



2024 ANNUAL REPORT

# Shifting Systems, Changing Lives

**eclt**  
foundation



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...fesi dalam 10 tahun terakhir:  
...sunan pedoman lomba anugerah kesadaran berkonstitusi bagi guru PKn, dan  
...eativitas guru dalam pembelajaran tingkat nasional  
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...an Rayon X  
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...pala dan Golongan IVc.  
...an Portofolio dalam rangka sertifikasi guru (PKn) dalam jabatan di lingkungan

Ketua jurusan PKn FPIPS UPI  
...ota senat FPIPS perwakilan jurusan PKn  
...g dan Evaluasi (MONEV) Manajemen Peningkatan Mutu Berbasis Sekolah  
...LP Ditjen Dikdasmen Depdiknas  
...at Dewan Pendidikan Ditjen Dikdasmen Depdiknas, Instruktur nasional guru  
...kan lomba keunggulan program peningkatan kualitas pembelajaran PKn  
...rbasis Portofolio) dilaksanakan oleh Ditjen Manajemen Dikdasmen

# Foreword



**Dr. Innocent Mugwagwa**  
Executive Director  
ECLT Foundation

Dear Friends,

**I am pleased to present the ECLT Foundation's Annual Report for 2024, which documents our continued progress in the fight against child labour.**

This year's report, *Shifting Systems, Changing Lives*, documents not only our progress, but the growing momentum behind our collective mission. Across seven countries and many communities, we worked hand in hand with governments, regulatory agencies, civil society, businesses, and farming communities to turn policies into practice, and pledges into tangible change. From Malawi to Indonesia, from advocacy in the United States of America to improving access to finance in the fields of Tanzania, our programmes have empowered families, equipped institutions, and amplified the voices of children.

**The urgency of our mission remains clear.**

Agriculture continues to be the sector with the highest prevalence of child labour worldwide, with millions of children engaged in hazardous work that threatens their health, education, and future. Yet amid these challenges, I am

encouraged by the tangible progress we've witnessed through our three-pronged strategy of working with States, supporting businesses, and implementing community-level initiatives.

**In 2024, our partnerships yielded significant achievements.**

In Indonesia, we supported the launch of comprehensive Labour Practices Guidelines for agricultural supply chains. In Tanzania, we formalised collaborations with the government and crop boards to establish industry-wide sustainability standards. In Zimbabwe, we co-organised the Child Labour Indaba that brought together stakeholders from multiple sectors to develop a coordinated action plan. These efforts exemplify our commitment to catalysing collective action at the policy level.

**At the community level, our impact has been equally meaningful.**

Through initiatives like PROCLAIM in Malawi and UPSKILL in Mozambique, we've equipped vulnerable households with financial literacy, provided vocational training to youth, and strengthened child protection systems. More than 3,000 children were removed or kept away from child labour, while over 44,000 were indirectly prevented from falling into it

through support provided to their caregivers.

**We also marked an important milestone—a decade since the launch of our Pledge of Commitment.** This industry-wide framework has significantly strengthened due diligence among our contributors and improved practices across tobacco supply chains and beyond, demonstrating the impact of sustained commitment and accountability.

As we look ahead to the VI Global Conference on the Elimination of Child Labour in 2026, we carry with us the insights and momentum of this past year. **The road to a child labour-free agricultural sector remains complex, but together—with farmers, policymakers, workers, and business leaders—we are building the structures needed to make it possible.**

On behalf of the ECLT Foundation, I extend my deepest thanks to our partners, contributors, and communities who have helped make 2024 a year of action and hope.

**Let us continue to walk forward — united in purpose and committed to children.**

# About ECLT

**The Eliminating Child Labour in Tobacco-Growing Foundation** is a global non-profit organisation dedicated to addressing child labour in agricultural communities, through collaborative, sustainable solutions.

We are a member of the UN Global Compact and have special consultative status with the UN Economic and Social Council, reflecting our commitment to internationally recognised human rights and sustainable development principles.

**ECLT is dedicated to promoting the elimination of child labour by tackling its root causes**, including poverty reduction, improving farmer

livelihoods, and strengthening education systems in agricultural communities.

By bringing together governments, businesses, farmers, and local stakeholders, the Foundation develops innovative strategies that not only remove children from hazardous work but also create systemic changes that prevent child labour at its source.

**With over two decades of experience, ECLT has become a recognised leader in child protection**, driving meaningful impact within agricultural communities and demonstrating a comprehensive approach to safeguarding children's futures.

“  
ECLT promotes the  
elimination of child labour  
in agriculture





## OUR MISSION

**The ECLT Foundation catalyses the power of States, businesses and communities in collective action to eliminate all forms of child labour in agriculture**

ECLT is a pioneering organisation dedicated to eradicating child labour through a comprehensive and strategic approach.

We are committed to transforming the lives of children in agricultural communities by addressing the complex systemic challenges that perpetuate child labour.

Our work goes beyond immediate interventions, focusing on creating sustainable, long-term solutions that empower institutions and protect the fundamental rights of children.



## OUR VISION

**Agriculture free of all forms of child labour**

We envision a world where no child is forced to work, where agricultural communities thrive economically, and where education is accessible to all children.

Our ultimate goal is to break the cycle of poverty and exploitation by creating environments that prioritise children's well-being, education, and future opportunities.

We believe that by addressing the root causes of child labour and fostering collaborative solutions, we can fundamentally change the landscape of child protection in agricultural communities.



## OUR OBJECTIVES

### **1. Support States**

to increase capacity for strong child protection systems in agricultural communities.

### **2. Support businesses**

to increase capacity to address all forms of child labour in agricultural communities.

### **3. Support the implementation**

of evidence-based solutions for stakeholders to end all forms of child labour in agricultural communities.

# What we do

## TO ELIMINATE CHILD LABOUR

The ECLT Foundation pursues a human rights based integrated approach to eliminating child labour, which includes empowering households and addressing harmful social norms that perpetuate child labour, promoting responsible business conduct, and strengthening laws and institutions to curtail it.

Our approach acknowledges that child labour occurs due to failures at three interlinked levels



### State level

- Legal framework
- Access & quality of education
- Market structure
- Access to skills and vocational training for children above minimum age of employment
- Social protection, labour inspection and referral systems



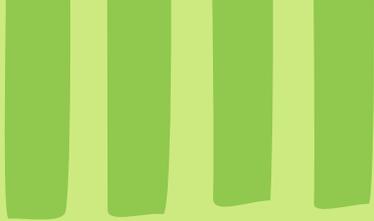
### Business level

- Collaborative approaches
- Decent work deficits
- Living incomes
- Minimum standards
- Capacity gaps



### Community level

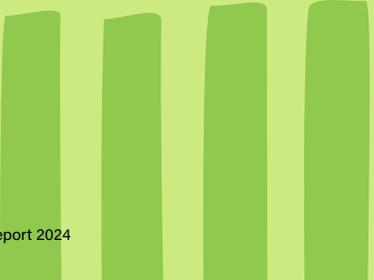
- Cultural factors & awareness
- Health & safety
- Women empowerment
- Access to finance
- Poverty & functional dependence
- Job opportunities
- Business training & financial literacy
- Informality



# Why we do it

**ECLT harnesses the collective strength of governments, businesses, and local communities to drive coordinated action toward the elimination of all forms of child labour across agricultural sectors.**

Through this three-pronged strategy, ECLT catalyses collective action aimed at sustainable elimination of child labour in agriculture.



## 1 Working with States

We engage with governments because many root causes of child labour — such as gaps in education and inadequate social protection — stem from governance issues.

Since businesses and NGOs cannot replace essential government functions, effective collaboration with States is crucial for making meaningful progress against child labour.

## 2 Supporting Businesses

We help businesses eliminate child labour by promoting corporate accountability throughout supply chains.

ECLT provides critical support through skills transfer and collaborative approaches, as businesses often lack the capacity to address complex social issues like child labour on their own.

Additionally, we provide frameworks such as the Pledge of Commitment, which help members align, reinforce, and expand their policies and practices to combat child labour.

## 3 Community-level Initiatives

We implement grassroots programmes that promote education, encourage savings, and develop innovative approaches to improve farmer incomes and livelihoods.

These community-level efforts serve as evidence-gathering opportunities that inform larger-scale interventions with States and businesses.





# How we do it

**We analyse the root causes of child labour — poverty, lack of education, and economic hardship — and tackle them with holistic solutions.**

By improving farmer livelihoods, enhancing education, strengthening institutions, and providing skills training and economic support, we help communities create safe, supportive environments where children can learn and thrive.

## Stakeholder Collaboration

We unite governments, businesses, communities, unions, and global partners to fight child labour. By fostering collaboration, even among differing interests, we keep child protection at the centre of every conversation.

## Capacity Building

We equip communities, businesses, and local governments with the skills and knowledge to prevent child labour. Our training programmes range from basic literacy for children to advanced sessions on child protection, human rights, and sustainable farming.

## Advocacy and Policy

We push for stronger child labour laws and better enforcement. Through advocacy and policy support, we help shape legislation that protects children's rights.

## Community Engagement

We work closely with agricultural communities to raise awareness, shift harmful practices, and offer sustainable alternatives that ease financial pressures on families.

## Supply Chain Accountability

We set and uphold child labour standards across the agricultural supply chains. By partnering with farmers, companies, and regulators, we build systems that ensure responsible practices and protect children.

## Commitment to Human Rights

Our work is grounded in a firm commitment to children's rights. We focus on systemic change so children can access education, protection, and opportunity.



# Highlights 2024

Since 2011, the ECLT Foundation has reached over 1.5 million children, farmers, and families.

Aligned with the Sustainable Development Goals (SDGs) since their creation, we have been working consistently to eliminate child labour in agriculture. Here are our highlights from 2024, working in seven countries.

**1 NO POVERTY**

**6,000+**

caregivers actively saving money through VSLA groups in Malawi, Mozambique, Tanzania and Uganda.

**11,000+**

young people participating in Youth VSLAs in Malawi, hence financially empowered.

**80%**

of VSLA-member households registered a real household income increase in Tanzania.



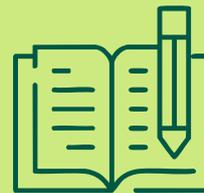
**2 ZERO HUNGER**



**37,650+**

children that had meals provided at school in Malawi, improving concentration and performance.

**4 QUALITY EDUCATION**



**1,850+**

children provided with school kits in Mozambique.

**417**

teachers trained in Malawi and Mozambique.

**8**

schools with improved infrastructure in Malawi and Mozambique, creating a more conducive environment for children to learn.



**96%**

of the smallholder farmers, members of VSLAs, provided with micro loans in Malawi and Tanzania were women.

**5 GENDER EQUALITY**



# 8 DECENT WORK & ECONOMIC GROWTH

17

child protection committees in Malawi, Mozambique, and Tanzania improved their sustainability by launching income-generating activities.

2

industry-specific sustainability working groups formed in Tanzania, namely in the sisal and tobacco industries.

172

youth involved in or at risk of hazardous work in Mozambique graduated from Technical and Vocational Education and Training (TVET).

44,000+

children indirectly prevented from falling into child labour through the provision of livelihoods support to their caregivers.



143

community meetings held in Malawi to challenge and address social harmful norms and constructs.

5

child labour-focused research initiatives carried out in Indonesia, Malawi, Mozambique, Tanzania and Zimbabwe.

278

youth provided with start-up toolkits in Mozambique and Tanzania, so they can generate an income applying their skills independently.

725

smallholder farmers trained on the fundamental principles and rights at work (ALP Code) in Zimbabwe, jointly with the TIMB.

3,000+

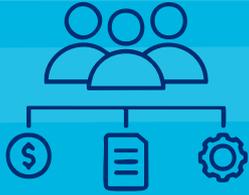
children removed or kept away from child labour across projects.

31,900+

people reached with awareness raising on dangers of child labour, and how to prevent and remediate child labour cases.



## 9 INDUSTRY, INNOVATION & INFRASTRUCTURE



778

smallholder farmers, members of VSLAs, provided with micro loans in Malawi and Tanzania.

240

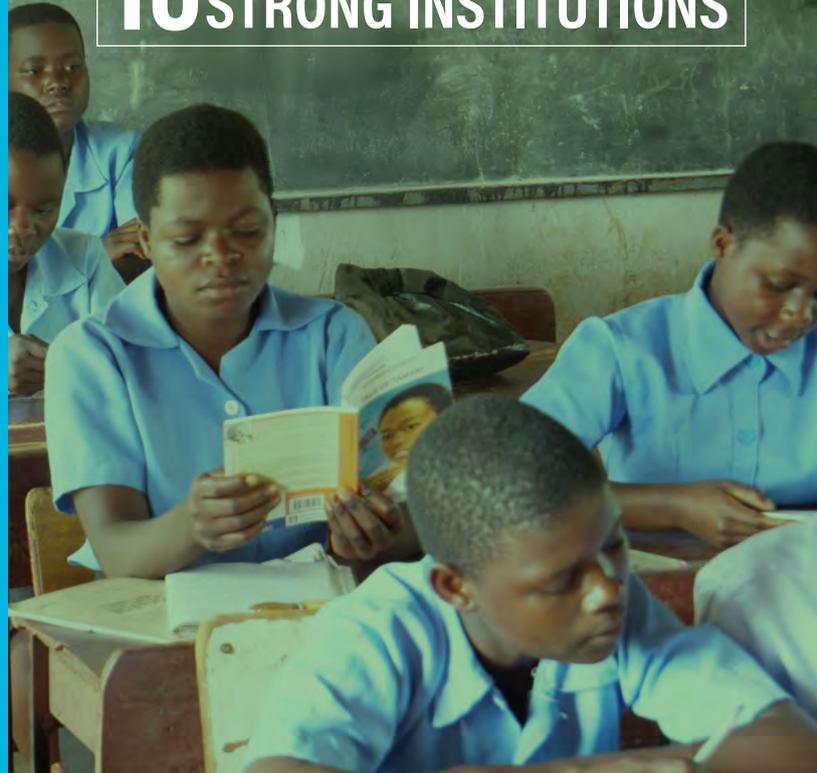
VSLAs provided with access to digital banking solutions in Uganda.



1,680

primary school-going children provided with birth certificates in Mozambique, facilitating their eventual registration in secondary school.

## 16 PEACE, JUSTICE & STRONG INSTITUTIONS



## 17 PARTNERSHIPS FOR THE GOALS



3

countries where social dialogue was supported, facilitating consultations and exchanges of information on child labour across different sectors - namely Indonesia, Tanzania and Zimbabwe.

35

stakeholders, including ministries, workers and employers associations, civil society and cocoa, palm oil and tobacco companies meeting regularly under PAACLA Indonesia to coordinate actions against child labour.

# Where we worked in 2024

In 2024, the ECLT Foundation supported the implementation of integrated area-based projects, funded research initiatives and provided technical assistance to governments, business and farming communities in seven countries.



# Indonesia

Creating standards for responsible business conduct in agriculture

**The Accelerating Collective Child Labour Actions for Impact (ACCLAIM) project, initiated in July 2023 in Indonesia, is implemented by JARAK (Jaringan LSM untuk Penanggulangan Pekerja Anak) in close coordination with the National Secretariat of PAACLA Indonesia.**

The project focuses on eliminating child labour in the agricultural sector.

In 2024, the project successfully concluded its first phase, which focused on national-level advocacy, and took significant steps to prepare for the second phase. With the support of the government, the agricultural sector, and civil society, PAACLA Indonesia developed and

published guidelines on the application of ALP standards, providing a framework to strengthen due diligence efforts in the sector.

At the same time, preparations for the deployment of Child Labour Monitoring and Remediation Systems (CLMRS) began with activities at the community level, including efforts to establish and equip community structures and the development of a database system designed to monitor and address child labour cases effectively.

The second phase, set to launch in 2025, will build on these foundations to implement CLMRS at scale.





## The ALP guidelines: A shared commitment to advance ethical labour practices

**In 2024, Indonesia reached a major milestone in the fight against child labour with the launch of the *Labour Practices for Tackling Child Labour: Guidelines for Companies and Supply Chains in the Agricultural Sector.***

Developed through a multi-stakeholder collaboration led by PAACLA Indonesia, the guidelines provide businesses with a clear framework to prevent, monitor, and remediate child labour within their supply chains.

The agricultural sector remains one of the largest sources of child labour in Indonesia, with thousands of children working in hazardous conditions that jeopardise their well-being and future. Recognising this challenge, the guidelines consolidate national and international regulations into actionable steps that companies can take to uphold children's rights whilst fostering safer, fairer working conditions. They emphasise the importance of due diligence, living wages, social protections, and strong labour rights as key drivers of sustainable change.

The development of these guidelines was made possible through a collaborative effort involving ministries, industry leaders from the cocoa, palm oil, and tobacco sectors, as well as civil society organisations such as JARAK, ECLT, ILO, and Save the Children. This process underscored the power of partnership in tackling systemic challenges and advancing ethical labour practices.

Sumarjono Saragih, Chairman of GAPKI, the Indonesian Palm Oil Association stated that ***“PAACLA Indonesia’s labour practices guidelines will further strengthen and legitimise Indonesia’s initiative to create a child labour-free agricultural sector, in like with GAPKI’s vision of a child-friendly palm oil industry”.***

As the guidelines move towards implementation, they represent more than just a policy document — **they signal a shared commitment to transforming agriculture into a sector where children are protected, workers’ rights are respected, and businesses play an active role in building a fairer future.**





# Malawi

## Building capacity for sustainable labour practices in agriculture



### **Child labour remains a critical challenge in Malawi, particularly within its agricultural sector.**

Despite significant efforts to eradicate its most harmful forms, many children are still subjected to hazardous working conditions. The persistence of this issue is driven by factors such as widespread poverty, limited access to quality education, deeply entrenched social norms, and the continued existence of the tenancy system.

Although legally abolished in 2021, the tenancy system persists in certain

regions, contributing to debt bondage and forced labour. These exploitative practices pose severe risks to the health, development, and future well-being of children.

In response to the pressing issues of child labour, the ECLT Foundation continued its collaboration with Malawi's Ministry of Labour in 2024, with a clear focus on capacity building and the promotion of Agricultural Labour Practices (ALP) standards.

This partnership aims to strengthen the Ministry's ability to confront child labour head-on and ensure

the widespread implementation of sustainable labour practices within Malawi's agricultural sector.

By bolstering the Ministry's capacity, ECLT is helping create lasting change that will protect children and ensure a safer, more equitable future for all workers.

A cornerstone of this partnership was the rollout of Training of Trainers (ToT) sessions in 2024, which played a pivotal role in empowering key stakeholders across the country. These sessions equipped government officials, industry leaders, and

community advocates with the knowledge and tools necessary to drive responsible labour practices at every level.

### **By expanding the pool of qualified trainers, ECLT and the Ministry of Labour are laying the groundwork for the broader adoption and rigorous enforcement of ALP standards across Malawi's agricultural sector.**

This initiative will not only improve labour conditions but also strengthen the resilience of communities, ensuring long-term impact in the fight against child labour.

## Fostering community empowerment for lasting transformation

The **Protect the Future: Ending Child Labour in Agriculture in Malawi (PROCLAIM)** project has been a central pillar of ECLT’s efforts to combat child labour in the country.

Implemented by CARE International, in partnership with the MicroLoan Foundation and Rays of Hope, PROCLAIM was launched in January 2020 with funding from the ECLT Foundation.

Aligned with the government of Malawi’s commitment to ending child labour, the project specifically targets agricultural regions where the issue is most prevalent.

By empowering households through financial inclusion, educational support, and community-driven child protection initiatives, PROCLAIM tackles the root causes of child labour—including poverty and limited economic opportunities. Working closely with local stakeholders, the project provides alternative livelihood opportunities for families, ensuring that children can stay in school and remain protected from exploitative work.

By tackling these systemic challenges, PROCLAIM contributes to the sustainable reduction of child labour and supports long-term improvements in Malawi’s agricultural sector.



Empowering households through financial inclusion, education support, and community-driven child protection initiatives



### Watch PROCLAIM’s success stories



Real change is possible



The transformative power of financial inclusion



Empowering youth in Malawi



# Mozambique

Supporting youth in rural communities to transition to safe and decent employment

**Hazardous work represents the largest category among the worst forms of child labour, with approximately 79 million children working in conditions that endanger their health, development, and well-being across various sectors, including agriculture.**

Lack of access to quality education often pushes children into child labour, whilst poverty puts them at risk of engaging in hazardous work.

To reduce hazardous child labour, advance equitable education and

lifelong learning for children, and foster decent work and economic growth in Mozambique, the ECLT Foundation joined forces with key tobacco industry stakeholders and the government in 2024 to implement the UPSKILL Project in Niassa province.

This project focuses primarily on facilitating access of 15-17 year-olds involved in or at risk of hazardous work in agricultural communities to the government's Technical and Vocational Education and Training (TVET) and providing them with the tools and equipment required

to apply the skills they learn, commencing income-generating activities independently.

"These technical and vocational trainings are an opportunity for Mozambican children that cannot access quality education due to poverty to keep the dream of accessing a future of decent and safe work alive, performing jobs that contribute to the sustainable development of their communities";

**Pedro Lenine Cumbana,  
Programme Director, Fundação Apoio Amigo (FAA).**



[Click to watch video](#)

Birth Certificates:  
Opening Doors in Mozambique

**In the first nine months of implementation, 118 children above the minimum age of employment from tobacco-growing communities in the districts of Cuamba and Mandimba attended TVET on woodworking, welding, motorcycle repair, tailoring, hairdressing and cookery.**

All 118 children successfully graduated and were provided with toolkits to apply those skills and earn an income in a safe and decent workplace.

### **Providing birth certificates through CLMRS**

A wide-spread cause for school dropout when children are due to transition from primary to secondary school is the lack of birth certificates – as this

official document is required for registration in secondary education.

Thus, many children from rural agricultural communities end up in a vulnerable situation, with no other alternative that to work at a very young age and often under hazardous conditions.

In addition to the issuance of birth certificates, other key activities were implemented throughout 2024 within the framework of the Child Labour Monitoring and Remediation System (CLMRS) Pilot Project, which aimed directly at strengthening prevention of child labour at community level. In order to strengthen the livelihoods of rural households in the targeted

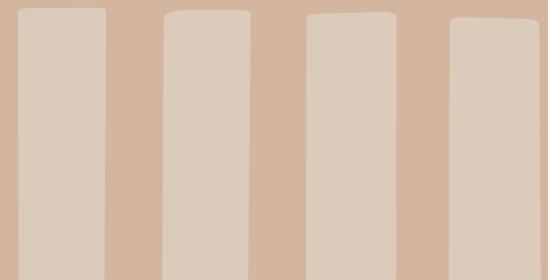
tobacco-growing communities, more than 100 households were provided with training on business management and guidance and inputs to commence poultry businesses, whilst Village Savings and Loans Associations were formed in all targeted communities to support joint saving and access to loans.

To prevent children from dropping out of primary school, teachers were provided with training on teaching methods, whilst school infrastructures were improved to create a conducive learning environment.

Moreover, children with poor school performance were supported through after-school peer-to-peer learning groups.



“  
118 children successfully graduated from the skills training programme in 2024





# Tanzania

## Agriculture-wide collaboration for the elimination of child labour



**The year 2024 was a landmark period for the ECLT Foundation, marked by significant strides in our mission to support the elimination of child labour in the agricultural sector in Tanzania.**

Building on the foundations laid in 2023, our collaborative efforts with key stakeholders have yielded promising results and are expected to achieve further milestones throughout 2025, setting the stage for sustainable change.

Following a tripartite-plus meeting

in Tanzania where ECLT presented findings from six agricultural commodities, the Ministry of State, Prime Minister’s Office – Labour, Youth, Employment and Persons with Disability (PMOLYED) and ECLT signed an Memorandum of Understanding (MoU) formalising their joint commitment to eliminate child labour.

This partnership underscores our shared dedication to ensuring the effective abolition of child labour and the promotion of decent work in agriculture.

Additionally, as a direct outcome of the tripartite-plus meeting, ECLT also entered into MoUs with the Tanzania Sisal Board (TSB) and the Tanzania Tobacco Board (TTB). These agreements were instrumental in fostering sector-wide collaboration and commitment to sustainability.

With ECLT’s technical assistance, both crop boards established sustainability working groups for their respective industries.





**These groups comprise representatives from players in the sisal and tobacco industries in Tanzania, and their primary objective is to coordinate sustainability efforts across the industry, ensuring that all stakeholders are aligned in their goals and can adequately report their actions.**

The sustainability working groups formed under the auspices of the TSB and the TTB have been a cornerstone of our efforts in 2024. These groups are actively working with the government of Tanzania and the ECLT Foundation to develop and establish a set of minimum standards for the crop-farming agricultural sub-sector.

By setting these standards, we aim to create a unified framework that promotes respect to the international principles and rights at work, including zero tolerance to all forms of child labour.

Looking ahead, ECLT is committed to building on the momentum gained in 2024.

Our focus will be on strengthening partnerships, deepening our collaboration with the Ministry of Labour by providing technical assistance for the strengthening of the national legal framework on child labour, and with the Tanzania Tobacco Board, and the Tanzania Sisal Board to ensure the effective implementation of the established standards.

**Strengthening rural livelihoods as a way to prevent child labour**

Empowering smallholder farmers through the provision of training, business development services, information to access new markets and, most importantly, with access to non-traditional sources of finance has a direct impact on child labour prevention.

Guided by this vision, the ECLT Foundation carried out the one-year extension of the PROSPER RESET Project throughout 2024 in Tabora, Mbeya, and Songwe regions.



[Click to watch video](#)

Building profit with credit



[Click to watch video](#)

Business knowledge can change lives



# Uganda

Supporting the government and agribusinesses  
in the fight against child labour



**Our affiliate office, the Elimination of Child Labour in Agriculture (ECLA) Uganda, in partnership with the International Labour Organization (ILO), implemented the project “Strengthening capacity of governments to address child labour and/or forced labour, and violations of acceptable conditions of work in Sub-Saharan Africa” (CAPSA) in the Ugandan districts of Hoima, Kikuube and Masindi.**

The objective of the CAPSA Project was to enhance the enforcement of legal frameworks and policies related to child labour, forced labour, and violations of acceptable work

conditions, to provide improved assistance services to victims, and to strengthen partnerships to accelerate progress in addressing these issues. In 2024, one of the key milestones achieved by ECLA Uganda and the CAPSA Project was the development and approval of by-laws addressing child labour and forced labour in six sub-counties across the districts of Hoima, Kikuube, and Masindi.

These by-laws were developed through a series of consultative meetings and subsequently approved in council meetings, and disseminated through social media, radio spot messages, and community

sensitisation meetings – reaching an estimated 300,000 people.

Additionally, ECLA Uganda provided technical assistance for the development of the Masindi District Action Plan (DAP) on the elimination of child labour.

This plan was created through a comprehensive consultative process namely involving various stakeholders, district technical and political representatives, civil society organisations, and community leaders. The DAP was formally approved by the District Executive Committee and enacted by the full District Council.



**In parallel to the efforts to support the district and sub-county governments, ECLA also collaborated with agricultural businesses from key sectors, such as tea and sugarcane, to build their capacity on due diligence, worst forms of child labour, and acceptable work conditions, whilst integrating child labour issues into their policies and contractual obligations with their business partners.**

“The support and collaboration with ILO and the ECLT Foundation played a key role in addressing child labour in Uganda and served as beacon of hope and inspiration, demonstrating that meaningful change is possible through collective effort and commitment.”

**Edrisa Wambewo, Executive Director of ECLA Uganda.**

Community-level activities were also carried out within the framework of the CAPSA Project, including identifying and referring child labourers to assistance services, vocational training, and apprenticeships, training sessions for frontline service providers to enhance their

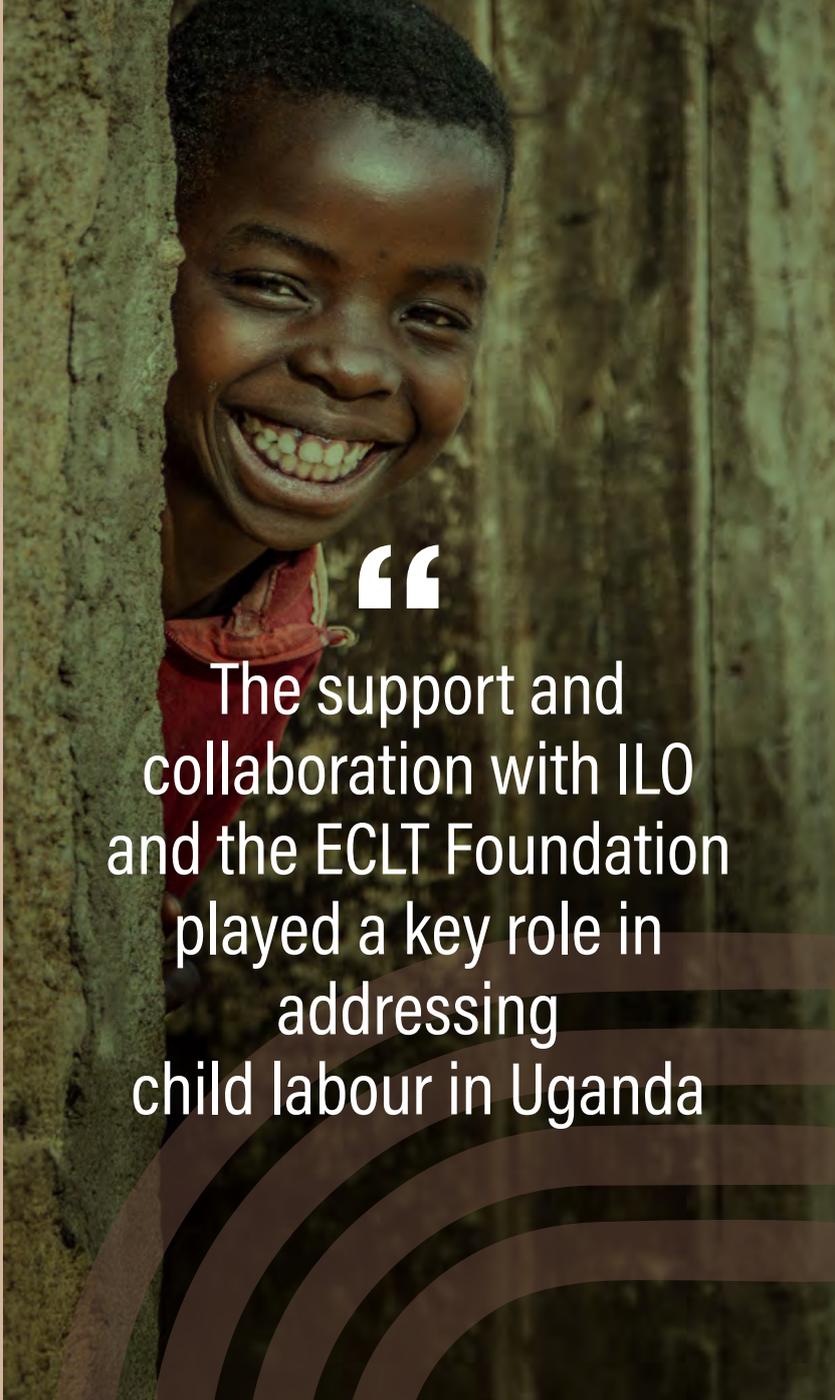
ability to deliver appropriate assistance to victims of child labour and forced labour, and painting of murals in strategic locations to raise awareness about child labour and trafficking.

In addition to the CAPSA Project, ECLA Uganda also partnered with other stakeholders, such as Pride Microfinance Uganda and Post Bank Uganda Limited to support access of Village Savings and Loan Associations to digital banking solutions.

A total of 240 groups consisting of over 7,600 caregivers were supported, hence indirectly preventing 19,000 vulnerable children from falling into child labour.



**CAPSA Project in Uganda: Building Collaboration Through Strengthened Capacities**



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The support and collaboration with ILO and the ECLT Foundation played a key role in addressing child labour in Uganda



# USA

## Evidence-based solutions to address child labour in agriculture in a collaborative manner

Photo by Tim Wossholde

**In 2024, a key report was presented to the Farm Labour Practices Group (FLPG) consolidating findings from a two-dimensional study commissioned and supported by the ECLT Foundation.**

This research consisted of a qualitative study conducted by East Carolina University-North Carolina Agromedicine Institute (ECU), which was part of a comprehensive, agriculture-wide, and stakeholder-mandated 360° assessment of child labour in North Carolina. The assessment also involved farmworker advocacy, migrant education, vocational agriculture education, migrant health outreach, faith-based organisations, farmworker safety, and grower education/technical assistance programs.

The research also included a quantitative grower survey conducted among 1,379 growers by the North Carolina Department of Agriculture and Consumer Services/United States Department of Agriculture – National Agricultural Statistics Service (NCDACS/USDA-NASS).

The objectives of the 360° qualitative assessment of child labour in agriculture in North Carolina were to identify good practices in the agricultural sector that help prevent or mitigate child labour, to identify potential blind

spots or entry points where underage youth labour might occur, including the availability and barriers to youth programs in areas where youth are working in agriculture; and to support collective action to scale up good practices and close identified gaps to ensure that agricultural communities have the resources, knowledge, and support needed to thrive.

Out of the 1,379 randomly selected growers by USDA, 650 responses were received, with 613 responses used from growers of various crops including berries, Christmas trees, corn, cotton, fruits, hemp, mushrooms, peanuts, soybeans, sweet potatoes, tobacco, and vegetables.

Based on the recommendations from the survey, discussions with GAP Connections were held to address the need for training. Consequently, a set of e-learning modules were jointly developed by ECLT and GAP Connections and launched on ECLT's e-learning platform.

Click on the links below to access the training modules;



[Child Labour Overview](#)



[Young Workers in Agriculture](#)



[Risk Assessment](#)



## Engagement with the United States Department of Labor

**The Foundation significantly engaged with the United States Department of Labor (USDOL), showcasing transformative work in Malawi and Tanzania.**

**ECLT presented the Malawi's Agricultural Labour Practices (ALP) Code, highlighting a strategic shift from traditional tenancy to modern waged labour systems.**

ECLT also presented the notable milestones achieved in Tanzania, including a comprehensive review of hazardous tasks for children and the finalisation of the National Strategy on the Elimination of Child Labour (2024- 2028).

The ECLT Foundation also informed USDOL of its strategic alliances with essential crop authorities, including the Tanzania Tobacco Board, Sisal Board, and Cotton Board, which established a comprehensive framework to tackle child labour across various agricultural sectors.

Moreover, ECLT conducted a series of meeting in Washington DC in September 2024. These meetings included high-level discussions with US Department of Labor officials, representatives from the US Council for International Business, the American Federation of Labor and Congress of Industrial Organizations (AFL-CIO), and International Labour Organization representatives.



# Zimbabwe

Multi-stakeholder collaboration  
for child protection



**In 2024, ECLT remained actively engaged in Zimbabwe’s agricultural sector, reinforcing labour standards and advancing child protection initiatives.**

**Working closely with the Ministry of Public Service, Labour, and Social Welfare (MoPSLSW) and the Tobacco Industry and Marketing Board (TIMB), ECLT provided both technical and financial support to drive sustainable change.**

## **Collaboration with the Ministry of Labour**

ECLT continued its partnership with the Ministry of Labour, supporting efforts to strengthen child labour protections at the national level.

A major achievement was assisting in the development of Zimbabwe’s national Hazardous Task List for children under 18 in agriculture —an essential tool to prevent children from engaging in dangerous work.

ECLT also led stakeholder consultations to help shape a coordinated, evidence-based National Action Plan (NAP) on child labour.

## **Supporting TIMB and the tobacco sector**

Our partnership with TIMB remained central to ECLT’s work in Zimbabwe. In 2024, we provided financial and capacity-building support to strengthen human and labour rights in the sector.

We backed the national and regional ALP Training-of-Trainers sessions, reaching over 680 participants—including government and industry representatives—to promote fair labour practices across the tobacco sector.

## Child Labour Indaba

**An Indaba is a traditional African gathering where community leaders convene to discuss important issues collaboratively, emphasising mutual understanding, consensus-building, and collective problem-solving.**

In February 2024, ECLT co-organised the Child Labour Indaba in Harare, Zimbabwe, alongside TIMB. This workshop brought together National Employment Councils (NECs), civil society, trade unions, independent constitutional institutions, and international organisations, with a specific focus on generating actionable solutions in economic sectors with high child labour prevalence (mining, commercial, agriculture and domestic).

As 25.6% of Zimbabwean children aged 5 to 17 are engaged in child labour, the Indaba focused on mobilising support across sectors and developing a clear roadmap for action.

Representatives from industry, ILO, and NECs addressed the 180 participants, sharing insights on the child labour situation, key challenges, priority actions, as well as their vision for future progress within their respective sectors.

The event successfully fostered cross-sector collaboration, creating a unified approach to tackling child labour.

ECLT is committed to supporting the follow-up actions resulting from the Indaba and will continue to work with the MoPSSLW to ensure accountability and progress on the commitments made.

[Click to watch video](#)



“  
The Indaba focused on mobilising support across sectors and developing a clear roadmap for action



# STRENGTHENING ADVOCACY AND POLICY ENGAGEMENT

**ECLT plays a vital role in advocacy and policy engagement, serving as a bridge between stakeholders in the fight against child labour in agriculture.**

The Foundation actively engages with governments to strengthen national policy frameworks and implementation mechanisms, offering technical expertise to help close governance gaps that contribute to child labour.

Through strategic partnerships with ministries of labour, education, and agriculture, ECLT advocates for coherent policies that address root causes such as poverty, limited educational access, and inadequate social protection.

**Beyond government engagement, ECLT facilitates multi-stakeholder dialogues** that bring together policymakers, businesses, civil society organisations, and community representatives. These platforms enable the sharing of evidence-based approaches and best practices, fostering policy development that reflects on-the-ground realities.

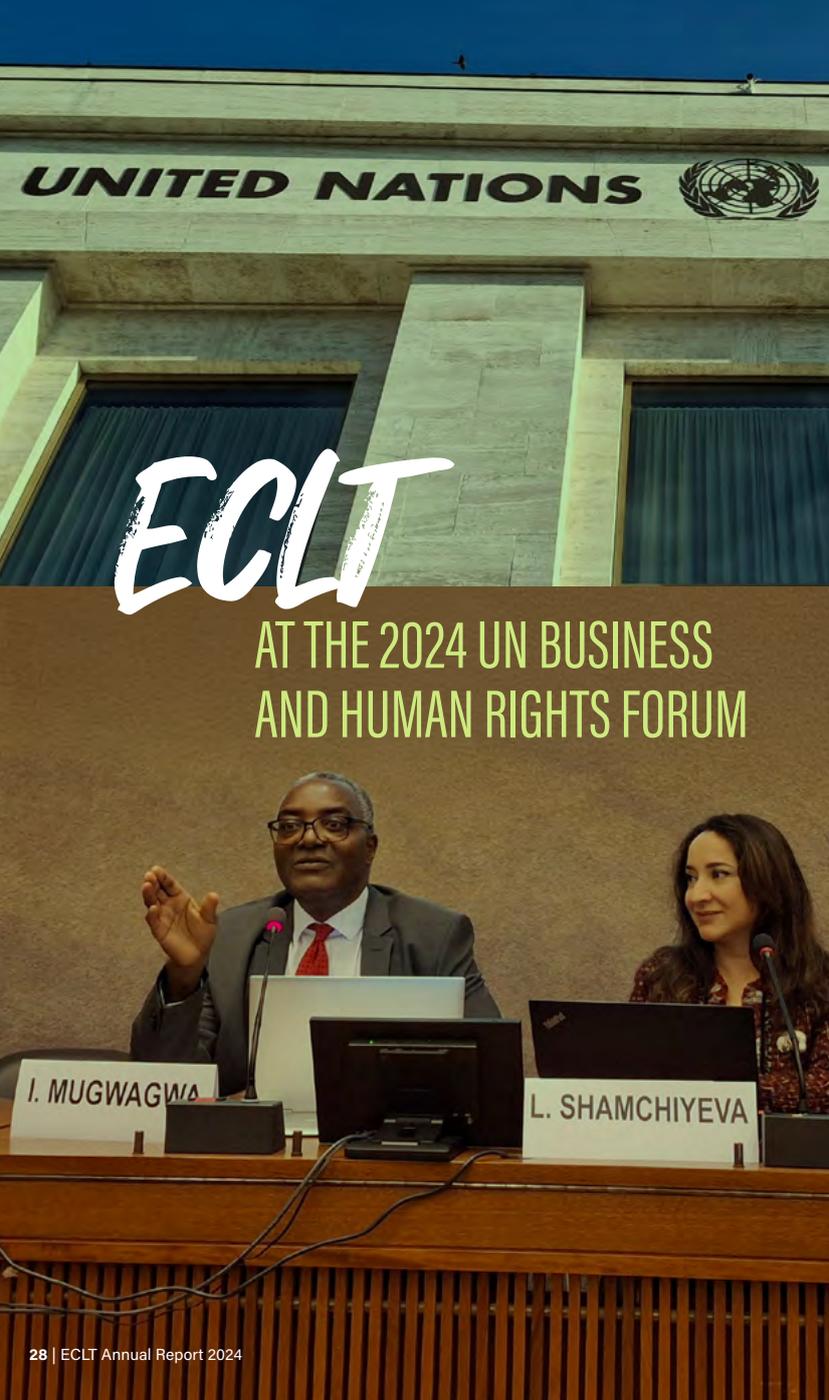
**The Foundation's advocacy work is firmly grounded in our community-level experiences**, allowing ECLT to amplify local voices at national and international forums, UN agencies and industry coalitions.

By demonstrating practical solutions through our programmes, ECLT

provides policy recommendations with tangible evidence of what works, ultimately influencing systemic change for sustainable elimination of child labour in agricultural supply chains.

In 2024, ECLT intensified its commitment to policy engagement and advocacy through strategic partnerships and innovative initiatives across multiple regions.

**Our approach centres on collaborative, multi-stakeholder strategies** that address the complex challenges of child labour in agriculture through comprehensive policy development, regional initiatives, and targeted interventions.



**The ECLT Foundation and Better Cotton jointly presented at the 2024 UN Business and Human Rights Forum on “Combating Child Labour in Agriculture through Multi-Stakeholder Engagement”**

The session highlighted how multi-stakeholder initiatives are essential for bringing together governments, companies, and civil society to promote collaboration and co-created solutions to eliminate child labour in agriculture.

**Better Cotton, which works with nearly 2.5 million farmers globally, showcased their transition from compliance-based approaches to proactive farm-level due diligence, whilst ECLT shared insights from two decades of work reaching over 1.5 million children and adults in agricultural communities.**

A compelling case study from Zimbabwe illustrated how voluntary measures can evolve into mandatory frameworks when stakeholders collaborate effectively. ECLT detailed our work in Zimbabwe, where we helped integrate labour standards into growers’ licensing requirements and established monitoring systems across farms and crops.

This transformation created a level playing field by requiring all industry participants to maintain consistent standards, preventing a race to the bottom in addressing human rights risks.

Better Cotton shared similar successes from Pakistan, where community-based child labour monitoring committees have fostered local ownership of protection initiatives. The presenters concluded with a call for strengthened cross-sectoral collaboration, urging businesses to invest in farm-level programmes and take responsibility for their supply chains. They also urged governments to improve social infrastructure and education access, and civil society organisations to amplify the voices of agricultural communities.

**Both organisations agree that whilst voluntary measures ensure local ownership and commitment, mandatory standards are essential to create lasting change.**

By bringing together diverse stakeholders and combining practical knowledge from farming communities with regulatory frameworks, multi-stakeholder initiatives demonstrate how collective action can drive meaningful progress in eliminating child labour from agricultural supply chains.



10  
YEARS ON

# The pledge

## THE ECLT FOUNDATION PLEDGE OF COMMITMENT: A DECADE OF COLLABORATIVE ACTION AGAINST CHILD LABOUR

**In 2024, we commemorated the 10th anniversary of the ECLT Foundation Members' Pledge of Commitment, a landmark agreement to combat child labour through robust policies, due diligence, and remediation.**

Consistent with the UN Guiding Principles on Business and Human Rights, the Pledge of Commitment is a framework for our contributors to align, reinforce and, where necessary, expand current policies and practices in addressing child labour in tobacco-growing.

### **Origin and Purpose**

On December 10, 2014, the ECLT

Foundation marked a pivotal moment in addressing child labour by launching its Members' Pledge of Commitment.

This groundbreaking sectoral agreement represents a collective effort by tobacco industry stakeholders to uphold children's rights and eliminate child labour in tobacco-sourcing supply chains.

The Pledge was witnessed by two respected international organisations – the International Labour Organization (ILO) and Save the Children Switzerland – underlining its global significance and commitment to international labour standards.

# 2014-2024

## A DECADE OF TRANSFORMATION

**100%** Policy coverage increased from 90% to 100%

**80%** Remediation efforts grew from 60% to 80%

**80%** Child labour due diligence systems expanded from 70% to 80%

**74%** Operational grievance mechanisms established in 74 countries

## Foundational Principles

Based on the UN Guiding Principles on Business & Human Rights, the Pledge sets out a clear framework for responsible business. Signatories commit to three core areas:

- 1. Policy Commitment:** Developing and implementing robust policies to eliminate child labour
- 2. Due Diligence:** Systematically identifying, preventing, and mitigating adverse child labour impacts throughout supply chains
- 3. Remediation:** Providing or cooperating in legitimate processes to address and rectify child labour incidents

## Signatories and their commitments

The Pledge brings together multiple stakeholders, each with specific responsibilities:

- **Tobacco Companies:** Develop and implement child labour elimination policies, conduct thorough due diligence, and support remediation efforts
- **International Tobacco Growers Association (ITGA):** Raise awareness, disseminate information, and promote child labour prevention among tobacco farming communities
- **ECLT Foundation:** Mobilise resources, guide implementation, and support signatories in realising the Pledge's objectives

## Looking forward

As the Pledge enters its second decade, we remain committed to continuous improvement.

### Key priorities for 2024-2030 include:

- Developing comprehensive standards for prohibited child labour activities
- Supporting living income initiatives for tobacco growers
- Expanding cross-sector collaboration to address systemic challenges



[Read the Pledge Report](#)



[Watch the Pledge Webinar](#)

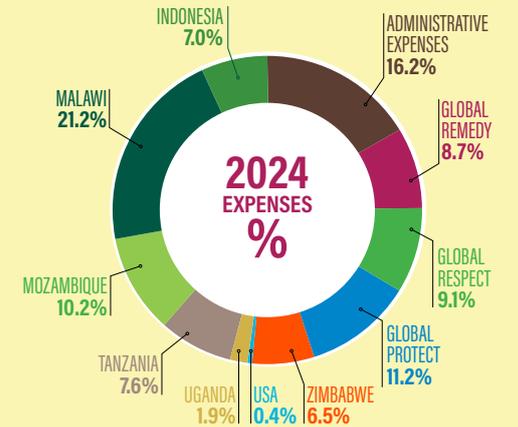
# Finances

Balance sheet USD	31.12.24	31.12.23
<b>ASSETS</b>		
<b>Current assets</b>		
Cash and cash equivalents	3,959,938	4,155,768
Receivables	51,802	81,328
Prepaid expenses	108,576	172,389
<b>Total current assets</b>	<b>4,120,316</b>	<b>4,409,485</b>
<b>Long-term assets</b>		
Financial assets	66,207	71,291
<b>Total long-term assets</b>	<b>66,207</b>	<b>71,291</b>
<b>Total assets</b>	<b>4,186,523</b>	<b>4,480,776</b>
<b>LIABILITIES, CAPITAL &amp; FUNDS</b>		
<b>Current liabilities</b>		
Payables	434,650	64,000
Accrued liabilities	115,381	92,590
Provisions	-	60,122
<b>Total current liabilities</b>	<b>550,032</b>	<b>216,713</b>
<b>Fund capital</b>	<b>916,265</b>	<b>370,868</b>
<b>ORGANISATION CAPITAL</b>		
Initial (Foundation) capital	180,690	180,690
Free capital (unrestricted funds)	2,539,537	3,712,506
<i>Accumulated unrestricted funds</i>	<i>3,712,506</i>	<i>4,299,200</i>
<i>Annual result (before allocation to organisation capital)</i>	<i>(1,172,968)</i>	<i>(586,695)</i>
<b>Total organisation capital</b>	<b>2,720,227</b>	<b>3,893,195</b>
<b>Total liabilities and organisation capital</b>	<b>4,186,523</b>	<b>4,480,776</b>

## Income & Expenditure Statement USD

For the year ended 31 December 2024

	2024	2023
<b>Donor contributions</b>	<b>4,379,655</b>	<b>4,054,139</b>
Of which unrestricted	3,668,837	3,683,271
Of which restricted	710,818	370,868
<b>Total operating income</b>	<b>4,379,655</b>	<b>4,054,139</b>
<b>Programme expenses</b>		
Protect: Policy & Advocacy activities	(967,615)	(821,689)
Respect: Pledge activities	(568,274)	(653,685)
Remedy: Project & Research activities	(2,712,622)	(2,044,443)
<b>Total programme expenses</b>	<b>(4,248,512)</b>	<b>(3,519,817)</b>
Administrative expenses	(824,045)	(789,137)
<b>Total expenses</b>	<b>(5,072,557)</b>	<b>(4,308,954)</b>
<b>Operating result</b>	<b>(692,902)</b>	<b>(254,815)</b>
Financial result	65,331	38,989
<b>Result before change in fund capital</b>	<b>(627,571)</b>	<b>(215,827)</b>
Change in fund capital	(545,397)	(370,868)
<b>Annual result (before allocation to organisation capital)</b>	<b>(1,172,968)</b>	<b>(586,695)</b>
<b>(Allocations)/Appropriations</b>		
Free capital	1,172,968	586,695



Expenses USD	2024	2023
Guatemala	0	1,685
Indonesia	354,859	127,816
Malawi	1,073,639	992,613
Mozambique	519,197	263,918
Tanzania	387,724	232,435
Uganda	94,000	87,108
United States of America	22,503	71,139
Zimbabwe	327,620	219,993
Global - Protect	569,916	500,063
Global - Respect	460,224	498,561
Global - Remedy	438,829	524,486
Administrative expenses	824,045	789,137
<b>Total expenses</b>	<b>5,072,557</b>	<b>4,308,954</b>

The 2024 audit report was signed by RSM in May 2024. The Financial Statements will be submitted to the Foundation Board for approval in June 2025.



# The ECLT Foundation

## STAFF MEMBERS

**Innocent Mugwagwa**  
Executive Director

**Franck Archinard**  
Finance Manager

**Irena Manola**  
Operations Manager

**Ludivine Richner**  
Programme & Advocacy  
Officer

**Mathilde Berger**  
Programme Officer

**Roi Fernández Agudo**  
Programme Manager

**Víctor Díaz**  
Communications &  
Capacity Building Manager

**Vincent Raad**  
Programme Officer

## NON-EXECUTIVE ADVISORS

**International Labour  
Organization**

**Benjamin Smith**  
Designated technical  
advisor

## EXTERNAL EVALUATORS

**Agricultural Research  
and Extension Fund  
(ARET)**

**Dr. Benjamin Mutetwa**

**Centre for Development  
Management (CDM)**

**CIRCLE Indonesia**

**Resolution Economics**

## BOARD MEMBERS

**Michiel Reerink**  
ECLT President

**Maria Reymão**  
ECLT Treasurer

**Anthony Jackson**

**Carsten Roll**

**Charlie Watson**

**Donato Del Vecchio**

**Eduardo Jardim**

**Mathew Wilde**

**Mercedes Vazquez**

**Mette Valentin**

**Simon Steyne**

**Song Wang**

**Tony Dunnage**

## CONTRIBUTORS

**Alliance One  
International, Inc.**

**British American  
Tobacco Holdings**

**Contraf-Nicotex-  
Tobacco GMBH**

**Hail & Cotton Inc.**

**Imperial Brands, PLC**

**International Tobacco  
Growers Association**

**Japan Tobacco  
International & Japan  
Tobacco Inc.**

**Landewyck Tobacco**

**Premium Tobacco**

**Scandinavian Tobacco  
Group**

**Swedish Match**

**Universal Corporation**

The Eliminating Child Labour in Tobacco-growing (ECLT) Foundation is dedicated to promoting and supporting, in tobacco-growing communities, the elimination of all forms of child labour as defined in the relevant instruments of the International Labour Organization.

The ECLT Foundation is an independent Swiss not-for-profit organisation, registered under and operating according to the relevant legislation of the Swiss Confederation. While the Foundation values the support of its financial contributors, ECLT's policies, positions and actions reflect solely its mission.

As such, the Foundation's policies, positions, and actions should not be interpreted as endorsing, promoting, or representing the positions, acts, and omissions of any of its contributors or of the tobacco industry. Additionally, the Foundation does not speak or act on behalf of its financial contributors or the tobacco industry.

The ECLT Foundation values transparency, accountability, sustainability, and integrity in its work, and is committed to contributing to the shared global goal of a thriving rural economy, free of all forms of child labour.





**At the ECLT Foundation, we work to catalyse the power of States, businesses, and farming communities in collective action to eliminate all forms of child labour in agriculture.**

We advocate for strong policies, share best practices to multiply our impact, and engage rural families so they can benefit from farming while ensuring that their children are healthy, educated, and encouraged to reach their full potential.

**A better life for children, farmers, and families.**

Visit our e-learning platform:

<https://learn.eclt.org>

Visit our website:

[www.eclt.org](http://www.eclt.org)

