



For Livelihoods. For Sustainability.

ACCELERATING TOBACCO SECTOR ACTION AGAINST CHILD LABOUR

2022 ANNUAL REPORT

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FOREWORD



Mr. Emmanuel Matsvaire
A/CEO of Tobacco
Industry and Marketing
Board (TIMB).

It is my privilege to present our annual report on child labour, a pressing issue that demands our attention and action. As a responsible corporate citizen, TIMB recognizes the importance of creating a safe and healthy working environment for all stakeholders in our supply chain.

Unfortunately, child labour remains a pervasive problem in Zimbabwe as in many parts of the world. Millions of children are being forced to work in hazardous and exploitative conditions. This not only violates their basic human rights but also undermines their health, education, and future.

TIMB firmly believes that no child should be subjected to any form of labour that deprives them of their fundamental rights and freedoms. We are committed to addressing this issue through a comprehensive approach that includes rigorous monitoring of our supply chain, proactive engagement with our suppliers and stakeholders, and collaboration with like-minded organizations and initiatives.

Through our ongoing efforts, we have made significant progress in eliminating child labour from our operations and supply chain. However, there is still much work to be done, and we remain steadfast in our commitment to eradicating this abhorrent practice.

As we reflect on our achievements and challenges, we are reminded of the critical role that each of us can play in creating a better world for all. I urge all of us to continue working together to build a brighter future for the next generation, where no child is left behind and every individual can thrive.

Thank you for your continued support.



ABOUT THE TOBACCO WORKING GROUP ON CHILD LABOUR

The Tobacco Industry Working Group on Child Labour (TWCL) is a multistakeholder platform of tobacco companies, auction floors, growers’ associations, government agencies, unions and civil society united by the common goal to accelerate action to eliminate child labour within the tobacco sector in Zimbabwe.

Led by the Tobacco Industry and Marketing Board (TIMB), the TWCL has three main overarching objectives:

- 1. To promote and advance collective action to eliminate child labour in the tobacco sector.**
- 2. To support application of national and international child labour standards in the agricultural sector in Zimbabwe.**
- 3. To promote collaboration, sharing of good practices, partnerships, and resource mobilisation for the furtherance of the objectives of the TWCL.**

To drive progress towards its objectives in a manner that is inclusive and leverages industry expertise, the TWCL forms sub-working groups which are tasked with developing solutions related to a specific TWCL priority. Since its formation in 2021, the TWCL has formed five sub-working groups to:

- | | |
|---|---|
|  | Conduct a baseline assessment of child labour policies and due diligence processes in the tobacco sector as a basis for driving continuous improvement. |
|  | Develop a commonly agreed child labour definition and list of hazardous tasks aligned with national law and international standards. |
|  | Define minimum child labour standards for the whole tobacco sector in Zimbabwe. |
|  | Develop a programme to educate farmers and other sector actors on the minimum standards outlined. |





SUMMARY OF THE ROAD TRAVELLED SO FAR

TOBACCO WORKING GROUP ON CHILD LABOUR: MILESTONES SINCE 2021

2018-2020

- Ministry of Labour finalised and disseminated survey report to tobacco, tea, sugar, artisanal mining, government, and civil society.
- Sectors submitted Action Pledges to Ministry of Labour.

- Human Rights Watch published report alleging child labour on tobacco farms.
- Ministry of Labour and ZIMSTAT conducted child labour survey on tobacco farms in four provinces.

2021

- TIMB and ECLT signed technical assistance agreement.
- TWCL formed.
- Tobacco Leaf Exporters Association (TLEAZ) Sustainability Sub-Committee formed.
- TIMB recruited Sustainability Officer.

- Baseline assessment of sector child labour policies and due diligence conducted.
- Sub-Working Groups formed.
- Draft list of hazardous tasks submitted, and minimum standards developed.

2022

- Inaugural report of the TWCL produced.
- TIMB recruited Sustainability Assistant with ECLT support.
- National Employment Council (NEC) Agriculture considered TWCL list of hazardous tasks for tobacco growing.

- NEC Tobacco list of hazardous tasks for tertiary tobacco activities gazetted.
- TIMB and Tobacco Research Board staff undertook exchange visit to Malawi.
- Consultations for development of Tobacco sector Agricultural Labour Practices code.

JUNE 2023

- Agricultural Labour Practices code adopted.
- List of hazardous tasks for children under 18 years in tobacco growing submitted to Attorney General's Office.

- Plan for launch and Training of Trainers for Agricultural Labour Practices code adopted.
- Plan for tobacco sector operational grievance mechanism at TIMB for child labour adopted.



LIST OF HAZARDOUS TASKS - CHALLENGES AND PROPOSAL

LIST OF HAZARDOUS TASKS FOR CHILDREN BELOW 18 IN TERTIARY TOBACCO ACTIVITIES GAZETTED

During the period under review, the National Employment Council for the Tobacco Industry (NEC Tobacco) signed a collective bargaining agreement which defines prohibited work in the tertiary tobacco sector.

The National Employment Council for the Tobacco Industry (NEC Tobacco) covers employers' associations and unions involved in tertiary tobacco activities such as selling tobacco on auction floors, buying, packing and exporting unmanufactured tobacco, and processing and handling of processed tobacco.



LEAF BUYING/AUCTION

Hazardous Activities	Hazard
Receiving	Use of machinery Heavy loads
Laying bales on the floor	Involves handling tobacco Heavy loads
Grading/Classification	Involves handling tobacco Dust
Sales	Contact with tobacco
Handling of rejected bales	Dust Contact with tobacco
Arbitration (TIMB)	Contact with tobacco
Storage	Heavy loads Hazardous Chemicals
Pre-processing/ Pre-blending	Dust Contact with tobacco
Bale Peeling	Use of Machinery Contact with tobacco Heavy loads

FACTORY PROCESS

Hazardous Activities	Hazard
Working on the Feeding Table	Use of machinery Contact with tobacco
Blending	Contact with tobacco Hazardous Chemicals Dust
Tipping	Use of machinery Dust
Butts Primary Conditioning	High temperatures
Tips Conditioning	High temperatures
Classification and Screening	Contact with tobacco Dust
Threshing	Contact with tobacco
Final Lamina Sieving	Dust
Drying	High temperatures
Cooling	Low temperatures
Packing	Dust
Dispatch	Heavy loads Contact with tobacco



CIGAR MANUFACTURING

Section		Hazardous Activities	Hazard
Input		Fumigation	Involves contact with hazardous chemicals
Processing		Leaf preparation and stripping	Involves contact with hazardous chemicals and dry tobacco leaves
		Rolling and Filling	Involves contact with semi dry tobacco leaves
		Wrapper rolling	Involves contact with semi-processed tobacco leaves
		Freezing	Involves exposure to low temperatures
Primary Manufacturing	Receiving Silo (Storage) Warehouse	Fumigation	Involves contact with hazardous chemicals Exposure to dust
	Re-weight	Carton weight verification	Involves handling of tobacco
	Specification Card	Handling of tobacco cartons and wrapping materials	Involves handling of tobacco
	Conditioning	Steam and water treatment of tobacco	Exposure to high temperatures
	Separator	Separation of lamina and dust	Exposure to dust Involves the use of machinery - potential risk of injury
	Cutter	Cutting tobacco into smaller particles as prescribed on the Handling & Packing Instruction	Involves the use of the machinery Noise
	Lamina Dryer	Moisture absorption	Exposure to high temperatures
	Cooler	Extraction of excess heat	Exposure to high or low temperatures
	Top flavour canister	Addition of top flavours to the tobacco as per the Handling & Packing Instruction.	Exposure to chemicals
	Infra Lab	Moisture, nicotine and sugar analysis	Exposure to infra-red rays
	Refill	Filling lamina into boxes	High weight loads Exposure to dust
	Final Check Scale	Weighing the product	High weight loads Exposure to dust
	Laydown	Laying down components as per the customer's blend	Dust
	Water Bath	Hot water treatment of tobacco.	High temperatures
	Direct conditioning cylinder	Steam treatment of tobacco	Dust High temperatures
	Soaking Bin	Storage of conditioned stem & absorption of steam to the core	Exposure to chemicals
	Stem Roller	Stem processing	Use of machinery
Stem Cutter	Cutting of conditioned stem as per the customer's requirement	Use of machinery	

CIGAR MANUFACTURING CONTINUED

Section		Hazardous Activities	Hazard
Primary Manufacturing	Enhancer	Use of additives	Exposure to chemicals
	Stem Dryer	Moisture absorption	High temperatures
	Sieving	Separation of stem and dust from the product	Dust
	Classification	Separation of desired stem and heavy undesired stem	Exposure to dust Involves the use of machinery - potential risk of injury
	Infra-Lab	Moisture analysis	Involves exposure to infra-red rays
	Check Scale	Final weight check	High weight loads Exposure to dust
Secondary Manufacturing	Cigarette Paper (Wrapping)	Material handling and loading on machine	Involves the use of heavy equipment. Potential for injury
	Print	Material (food grade ink) handling and loading on machine	Exposure to chemicals
	Glue	Material (food grade glue) handling and loading on the machine	Exposure to chemicals and use of machinery
	Cigarette Rod Formed	Machine Operation	Use of machinery
	Cigarette Rod cut to size	Machine Operation	Use of machinery
	Filter Rod Making	Machine Operation	Use of machinery
	Filter Rod cut to size	Machine Operation	Use of machinery
	Cork Tipping	Machine Operation	Use of machinery
	Analysis (Moisture and size)	Obtain samples from the machine	Use of machinery
	Blank Packet	Material handling and loading on machine	Use of machinery Involves handling and lifting of wrapping materials
	Interlining (Foil)	Material handling and loading on machine	Use of machinery
	Innerframe Cut-off	Machine Operation	Use of machinery
	Packet Poly (Plastic Wrapping)	Machine Operation	Use of machinery
	Packing into ten packets (carton)	Material handling and packaging	Use of machinery Involves handling and lifting of cartons



AN INNOVATIVE SOLUTION TO DEFINE HAZARDOUS TASKS FOR CHILDREN BELOW 18 IN PRIMARY TOBACCO ACTIVITIES IN ZIMBABWE.

Initially launched in 2021, the process of developing a list of hazardous tasks for children below the age of 18 years in tobacco growing continued in the year under review. The process took longer than anticipated because, in Zimbabwe, primary activities in tobacco production are not a distinct sector in the National Employment Council for the Agricultural Industry (NEC Agriculture). As such, a tobacco-specific list of hazardous tasks for children below the age of 18 years could not be developed outside the broad framework of agriculture.

During the year under review, the TWCL put forward an innovative solution that identifies tobacco-specific prohibited activities within a general agriculture framework.



TWCL PROPOSED LIST OF HAZARDOUS TASKS FOR CHILDREN UNDER 18 YEARS IN AGRICULTURAL SECTOR, INCLUDING TOBACCO GROWING ACTIVITIES

Hazard	Risk	Examples of prohibited tasks or activities for children below 18 years
Hazardous equipment and machinery	Accidents, cuts, scratches, amputations, fractures	Operating boilers, driving combine harvestors and using machines with moving parts such as grinding mills, grinders, ox carts etc.
Vehicles and tractors	Accidents, falls	Driving tractors and vehicles
Dust	Respiratory problems due to inhaling of fumes and dust, explosions	Bagging manure Grading, baling and curing tobacco and living in a room where tobacco is stored Grading, baling and curing crops
Chemical hazards	Respiratory problems from dust, feathers and micro-organisms, skin and eye disease due to exposure to gasses, disinfectants, detergents, formaldehyde, pesticides, fungicides, herbicides, suckersides, and handling of fertilizers, pesticide poisoning	Boomspraying, knapsack spraying: mixing the spray, filling the spray tank, spraying crop protection agents, washing out and disposing of empty containers, cleaning spray equipment, cleaning personal protective equipment
Barns	Burns (curers and driers), heat-related illness, skin cancer, risk of falling, high temperatures and potential night work, dehydration and exhaustion	Loading and offloading of barns ; loading curing fuel, maintaining barn fires

Hazard	Risk	Examples of prohibited tasks or activities for children below 18 years
Carrying heavy loads	Spinal injuries, backaches, other types of injuries Spinal cord injuries and long term leg and knee Skin diseases, injury and poisoning	Carrying load (or loading) more than 10% of body weight during tobacco transplanting, watering seedbeds, or carrying harvested tobacco from field to the drying, storage area or market.
Unprotected handling of crops	Skin diseases, injury and poisoning	Tobacco clipping, planting, uprooting of seedlings, topping, suckering, picking budworms, and contact with wet tobacco leaves during weeding and reaping. Harvesting, loading and packing of crops
Physical and noise from equipment and machinery	Hearing loss, musculo-skeletal problem due to lifting and moving animal, feed and egg collection	Tractor driving, operating combine harvesters, and earth moving equipment and attending to poultry houses.
Vibrating equipment and machinery	Musculo-skeletal injuries and back pain	Operating all vehicles and machinery such as grinding mills, chain saws and diesel engines.
Biological diseases	Zoonotic infections, avian influenza, Newcastle disease, antibiotic resistant bacteria	Attending to poultry
Electricity	Electrical shocks from naked wires and unsafe installations	Electrical installation and repair
Using of sharp objects and injections	Trauma to tissues, tendons, ligaments and risk of infection	Operation of electric fans, pumps and other powered equipment on the farm
Animals	Disease, infections, attacks	Herding and tending of livestock, crocodiles, game and bees
Working in grain bins and silos	Suffocation, respiratory infections	Working in grain bins and silos
Use of ladders, working on heights and wet places	Falls, slips, trips	Loading and offloading barns Harvesting tree crops Using ladders in activities such as construction, electricity installation and repairs and other farm activities





PROGRESS TOWARDS THE ELIMINATION OF CHILD LABOUR

TIMB PRESENTATION AT ITGA IN LUSAKA, ZAMBIA 2022

The TIMB presented on progress towards the elimination of child labour in the Zimbabwean tobacco industry at the International Tobacco Growers Association Conference which was held in Lusaka, Zambia. TIMB reported on steps taken against Human Rights Watch recommendations as below:

KEY TAKE AWAYS FROM ITGA 2022

1. Child labour was a top priority on the ITGA Lusaka agenda for 2022.
2. Tobacco industry were urged to look at child labour from the 'child's perspective' not from their own perspectives.
3. The industry needs to take responsibility in protecting children.
4. We cannot have a growing population of uneducated youths working on farms that means our African countries future is doomed.
5. Zimbabwe government policies that enhance and protect children against child labour were hailed e.g.
 - BEAM
 - Social Welfare
 - Labour officers at district levels looking into child labour, etc.
6. Survey done in Zimbabwe revealed that 26% of farm workforce are children. The causes are linked to grower viability i.e if a farmer runs out of money, they look for cheaper solutions. (Decrease in viability corelated to child labour)

REGULATORY LEVEL - TIMB

Develop and make public a clear policy prohibiting hazardous work by children under 18 on tobacco farms	Assessment of HCL lists in use	Tripartite-plus common list46 CBAs have CL	MPSLSW approval of CBA & SI
Make a strong human rights due diligence procedure a legal requirement for all companies sourcing tobacco from Zimbabwe and monitor company compliance.	ALP adopted as de facto standard	Common standard for growers, contractors, auctions adopted	Common standard included in Contactors and Auction floors Compliance framework with TIMB
Expand training and education programs to provide independent farmers selling tobacco on the auction floors with the same kinds of information and support received by contract farmers.	Working Group formed	Farmer Education Program outlined	Farmer Education Program roll out

INDUSTRY LEVEL

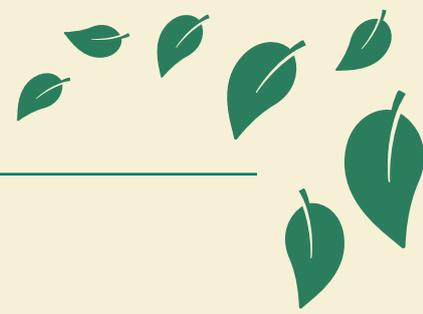
Establish a system for suppliers to implement the policy with independent farmers supplying the company through auction sales	TWG formed, TIMB Action Pledge and ALP standard	Assessment of TIMB & companies' child labour due diligence	Improvement plans developed, implemented & monitored
Regularly disseminate information and provide training and education to known and potential suppliers at all levels of the supply chain on the company's human rights policy and its implementation. Materials and training should be in languages and formats that are understandable to the target audience, comprehensive, and clear;	Conducted assessment of child labour definition and HCL	Common definition and HCL adopted by industry & tripartite +	Farmer Education Program adopted & rolled out
Engage in collaborative, multistakeholder initiatives to address child labour and human rights abuses in the tobacco industry	Tripartite-plus TWG formed	1. Baseline assessment 2. Improvement plans	Roll out of field activities

TIMB'S PARTICIPATION AT THE TRIPARTITE NEGOTIATING FORUM (TNF) CONFERENCE

In December 2022, the Tobacco Industry and Marketing Board was invited to make a presentation at the TNF conference about progress towards addressing ESG issues. The TNF committee is governed by an Act of parliament and constitutes the Government, Organised Labour and Organised Business with a mandate to set and review social, labour and economic priorities. The three priority areas are key to the tobacco industry as a whole.

SUMMARY OF KEY TAKE-AWAYS

- Enhancement of productivity is key in addressing economic challenges.
- Gazetting of minimum wages.
- Addressing gender inequality by promoting equal opportunities should be prioritized across all sectors.
- Labour inspectorate to intensify inspections and enforcement of labour standards.
- Labour rights violations should be addressed.
- There is need for Labour laws reforms harmonization with the constitution.
- Free and subsidized education for all vulnerable groups up to tertiary level as well as review the current BEAM scheme.
- Poverty reduction through promotion of livelihood programs.
- Provision of WASH services, both urban and rural.
- Universal health cover to workers and vulnerable groups.
- Civil protection, improving efficiency in response to calamities.
- Social protection efficiency, robust social protection.
- Improved infrastructure, public transport system, power supply.
- Access to land and regularization of the tenure system.
- Strategies to deal with drug abuse, child abuse, child marriages should be put in place.



SHARING GOOD PRACTICES

In 2022, the ECLT Foundation and TIMB organised two webinars to share best practices in eliminating child labour in agriculture. The first session was titled “Good practices in working with and through third-party suppliers to address child labour in tobacco growing in Zimbabwe.”

This webinar was an open platform for child labour experts, growers’ associations, businesses, government, and agriculture unions to share experiences and best practices in monitoring and incentivising third-party suppliers to prevent and address child labour in Zimbabwe.

This session was attended by more than 60 participants and had distinguished speakers from TIMB, ILO, ECLT, the tobacco supply chain, and trade unions.

The second webinar focused on “Setting up and implementing the use of Child Labour Monitoring and Remediation Systems (CLMRS) in smallholder agriculture” and was attended by nearly 130 participants.

In this webinar, the Head of Programmes of the International Cocoa Initiative shared insights on what a CLMRS is, what it needs to do, and how to measure its success, as well as their 20-year experience in pioneering the adaptation and use of CLMRS in the cocoa sector.

Moreover, the Department of Social Development of the Ministry of Public Service, Labour and Social Welfare of Zimbabwe shared their experience on their National Case Management System for the Welfare and Protection of Children in Zimbabwe.



Three key takeaways were identified from these two sessions:

STATE PRIMACY

1. Gaps in governance are often central causes of child labour
2. Business cannot replace governments in fulfilling these essential duties of the State
3. Without meaningful State involvement at all levels, eliminating child labour effectively is difficult, if not impossible
4. Effective engagement and collaboration with governments and other stakeholders is critical to business efforts to remediate child labour.

CORPORATE RESPONSIBILITY

1. Respect for human rights relates to a business’ core operations and value chain
2. Partner participation in child labour due diligence cannot and does not seek to replace individual member responsibility and actions.

DO NOT HARM

Prevention is better than cure

2020 – 2021 STAKEHOLDER ENGAGEMENT AND AWARENESS RAISING

MOPSLSW INSPIRING BROADER COMMITMENT AND ACTION AGAINST CHILD LABOUR IN ZIMBABWE

Child labour can be found in many economic sectors in Zimbabwe. During the period under review, the Ministry of Public Service, Labour and Social Welfare (MoPSLSW) built on the momentum of the outcomes of the 2019/2020 *Survey on Child Labour in the Tobacco Sector* to instigate sectoral commitments and actions against child labour in other high child labour risk sectors of economic activity. The stakeholders in each sector pledged to implement specific actions to address child labour in their areas of influence.

TEA SECTOR

Employers and small-scale growers in the tea sector pledged to enforce the 'No acceptance rule', capacitate MoPSLSW inspectorate, introduce a youth skills development programme, raise awareness, and provide technical support to outgrowers to increase their productivity.

SUGARCANE SECTOR

The Zimbabwe Sugar Association (ZSA), ten grower associations and unions pledged to lobby the government to give legal effect to the 'no acceptance rule', raise awareness of child labour and enhance community monitoring of child labour. The Sugarcane Association committed to establish a peer review mechanism within the sugarcane sector to enable peer monitoring within the out growers.

ARTISANAL GOLD MINING SECTOR

The Zimbabwe Miners' Federation Association (ZMFA) pledged to formalise and certify small scale mining sector, lobby for criminalization of child labour, and to undertake child labour awareness campaigns in schools, mining compounds, mining sites and communities to address both pull and push factors.

GOVERNMENT SECTOR

The Government of Zimbabwe pledged to enforce existing laws and guidelines on child labour, review and strengthen existing laws, build the capacity of the labour inspectorate, develop a National Action Plan (NAP) and form a National Steering Committee (NSC) and a Child Labour Unit to coordinate child labour action.

CIVIL SOCIETY SECTOR

UN agencies, NGOs, trade unions, Employers Confederation of Zimbabwe (EMCOZ), and the National Employment Council for Agricultural Industry pledged to provide technical support in the alignment of international commitments to local legislation, include child labour in collective bargaining agreements and support awareness raising activities targeting all forms of child labour.

TOBACCO SECTOR

Through the industry regulator, TIMB, the tobacco sector pledged to adopt a sector-wide Agricultural Labour Practices (ALP) as the industry's de facto programme. The ALP is based on ILO conventions and defines fundamental rights and principles that should be observed on all tobacco farms. The TIMB to make the ALP Code mandatory and a condition for the renewal of Annual Contractors License, Auction Floors License and any individual tobacco grower registering for the new season.



TIMB RAISING AWARENESS ON CHILD LABOUR

The Tobacco Industry and Marketing Board, with the support from ECLT, embarked on awareness raising campaigns at different platforms.



ZIMBABWE INTERNATIONAL TRADE FAIR 2022

In April 2022, TIMB participated at the Zimbabwean International Trade Fair, where child labour messages were exhibited through roll up banners and flyers. The ZITF is one of Africa's premier trade showcases and one of the biggest intra-regional trade fairs south of the Sahara. The trade fair's theme "Rethink, Reimagine, Reinvent, Value Chains for Economic Development" rallied businesses to adaptability and resilience by highlighting the need to be able to identify future disruptors, craft and implement change strategies as well as inculcate the agility to adapt the game plan as the environment and needs of our businesses/economies change. This is in tandem with Human Rights Due Diligence's mantra, where the focus should be risk to people and not the business itself.



ZIMBABWE AGRICULTURAL SHOW

TIMB participated in the Zimbabwean Agricultural Show where the progress towards addressing child labour was exhibited through the distribution of the 2021 Child labour Annual Report. More than 300 copies of the child labour report were distributed as well as branded T-shirts with child labour messages.



ST AUGUSTINE'S SCHOOL CHILD LABOUR AWARENESS CAMPAIGN

A sporting event was organised and held at St Augustine's Primary School in Mashonaland East Province. This aimed at teaching the children about the issues of child labour, empowering them with knowledge of their rights and the importance of education in acquiring decent jobs in the future. TIMB also took this opportunity to donate soccer and netball uniforms, branded with anti-child labour messages. Apart from the school children, the event was attended by tobacco farmers in the area. To increase coverage, the event was also broadcast on ZBC TV.



THE TIMB STAKEHOLDERS' INTERFACE PROGRAM

During the 2022/2023 season TIMB embarked on awareness interface through its key stakeholders in the four major tobacco growing regions. The interface ran under the theme 'Promoting an enabling environment for enhanced viability through best agricultural practices. The focus areas were afforestation and efficient curing systems, safe working environment, stop child labour as well as marketing issues. Key presenters were identified from across the tobacco value chain in Zimbabwe and the targeted audience were tobacco growers, local communities and their leaders, the field officers and extension workers from both the private companies and government who work with farmers directly on day-to-day basis.





BROADENING IMPACT

To address other salient sustainability issues, TIMB adopted the TWCL model and formed the Sustainability Working group in May 2022. The idea of having the working group was also driven by one of the Tobacco Value Chain Transformation Strategy thematic pillars ‘Intensification of sustainable tobacco production and productivity and promotion of alternative crops’.

The TVCTs was launched by the Minister responsible for Agriculture and has four main pillars focusing on transforming the tobacco industry to a 5 billion dollar industry and achieving 250 million kg of flue tobacco sustainably by 2025. Composition of the Sustainability working group comprises of officials from the Ministry responsible for Agriculture, Ministry of Environment, government departments such as Tobacco Research Board, AGRITEX, Farmers Organizations, cigarette manufactures, tobacco auction floors, tobacco contracting companies, chemical suppliers as well as organizations specializing in forestry and NGOs. The working group has 4 sub-committees focusing on afforestation, human and labour rights including child labour, safe working environment as well as efficient tobacco curing facilities and fuels.

The 4 sub-committees contributed to a strategic document that was submitted to the Ministry of Lands, Agriculture, Water, Fisheries and Rural Development through the chairmanship of AGRITEX. Following contributions to the document, a Sustainability baseline survey was commissioned targeting those 4 key areas to establish the status quo of the organisations in the tobacco value chain. The survey was conducted online. The number of respondents were not as expected hence results were not a true reflection of the existing situation. The Afforestation sub-committee frequently meets and discusses way forward and possible collaborations in afforestation programs, resource mobilization, forestry management trainings, among other topics.





LEARNING FROM THE EXPERIENCES OF OTHERS

MALAWI KNOWLEDGE EXCHANGE VISIT

Zimbabwe and Malawi share tobacco as an economy driver, blended culture because of labour migrations, similar farming systems and are both classified as developing countries. The two countries are striving to achieve compliant and sustainable tobacco production with respect for children and human rights. A 5-day exchange visit to Malawi by 2 delegates from TIMB and 1 from TRB took place, in order to observe was therefore made with objectives to observe progress made in Malawi, share Zimbabwean experiences, and subsequently establish best practice frameworks to ensure continuous improvement. The methodology involved site visits and interactive presentations.

ARET, TOBACCO COMMISSION VISIT

ARET is responsible for conducting research on tobacco and offering training and extension services in Malawi while the Tobacco Commission is responsible regulating the industry. Like Zimbabwe, Malawi employs the dual market system where merchants are responsible for funding and monitoring their contracted growers while free growers are being monitored by ARET.

Common grounds were established in that the institutions from both countries need to do legislative and framework reforms, aligning to international laws/treaties, to capacitate, strengthen, and enhance their service delivery.

MTP (JTI, ALLIANCE ONE, LIMBE LEAF), PREMIUM LEAF VISIT

All Merchants had ALP and STP codes and inhouse digital monitoring systems. Monitoring and reporting are done to meet off taker needs. Remediation was on the low side. The implementation was on a generalised approach such as donations to schools or at community level.

The key takeaway for all parties was that the due diligence process is incomplete without remediation, especially where impacts on human and children rights are a concern. Companies should take responsibility to prevent and correct impacts that arise from them conducting business.

ARET, CPA SCREENING AND REGULATION, FARMERS LIMITED VISIT

Farmer Organisation Limited is the biggest for supplier of CPAs, PPEs and other agricultural inputs to both contracted and uncontracted farmers. The organisation also has a plastic recycling plant which is used to safely rid of empty CPA containers. Their concern is tight regulations by government of Malawi on transportation, storage processing of empties CPA containers. Collection of empty CPAs is easier with contracted farmers because it is coordinated by the contractors. ARET Groups could be play an important role in mobilizing collection from free growers.

To address EHS issues, the organization is spearheading migration to green labels and biopesticides while eliminating use of HHP. They are also introducing monodose packages. A similar arrangement is to be forged in Zimbabwe with the CPA players. The organization conducts training of trainers for merchants and agro dealers on their various products.

TAMA VISIT

TAMA, formerly Tobacco Association of Malawi, rebranded and diversified its niche to include small grain crops in order to strengthen tobacco farmers income and improve their livelihoods. They however retained the name TAMA as a noun, not acronyms.

The union plays an important role in identifying growers training needs, mobilizing, and coordinating trainings by ARET and Merchants, especially on technical issues.

It was noted that Unions could add value through auditing of training and compliance check services offered to their members.





FIELD VISITS - SMALL SCALE GROUP VISIT

The group extension model being employed by ARET was evidently effective in delivering training and imparting knowledge to growers. In the 2022 selling season, trainings and documentation by ARET, helped to improve credibility of auction tobacco as evident in the participation of JTI which normally shuns auction tobacco because it lacks traceability.

Analogous initiatives such as Farmers Development Trust (FDT) and Tobacco Improved Productivity sites (TIPs) exist in Zimbabwe. These can be modified through documentation of trainings coupled to geotagging and regular monitoring at individual level to ensure compliance and traceability of auction tobacco to achieve comparable results. The monitoring system will then feed into the registration platform and create an automatic score to qualify a grower as compliant or otherwise.

Compliant growers then request official recognition to distinguish their crop and reward their efforts at selling points.

It was noteworthy that coordinated and regulated efforts from all stakeholders in the value chain is imperative to achieve these goals.

Village committees on pertinent subjects such as forestry and labour rights were found to be important. This involves appointment of lead/influential farmers as portfolio leaders to coordinate and enforce policy.

Small scale farmers rely mostly on family labour, which attracts a spotlight because the system is susceptible to breach of ALP codes since there are thin lines separating it from forced and child labour.

In efforts to address deforestation, Malawian growers are being encouraged to establish live barns using a fast-growing species, Albizia lebbeck for curing their burley tobacco. This will be a grower registration requirement after adoption of the tobacco regulation framework which is currently in draft.

In contrast, Zimbabwean growers predominantly produce Virginia tobacco with firewood as the major curing fuel. SI 116 of 2012 requires establishment of sustainable woodlots for use as curing fuel. This will be incorporated into the compliance framework.



FIELD VISIT - LARGE SCALE FARMER VISIT

A tenant contract system was observed on one of the farms. In this case, the landowner provides inputs, land and monthly wages. In turn, the tenants provide labour and management of the crop. On harvesting, the crop is graded and priced on the farm, the landowner deducts his investments and pays off the balance to the tenant, takes the crop to the official selling point and sells for a profit.

During the production period, the tenant is apparently tied to the landowner by the crop, creating an element of bondage and a risk of forced labour.

Such arrangement is not common in Zimbabwe.

KEY TAKEAWAYS

1. The physical and intellectual interactions created a platform to exchange ideas, forged foundations for future networking and cooperation.
2. Coordinated group trainings and monitoring is important for the management of free growers.
3. Community committees play an important role in peer education and monitoring compliance and reporting of cases.
4. Chemical suppliers should take an initiative to recycle empty CPA containers.
5. Farmers unions can contribute by auditing trainings done by various stakeholders.



ALP CODE DEVELOPMENT

ZIMBABWE AGRICULTURAL LABOUR PRACTICES CODE

As part of its regulatory mandate and stepping up of efforts to combat CL, the TIMB set to establish a set of standards expected to be upheld by tobacco farmers in Zimbabwe. The TIMB recognises that merchants may have different standards, depending on their offshore clients' requirements. The ALP code shall therefore serve as a benchmark below which no merchant shall operate.

CODE DEVELOPMENT

The initial step was a call to the industry to submit their ALP codes and/or training material to TIMB. Nine companies submitted their material. Systematic literature review of the submitted materials formed the basis for drafting the TIMB ALP code. The draft was then internally reviewed by TIMB, before being circulated externally for input from the industry. After inputs from the industry, a third-party reviewer was engaged for final editing of the draft. For this role, Twentyfifty, an authoritative international organization with experience in the Zimbabwean industry was engaged.

ALP CODE ADOPTION

The code was unanimously adopted by the TWGCL during its sitting for the first quarter of 2023.

WAY FORWARD

The code will come into force in the 2023/24 cropping year. It will be part of the Compliance Framework Contract for Merchants and Auction floors. Subsequent to code development, a training manual is being developed by an external consultant. Upon completion of the manual, the consultant is expected to conduct a Training of Trainers to build capacity within the industry. The trained trainers are also expected to conduct internal trainings at their respective organizations.

ALP CODE ROLLOUT AND ENFORCEMENT

The trained trainers will be responsible for Code rollout and training of farmers, children, community members and other relevant stakeholders in tobacco farming communities. During this launch year, emphasis is expected to be placed on raising awareness and giving training to all stakeholders with corrective rather than punitive sanctions where breaches of the code are observed. This will give field personnel hands on experience in dealing with breaches, while farmers and other stakeholders familiarise with required standards.

FOCUS ON TWCL MEMBER ACTIONS TO REALISE THE TOBACCO ACTION PLEDGE

NORTHERN TOBACCO

NORTHERN TOBACCO CHILD LABOUR CASES FOR JUNE 2022 TO APRIL 2023

All NT growers are monitored by field staff for cases of Child Labour.

PROCEDURES TO IDENTIFY, ESCALATE, REMEDIATE, AND REPORT ON EXTREME BREACHES OF HUMAN RIGHTS.

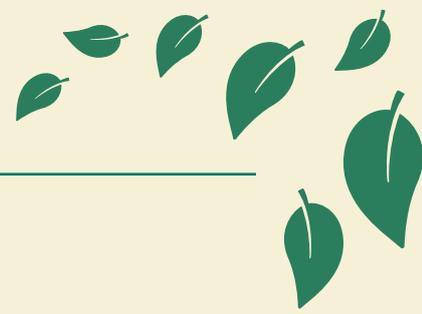
Child Labour Monitoring actions during the crop cycle:

1. Mapping the critical phases of the crop cycle that may be associated with greater risk of child labour through reinforcing communications, training, campaigns and recommendations with farmers prior to each crop cycle;

During scheduled farm visits, the following is done:

- a. Performing checks to establish if any children are working on the farm; If so, what tasks are being carried out by those under 18?
- b. Recording all technical and sustainability issues discussed with farmers during each visit;
- c. Conducting unannounced farm visits / monitoring of farms. An external third-party consultant is in place to verify compliance with the policy.
- d. Any breaches of the Child Labour Policy are recorded and farmers are required to formally acknowledge the incident before any remedial action is taken, as shown on the table below.

On the first instance of child labour assessor should:	On the second instance of child labour on the same farm/ by the same farmer	If there is a third incidence of child labour on the same farm/by the same farmer
Communicate and engage with the farmer;	Provide a written warning of cancellation of contract.	Consider not renewing the farmer's contract.
Record the farmer's acknowledgment of the incident in the field visit record,	Report the incidence to local authorities where appropriate.	If necessary, by law or enforcement of the contract, the farmers crop can still be purchased subject to the farmer being blacklisted from the company's farmer base for the next crop cycle;
Confirm if the affected children are enrolled in school and if not identify the reasons why. Submit report and prompt action plan to manager and head.	All incidences of child labour must be reported to the manager and head with prompt action plan.	All cases of child labour must be reported to the manager and head with prompt action plan.



CHILD LABOUR ACTION PLANNING

1. If cases of child labour are identified, an action plan is produced to address the issues.

Remedial Action:

- Farmers get a re-cap training and continuous monitoring.
- All incidences are documented and reported to the Managers;

2. Key Indicators

- Check all age documents of children staying on the farm.
- Monitor school attendance and enrolment of all children living on the farm.
- As a part of their contract terms, farmers will present relevant documentation on school enrolment.

3. Child Labour Cases

Grower Name	Grower Number	Capture Root cause of the Case	First Instance: Verbal Warning	Second Instance: Written Warning	Third Instance: Consider not renewing the farmer's contract. If necessary, by law or enforcement of the contract, the farmers crop can still be purchased subject to the farmer being blacklisted from the company's farmer base for the next crop cycle.	Prompt Action Plan

FURTHER ACTION PLANNING INCLUDES THE FOLLOWING:

- a. Preventing or remediation of child labour.
- b. Improving the situation of the affected children and their communities.
- c. When incidences of child labour are identified, an assessment to determine the root causes is done.
- d. Development of collaborative actions with others such as local school leadership, teachers and relevant local leadership.
- e. Adoption of spot checks, unannounced monitoring visits and systematic monitoring.
- f. Continuous Training and refresher courses on child labour.
- g. Communication about the Child Labour Policy on an annual basis.
- h. Undertaking of third party/independent audits and evaluations.
- i. Engagement with local stakeholders, government authorities and others to ensure awareness of child labour, human rights and general labour laws within the agriculture sector.

KEY INDICATORS

All growers should keep the following to produce during all monitoring and audit visits;

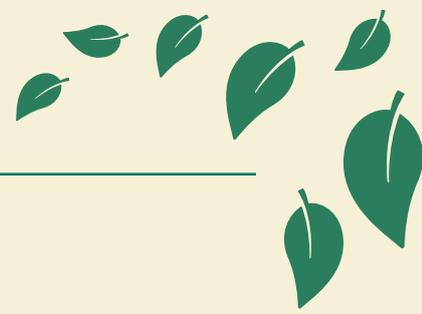
- Age documents of all children on the farm;
- School records of all children on the farm.

During monitoring;

- Check school records for school going children;
- Check hired worker contract – age;
- Check if hired worker and household members training records include Child Labour.

CASES RECORDED DURING THE PERIOD JUNE 2022 TO APRIL 2023

Month	Activity	Number of children	Age			Number of farmers	Prompt action opened	Prompt actions resolved and closed
			<11	12 to 14	15 to 17			
Jun-22	Grading tobacco	1		1		1	1	
Jun-22	Grading tobacco	1			1	1	1	
Jul-22	Seedbed preparation	1			1	1	1	
Aug-22	Cutting firewood	1			1	1	1	
Aug-22	Sewing bales	2	1	1		1	1	
Sep-22	Watering seedbed	1		1		1	1	
Sep-22	Transplanting seedlings	1		1		1	1	
Oct-22	Watering Seedbeds	1		1		1	1	
Oct-22	Watering Seedbeds	1		1		1	1	
Oct-22	Weeding Seedbeds	1		1		1	1	
Oct-22	Loading seedlings onto oxcart	1		1		1	1	
Nov-22	Transplanting seedlings	2		2		1	1	
Nov-22	Watering Seedbeds	1			1	1	1	
Dec-22	Transplanting seedlings	1			1	1	1	
Feb-23	Tying Tobacco leaves	1	1			1	1	
Feb-23	Leading Ox Cart	1	1			1	1	
Feb-23	Reaping tobacco	1			1	1	1	
Feb-23	Loading tobacco barn	1			1	1	1	
Mar-23	Loading tobacco barn	1		1		1	1	
Mar-23	Reaping tobacco	1	1			1	1	
Mar-23	Reaping tobacco	1		1		1	1	
Apr-23	Loading barn	1			1	1	1	



INTER-CONTINENTAL LEAF TOBACCO COMPANY



INTER-CONTINENTAL LEAF TOBACCO, apart from being an active and committed member in the TWCL and the TLEAZ group, have implemented its own policies and procedures with regards to eradicating Child Labour within their supply chain in line with several pledges, notably with the TIMB's adopted ALP standard, the NAPCL, UNGP, ILO, UNICEF, HRW and ECLT.

INTER-CONTINENTAL LEAF TOBACCO has identified that a "child" is a person under the age of 18 years.

Child Labour refers to a person who is under 18 years old participating in types of work that is detrimental in nature, considered unsuitable and is prohibited.

Child Labour is a violation of fundamental human rights which hinders the child's development, potentially resulting in lifelong physical and psychological damage.

It's known that child labour perpetuates poverty across generations by keeping the children out of school thus limiting the child's prospects for upward social mobility.

Not all work done by children is classified as child labour; there is the free participation of assisting in general household chores which does not affect their schooling but could contribute to the Child's social development providing skills and experience in preparation for their adult life which may benefit the general welfare of their families.

INTER-CONTINENTAL LEAF TOBACCO has defined in its Child Labour policy, tasks or activities which are not permitted to be performed by a Child under any circumstance. These tasks or activities are not limited to just contact with green or cured tobacco, hazardous chemicals and fertilizers, but include:

- Application of fertilizers – the use of and disposal of empty bags
- Baling Barn loading and unloading
- Chemical handling – the use of and disposal of containers
- Curing of tobacco
- Cutting and collection of firewood
- Field planting
- Field watering
- Grading – both leaf and scrap
- Harvesting
- Land preparation
- Loading tobacco bales
- Sowing and watering of seedbeds
- Suckering
- Sweeping of tobacco scrap
- The removal and destruction of tobacco stalks
- Untying of tobacco
- Weeding

In addition to the above, no child shall be exposed to:

- Excessive noise, dust and pollutants
- Extreme weather and temperatures
- Operating on or driving machinery
- Operating with sharp tools and powered tools
- Shifting, lifting or carrying of heavy loads
- Poorly lit environments



INTER-CONTINENTAL LEAF TOBACCO has taken appropriate measures with growers/contractors within its supply chain to ensure no child labour occurs.

This includes but is not limited to:

- A consented commitment from growers/contractors to prevent and eliminate Child Labour ie: Growers contract
- A registration of all employees
- Official verification of Identity Documents
- Contract of Employment
- Job Description of Employees
- Monitoring of on-farm Labour quarterly
- Workers Committee in place
- Health Worker or Child Minder in place
- Common and transparent grievance mechanism in place
- Copies of the Labour Act in place
- Education, Training and awareness on prevention of Child Labour (to be recorded)
- Transparency in reporting and third-party monitoring
- Monitor school attendance for children living on farm
- Abide by Laws and Legislation through relevant Authorities

INTER-CONTINENTAL LEAF TOBACCO will continue to:

- Increase awareness through education and monitor Growers through a data base implemented on a quarterly basis to form a baseline standard to avoid any occurrences of Child Labour.
- Provide support through access to education with the relative authorities on all forms of social media.
- Partner relevant organizations and play an advisory role as deemed necessary with all Stakeholders that have the mandate to eradicate Child Labour.





LOOKING AHEAD TO 2023

The outlook into 2023 and beyond is optimistic. TIMB will continue building on the positive momentum created during 2022.

First, TIMB in coordination with the Tobacco Working Group on Child Labour (TWCL), will focus on the implementation of the recently adopted Agricultural Labour Practice (ALP) Code. Following its adoption in April 2023, TIMB will be organizing training sessions for the TIMB's own field technicians and for the sustainability and field officers from the companies, including leaf buyers and processors, and farmers' associations. The aim is to train the trainers, so that they can disseminate awareness and knowledge on the ALP Code standards across their respective supply chains and networks.

As part of awareness raising about the ALP Code, TIMB will ensure coordinated action with Ministry of Public Service, Labour, and Social Welfare. It will either participate or facilitate the series of workshops organised by the Ministry of Labour to raise awareness on the tobacco sector ALP standard, for the agriculture-related National Employment Councils (NECs), which are the statutory bi-partite bodies responsible for negotiating industry minimum wages and collective bargaining agreements between employees and employers. The goal of the workshops will be to motivate other agriculture sub-sectors (such as tea, sugar, horticulture, etc.) to develop and adopt their own ALP standards, using the tobacco ALP code as a case study.

As part of its efforts to strengthen the combat of child labour in tobacco growing areas of Zimbabwe, TIMB will forge a partnership with Childline Zimbabwe to provide expertise and technical support towards meeting the set goals. This will involve training of TIMB field staff, establishment of reporting platforms, database for monitoring progress and keeping records, and specialist services where it is required. It is expected that the platforms will also generate useful data to guide policy formulation and direction by the TIMB.

Going forward, to ensure the continuity of efforts on elimination of child labour beyond 2023, TIMB will participate together with the ECLT Foundation, in the development of the pilot Child Labour Monitoring and Remediation System (CLMRS) project, with the main objective to strengthen access to remediation services by children in agricultural areas in Zimbabwe. The project will be implemented in agricultural areas of a district, which is yet to be identified in Zimbabwe, with the government, notably with the Ministry of Labour, and TWCL and other stakeholders expected to take active roles in its design and implementation under public private partnership arrangements.





The Tobacco Working Group on Child Labour (TWCL) was formed in 2021 to coordinate, strengthen and leverage action plans on child labour in the Zimbabwe tobacco industry, using the Agricultural Labour Practices (ALP) programme as a de facto standard.

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