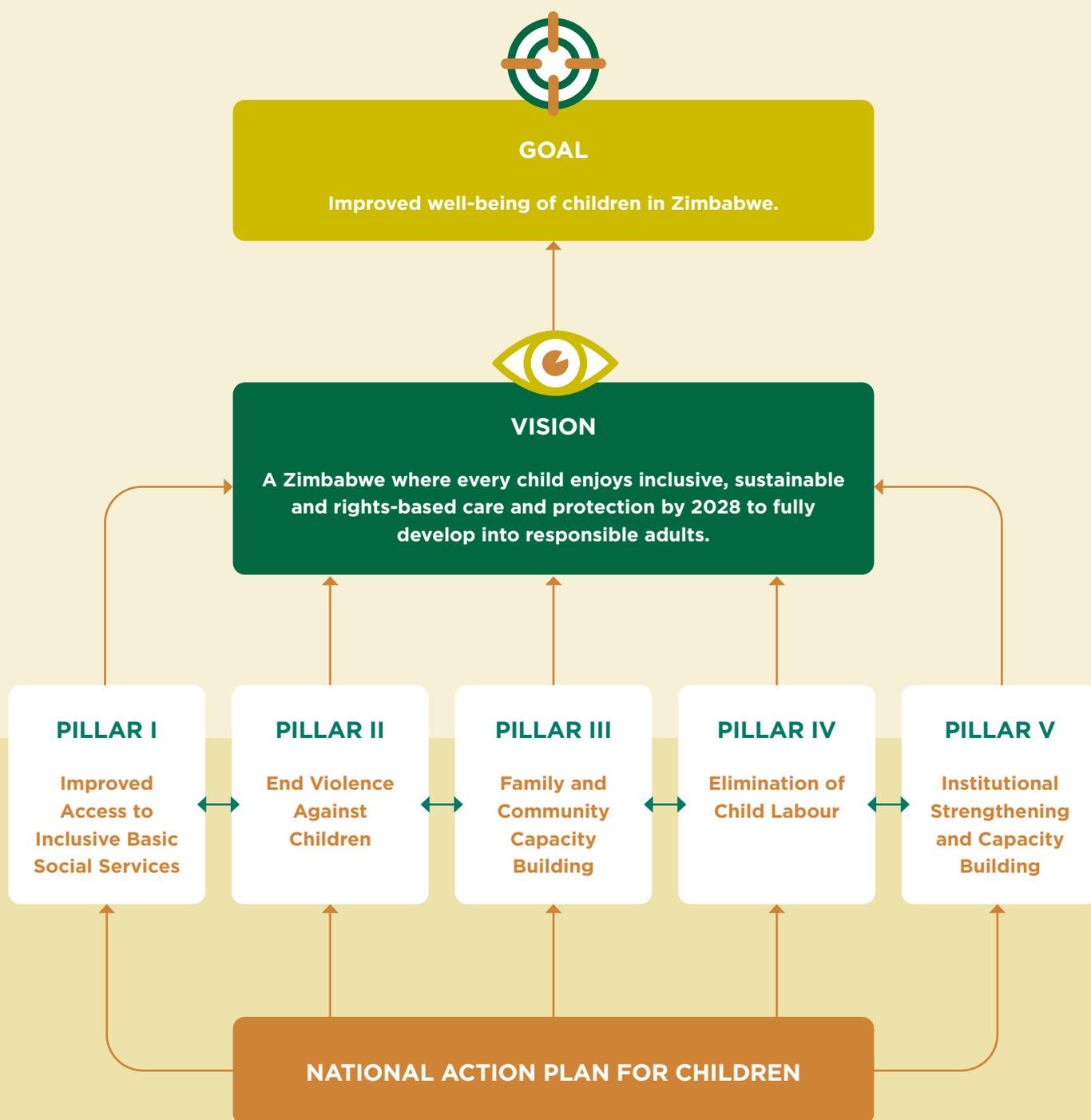
- 1. Improved Access to Inclusive Basic Social Services:** Ensuring that all children have access to quality education, healthcare, and other essential services.
- 2. Child Protection and Safeguarding:** Strengthening mechanisms to protect children from abuse, neglect, and exploitation.
- 3. Family and Community Capacity Building:** Empowering families and communities to support and protect their children.
- 4. Child Labour Elimination:** Targeting the root causes of child labour and implementing effective interventions to eradicate it.
- 5. Institutional Strengthening and Capacity Building:** Enhancing the capacities of institutions involved in child protection to ensure effective implementation of policies and programmes.

Furthermore, a robust monitoring and evaluation framework was embedded within NAP IV to track progress and assess the effectiveness of implemented strategies. This framework was cultivated in a way that will allow regular reviews and assessments to be conducted to ensure that the plan remains dynamic and responsive to emerging challenges.



The development of the NAP for Children 2024-2028 underscores Zimbabwe's commitment to safeguarding and promoting the rights of all children. Through comprehensive consultation, stakeholder engagement, and a data-driven approach, MoPSSW has crafted a strategic plan that is both ambitious and achievable. With continued support and collaboration from all sectors, Zimbabwe is poised to create a safer and more nurturing environment for children, free from economic exploitation and neglect.

NATIONAL ACTION PLAN DIAGRAM





RAISING AWARENESS ABOUT CHILD LABOUR

In 2023, the Ministry of Public Service, Labour, and Social Welfare (MoPSLSW) made significant strides in raising awareness about the critical issue of child labour in Zimbabwe. The aim was to educate the public, mobilise community support, and foster a collective commitment to eradicating child labour in all its forms. These campaigns utilised various media platforms, including radio, television, and social media, to reach a broad audience. By leveraging the power of media, the MoPSLSW ensured that our messages reached people from all walks of life, highlighting the urgent need to protect children from exploitation.



MAJOR EVENTS AND OUTREACH PROGRAMMES

The major highlight of awareness-raising efforts was participation in the Zimbabwe International Trade Fair (ZITF). During this event, the ministry conducted extensive awareness campaigns, engaging with attendees through interactive exhibitions, informative talks, and the distribution of educational materials. This allowed the ministry to reach a diverse audience, including business leaders, policymakers, and the general public, thereby amplifying the message about the importance of eliminating child labour.

In addition to the ZITF, the ministry also took part in the annual Zimbabwe Agriculture Show, another significant event on the Zimbabwean calendar. During the show, workshops and seminars were held specifically focussing on child labour in the agricultural sector, which is one

of the key areas affected by this issue. These sessions provided valuable insights into the laws and policies regarding child labour, the benefits of education, and the harmful effects of child labour on children's health and development. The aim was to address the root causes of child labour in this sector and promote sustainable agricultural practices.

Furthermore, a notable joint monitoring and awareness campaign was conducted in the Chiredzi District in collaboration with the Coalition Against Child Labour in Zimbabwe (CACLAZ). This visit, which took place from 21-24 March, involved engagements with stakeholders, visits to incubation centres at primary schools in various wards, and interactive sessions with local communities. The campaign provided a platform to educate community members about child labour issues and explore sustainable livelihood projects aimed at preventing child labour.



SCHOOL AND COMMUNITY OUTREACH

Recognising that communities play a vital role in combating child labour, the ministry organised outreach programmes in schools and local communities. These programmes included interactive workshops, seminars, and community meetings where participants were informed about the laws and policies regarding child labour, the benefits of education, and the harmful effects of child labour on children’s health and development.

PARTICIPATION IN GLOBAL AND REGIONAL COMMEMORATIONS

The Ministry of Public Service Labour and Social Welfare also joined the world in commemorating the Day of the African Child, celebrated every year on 16 June. This event celebrated the children of Africa and called for commitment towards addressing the numerous challenges facing children, both boys and girls, across the continent. By participating in this commemoration, the ministry reinforced its dedication to the cause of children and drew attention to the specific issues faced by Zimbabwean children, aligning our national efforts with broader continental and global initiatives.





ESTABLISHMENT OF THE NATIONAL STEERING COMMITTEE ON CHILD LABOUR

Well-coordinated interventions and programming on preventing and eliminating child labour are anchored on functional institutional mechanisms. Hence the importance of a National Steering Committee in 2023 cannot be over-emphasised.



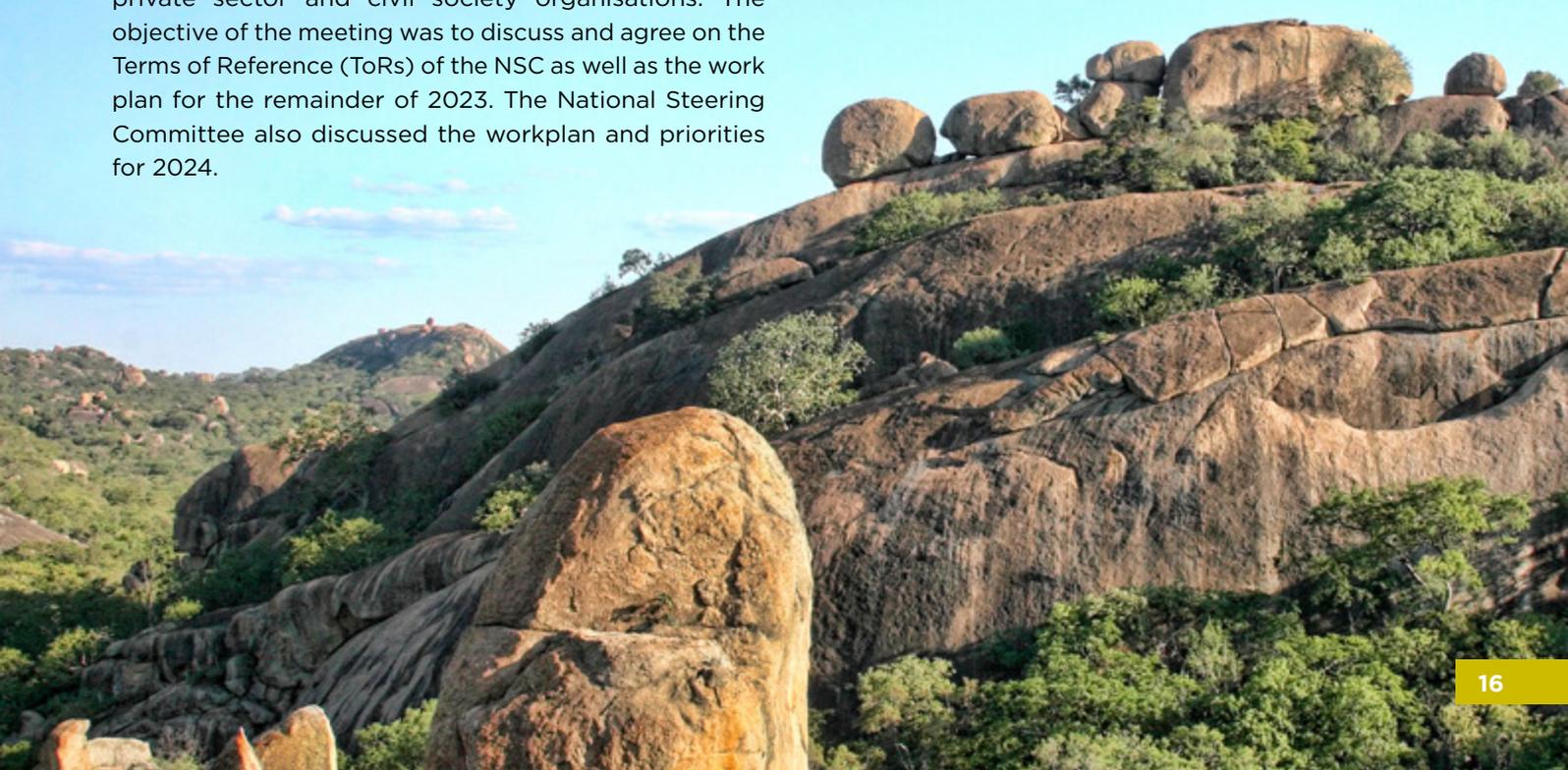
The launch of the NSC followed the signature of a memorandum of understanding between the Ministry of Public Service, Labour and Social Welfare and Eliminating Child Labour in Tobacco (ECLT) Foundation in 2022. The MOU provided a framework for collaboration on prevention and elimination of child labour in Zimbabwe. One of the critical outputs of the MoU was the establishment of a multistakeholder National Steering Committee (NSC) on child labour.

The Ministry of Public Service, Labour and Social Welfare was preceded by a desk stakeholder mapping to establish the composition of the NSC. The members identified during the mapping exercise included government ministries and departments, organised labour (trade unions) and business, development partners and civil society organisations.

The inaugural meeting of the National Steering Committee on child labour was held on 16 November 2023 and was attended by various government ministries and departments, social partners, development partners, private sector and civil society organisations. The objective of the meeting was to discuss and agree on the Terms of Reference (ToRs) of the NSC as well as the work plan for the remainder of 2023. The National Steering Committee also discussed the workplan and priorities for 2024.

The International Labour Organisation (ILO) set the tone of the first meeting of the NSC and gave an overview of child labour, focussing on the regional and international context. ECLT also got an opportunity to highlight child labour issues in the tobacco industry, giving the NSC insight to the implications of child labour in key economic sectors and how collaboration with government has progressed over the years. One of the highlights of the meeting was distribution of the 2022 Annual Report on Child Labour.

The continuous capacity building and functioning of the NSC offers inclusive and holistic coordination of various efforts on child labour and a platform for information sharing. Hence, the NSC promotes a whole-of-government and multistakeholder approach to prevention and elimination of child labour in Zimbabwe.

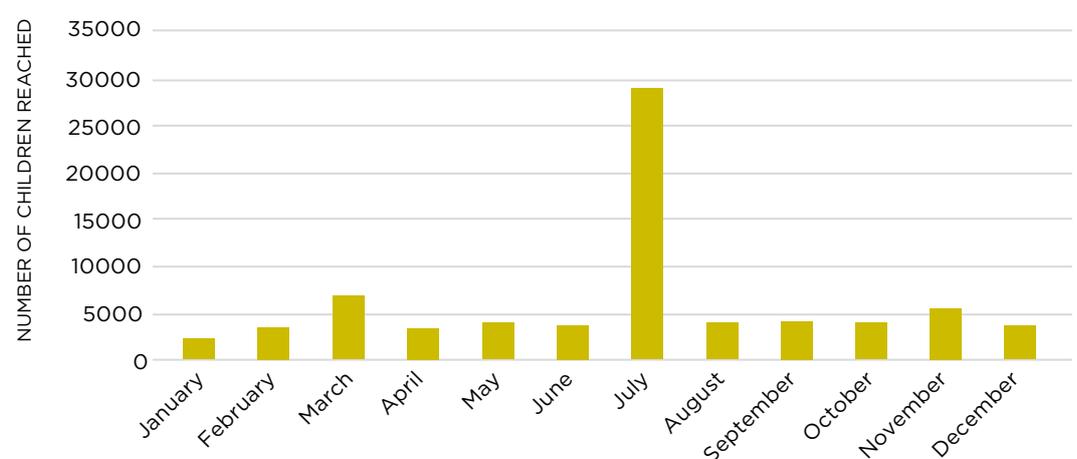




SPECIALISED PROTECTION AND WELFARE SERVICES IN 2023

Throughout the year, a cumulative total of **72,460 children** were provided with specialised protection and welfare services. These services are critical in ensuring the safety and well-being of vulnerable children who may be at risk of neglect, abuse, or exploitation.

FIGURE 2: CHILDREN REACHED THROUGH PROTECTION SERVICES

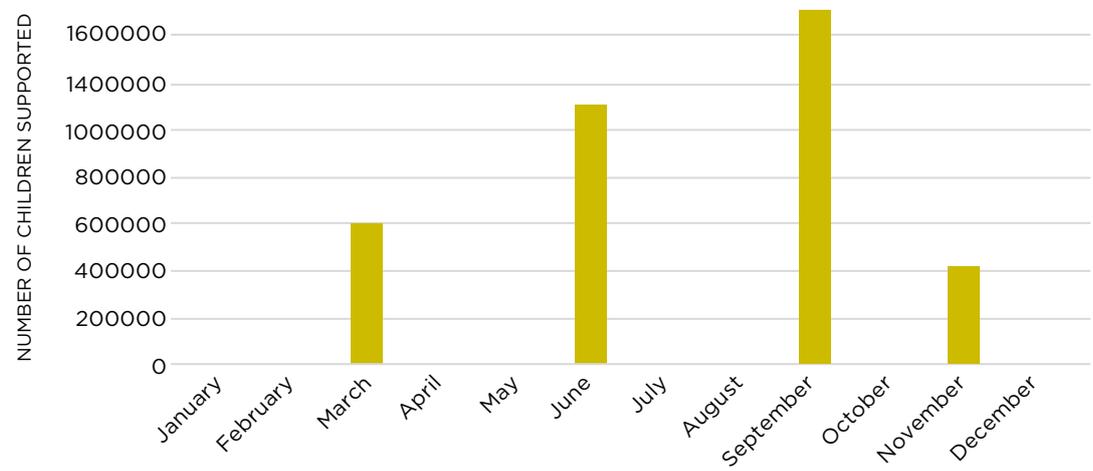


Source: Ministry of Public Service, Labour & Social Welfare.

BASIC EDUCATION ASSISTANCE SUPPORT (BEAM)

The Basic Education Assistance Module (BEAM) successfully supported **1,515,047 children** with school fees and other related educational needs in 2023. BEAM is essential to ensure that children from low-income families have access to education, thereby promoting their long-term development, reducing dropout rates and preventing child labour.

FIGURE 3: CHILDREN SUPPORTED THROUGH BEAM



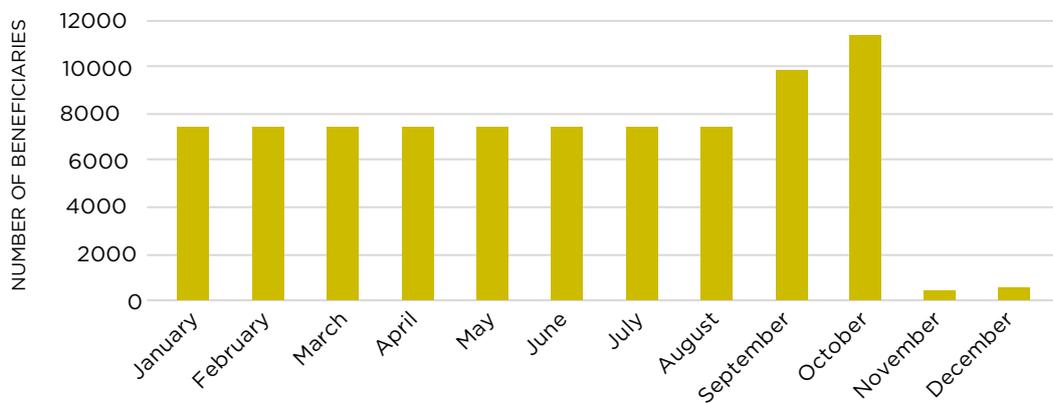
Source: Ministry of Public Service, Labour & Social Welfare.



SUSTAINABLE LIVELIHOODS PROGRAMME

The Government of Zimbabwe's Sustainable Livelihoods Programme aims to improve the economic resilience of vulnerable individuals by providing them with resources, training, and support to start or sustain income-generating activities. This enhances their ability to support themselves and their families, and contributes to preventing child labour.

FIGURE 4: BENEFICIARIES OF SUSTAINABLE LIVELIHOODS PROGRAMMES

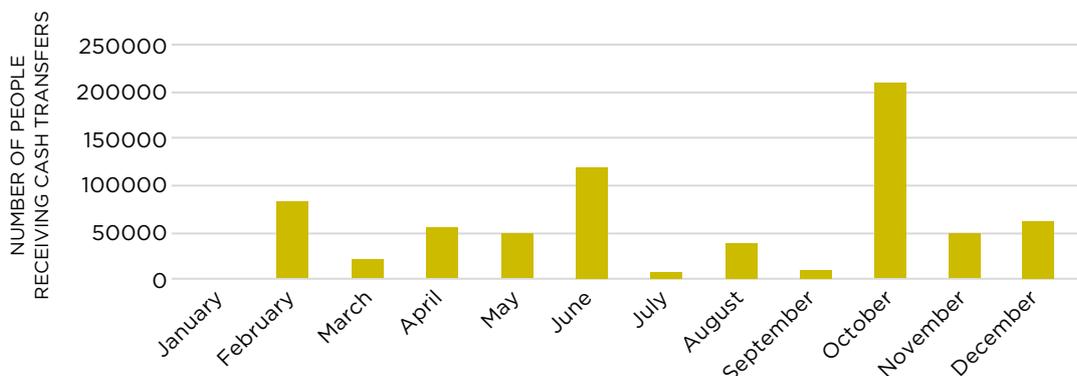


Source: Ministry of Public Service, Labour & Social Welfare.

HARMONIZED CASH TRANSFERS (HSCT)

A total of **321,347 vulnerable persons** benefited from the Harmonised Social Cash Transfer (HSCT) programme. This initiative provides regular cash transfers to extremely poor and labour-constrained households, helping them to meet their basic needs and improve their living conditions.

FIGURE 5: HSCT BENEFICIARIES



Source: Ministry of Public Service, Labour & Social Welfare.

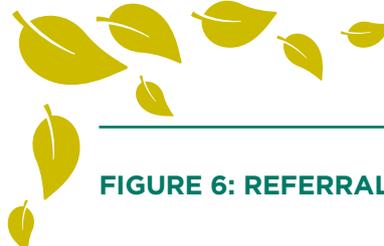
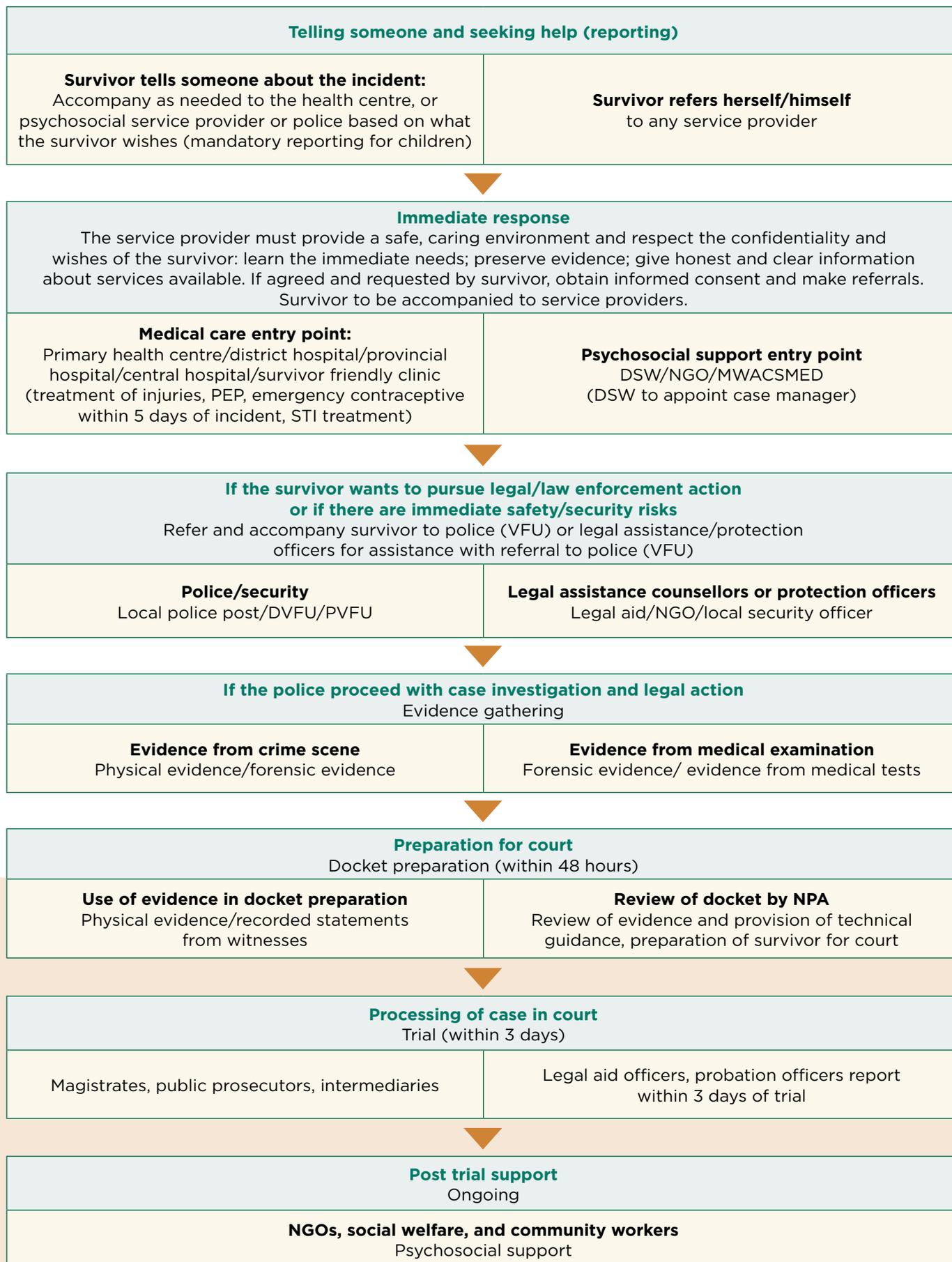


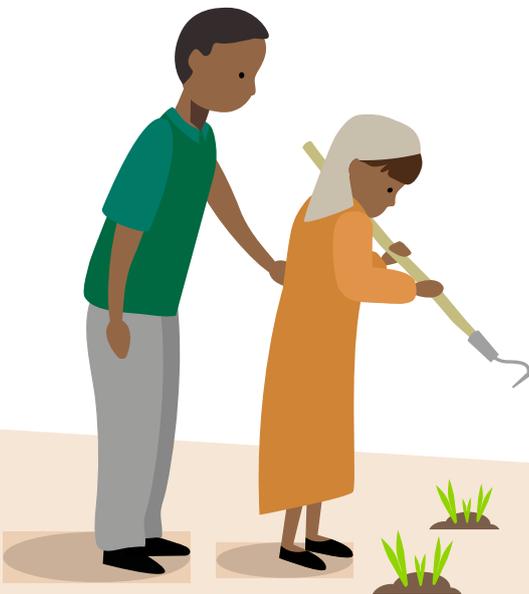
FIGURE 6: REFERRAL PATHWAY FOR INCIDENTS OF SEXUAL AND GENDER BASED VIOLENCE



SEXUAL AND GENDER-BASED VIOLENCE (SGBV)

Sexual and gender-based violence (SGBV) against girls and women and the denial of their economic rights stand in the way of achieving substantive gender equality and increase their vulnerability to child labour, child trafficking and (commercial) sexual exploitation. In 2023, the Ministry of Public Service, Labour, and Social Welfare (MoPSSLW) made significant strides in addressing SGBV through the establishment of a comprehensive referral mechanism. This system aims to provide coordinated and effective support to survivors of SGBV, ensuring they receive necessary medical, legal, and psychosocial services. Building on the success of this SGBV referral pathway, the ministry is now exploring the development of a similar referral mechanism to address child labour incidences. This initiative is part of our strategic efforts to combat child labour and aligns with our commitment to safeguard children's rights.

In this context, the pilot project proposed by the Elimination of Child Labour in Zimbabwe (ECLT) in Mt. Darwin represents a crucial step towards developing a comprehensive model for addressing child labour. This project will serve as a foundational initiative in our ongoing efforts to eliminate child labour in Zimbabwe.



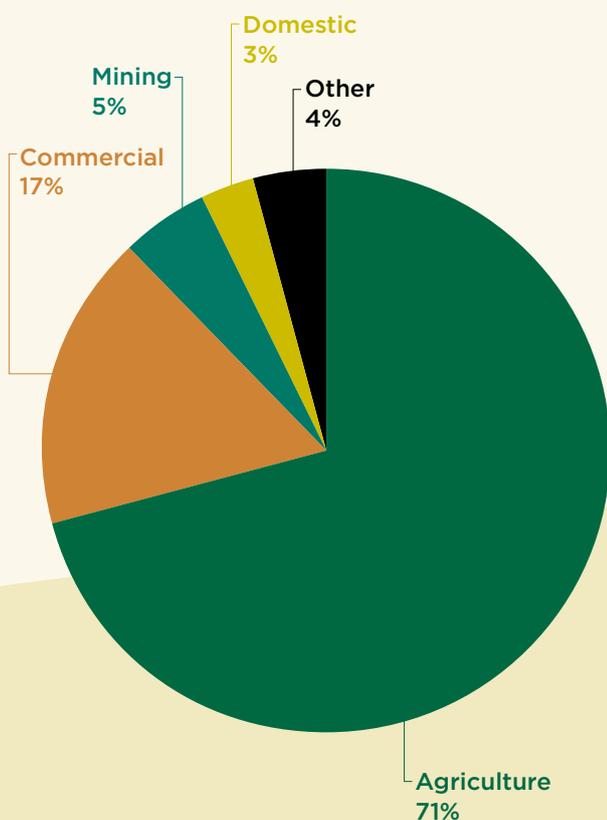


DRIVING EVIDENCE-BASED SECTORAL COMMITMENT AND ACTION AGAINST CHILD LABOUR

Seventy-one percent of child labour in Zimbabwe occurs in the agricultural sector, while 25.6% of children from 5 to 17 years were in child labour related to economic activities. Child labour incidences are transient in nature: it is not unusual for a child to be engaged in child labour across multiple sectors. For instance, a child may perform work on the family farm in the morning, and then engage in gold panning in the river in the afternoon.

The transient nature of child labour underscores the necessity of collaborative efforts among various economic sectors to prevent child labour displacement, promote a multisectoral approach to ending child labour and achieve holistic child protection.

FIGURE 6: SECTORAL DISTRIBUTION OF CHILD LABOUR



Source: Multiple Indicator Cluster (MICS), 2019 (ZIMSTAT).



In 2023, the Ministry of Public Service, Labour and Social Welfare collaborated with ECLT Foundation to commission research in the agriculture, commercial, artisanal mining and domestic sectors, through their National Employment Councils (NEC).

The main objective of the research was to shed light on the root causes of child labour in different sectors. The results of the research would be used to obtain sectoral commitments, mobilize support and engender stakeholder ownership of the child labour component of the NAP for children. Ultimately, the research findings would contribute to a roadmap, with specific sectoral commitments, responsibilities and concrete actions and milestones to accelerate the realization of the goals of the NAP by 2027.

Each of the sector NECs identified a researcher who analysed the factors driving child labour in the sector and proposed actions to address the root causes. The researcher, together with the MoPSLSW, then presented the findings to employers and workers' representatives in the sector for discussion. The four NECs are scheduled to convene in 2024 to validate their reports, with the sectoral commitments to be incorporated into the National Action Plan for Children.



KNOWLEDGE EXCHANGE VISIT TO BRAZIL

The Ministry of Public Service, Labour, and Social Welfare took part in a 5-day knowledge exchange visit to Santa Cruz do Sul, in the province of Rio Grande do Sul, Brazil. This region alone harvests 48% of the Brazilian national production. The objective of the visit was to learn from the sustainability progress made in Brazil, share Zimbabwean experiences, and subsequently establish best practice frameworks to ensure continuous improvement. The methodology involved site visits for observation and interactive presentations and interviews. The visit covered the complete value chain from seed to smoke, as well as waste reduction.



KEY LESSONS LEARNT

- The need for a comprehensive sustainability project involving all key stakeholders and ministries.
- Intensifying media campaigns, promoting agro-forestry initiatives, and strengthening ESG issues in line with the Tobacco Industry and Marketing Board (TIMB) compliance framework.
- Other recommendations include promoting child labour initiatives, diversification, strengthening law enforcement, and addressing land tenure issues for long-term investments.

The emphasis now is on implementing the lessons learnt from Brazil's sustainability progress and encouraging best practices in Zimbabwe's tobacco industry to ensure continuous improvement and compliance with global sustainability standards.



The 2023 report has been produced under the Memorandum of Understanding between the Ministry of Public Service, Labour, and Social Welfare of Zimbabwe and the ECLT Foundation.



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