



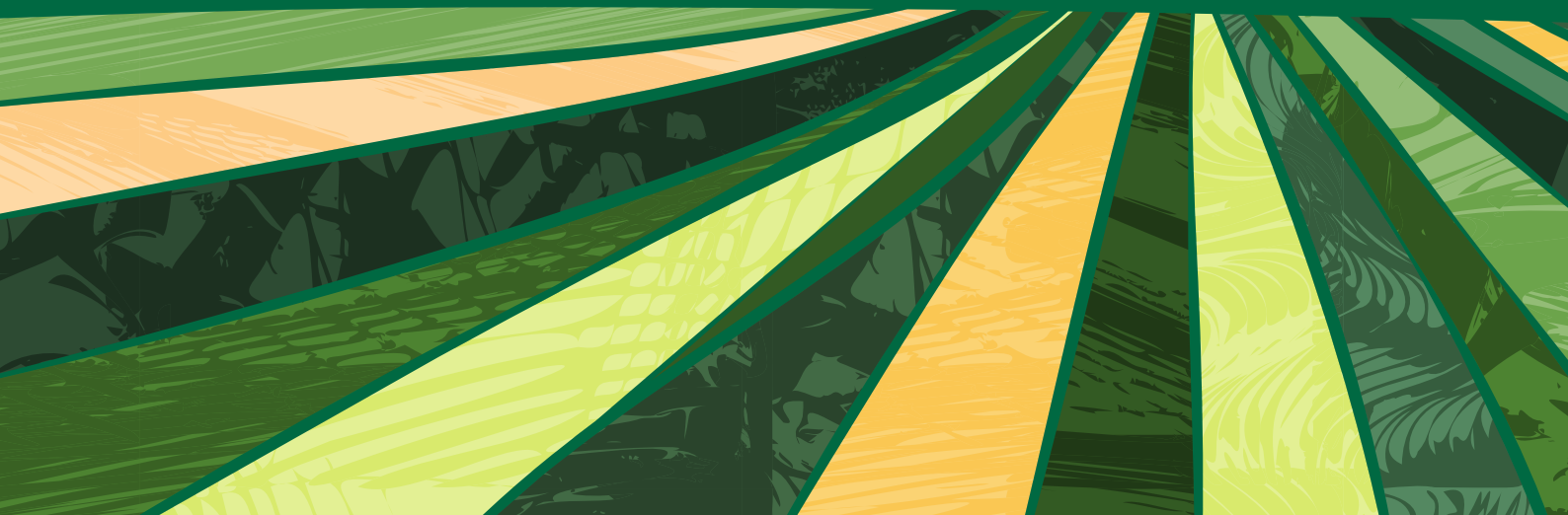
For Livelihoods. For Sustainability.



**TOBACCO WORKING GROUP
ON CHILD LABOUR**

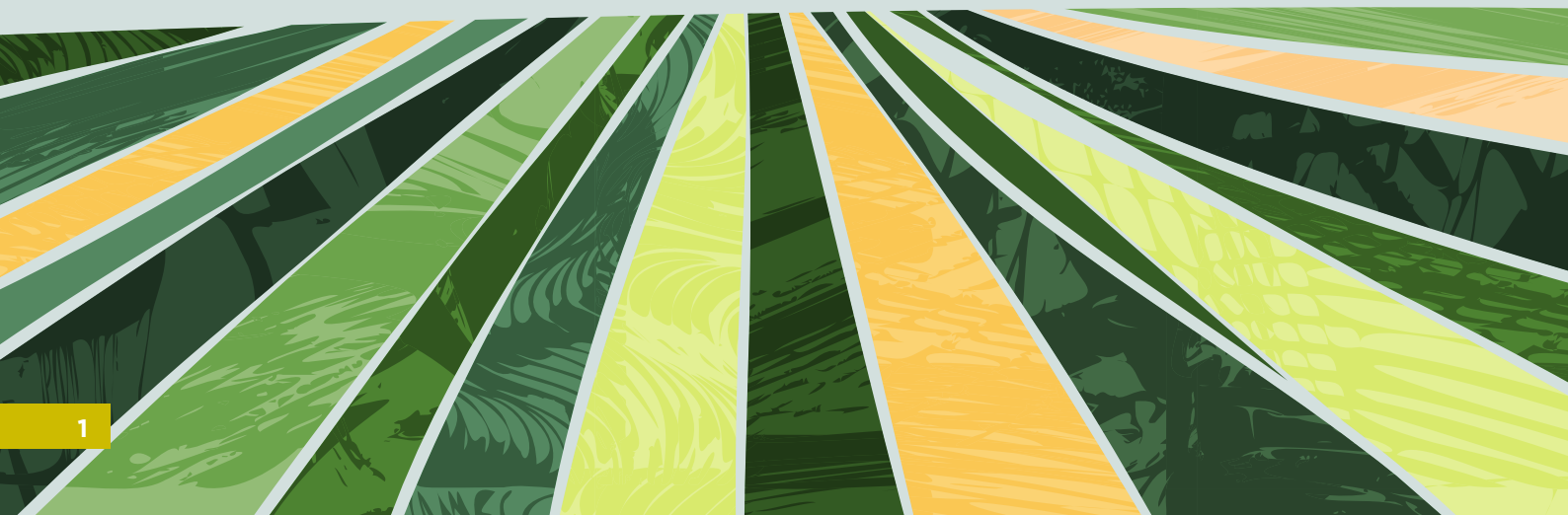
**RAISING THE BAR
AND BUILDING
CAPACITY**

2023 ANNUAL REPORT



Contents

Foreword.....	2
About TIMB	3
About the TWCL	4
ALP Training of Trainers.....	6
ALP observation and monitoring system	7
Industry grievance mechanism pilot.....	8
Awareness raising initiatives.....	9
ITGA Regional Conference Tanzania 2023.....	11
Exchange visit to Brazil: lessons learnt	12
External engagements.....	13
Defining hazardous tasks	14
TIMB stakeholders' interface program results.....	15
TIMB's participation at the Tobacco Workers Conference.....	16
Looking ahead to 2024.....	17



Foreword

It is with great pride that I present the comprehensive Child Labour Annual report of the Tobacco Industry and Marketing Board (TIMB) initiatives and activities from the past year. Our dedication to advancing sustainability, enforcing ethical practices, and promoting social responsibility within Zimbabwe's tobacco sector is reflected throughout this report, and echoes our commitment to aligning with global standards.

2023 has been a significant year for TIMB, marked by substantial advancements in addressing child labour, enhancing sustainability, and implementing the Agricultural Labour Practices (ALP) code. This year, with notable financial support from the ECLT Foundation, our efforts have not only thrived but also expanded into critical new areas that illustrate our commitment to responsible tobacco farming and industry practices.

We kicked off the year by participating in the Tobacco Industry Games, a unique platform that facilitated healthy engagement about health and wellness in our work environments while allowing us to distribute our annual report on child labour.

In an even more focused stride towards standardizing practices across the sector, the ALP code Training of Trainers was a turning point. It was a crucial educational avenue not only for our field officers but also for various stakeholders within the industry, richly enhancing our collective understanding and rigorous application of the ALP principles.

Our partnership with Childline Zimbabwe marks a milestone in creating robust mechanisms to protect the vulnerable in our society. Together we launched a child labour helpline, providing a direct, actionable avenue to address and mitigate child labour incidences comprehensively.

Furthermore, our global outlook towards learning and improvement was vividly illustrated through the knowledge exchange visit to

Brazil, and presentation at the Tobacco Workers Conference in the USA. The insights gained are invaluable, steering us towards integrating potent sustainability frameworks that have proved successful globally. The outreach doesn't stop at our borders; we continue to participate in and contribute to regional discussions, shaping industry standards and norms at the ITGA Regional Conference in Tanzania. These engagements are pivotal in keeping abreast with regulatory changes and ensuring our practices are both compliant and competitive.

To enhance transparency and ensure wider access to our reports and findings, we have robustly utilised both traditional and digital platforms to disseminate the Child Labour Annual Report widely. Printed copies were distributed strategically during major industry events, complemented by digital copies available online, ensuring accessibility to our stakeholders both locally and internationally.

This report not only narrates our endeavours but also articulately presents our roadmap for the future. It charts out the strategies that will drive us towards a more sustainable, ethical, and compliant industry. It underscores our collective role—across various capacities in the tobacco sector—to uphold and push the envelope on these fronts, ensuring that every action aligns with our minimum standards.

In conclusion, let us each reaffirm our commitment to the rigorous pursuits outlined in this report. Let's continue to drive change, uphold integrity, and pursue sustainability as cornerstones of the tobacco industry in Zimbabwe. The journey is ours to forge, for the betterment of all involved.

Thank you.

Emmanuel Matsvaire
Acting CEO,
Tobacco Industry and
Marketing Board (TIMB)



The Tobacco Industry and Marketing Board (TIMB) of Zimbabwe was formed in 1936 through the Tobacco Marketing and Levy Act, and serves as the regulatory and advisory authority for the tobacco industry in the country. It oversees the licensing, production, marketing, and export of tobacco, aiming to ensure sustainable practices and fair trade within the industry.



Vision

TIMB's vision is towards sustainable tobacco production, enhanced marketing systems and improved livelihoods in Zimbabwe by 2025.



Mission

The mission of TIMB is to promote the viable sustainable growth and marketing of tobacco and related products through regulation and coordination of tobacco value chains.



Values

TIMB upholds the values of Client and stakeholder satisfaction, integrity, teamwork, accountability and innovation. These values guide its decisions and actions as it works towards fulfilling its regulatory responsibilities and supporting the growth of the tobacco sector in Zimbabwe.

About the Tobacco Industry Working Group on Child Labour

The Tobacco Industry Working Group on Child Labour (TWCL) is a multistakeholder platform bringing together government, tobacco companies, auction floors, growers' associations, unions and civil society to accelerate action to eliminate child labour within the tobacco sector in Zimbabwe.

Chaired 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 mobilization for the furtherance of the objectives of the TWCL.

To drive progress towards these objectives, the TWCL organises its work into workstreams to tap into industry expertise, ensure deeper consultations, and promote inclusivity. Since its formation in 2021, the TWCL has formed four sub-working groups to:



Conduct a baseline assessment of child labour due diligence in the tobacco sector.



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.



The TWCL

New members

GAPWUZ

Childline Zimbabwe

Tobacco Farmers Union Trust



Sustainability Assistant

Through the support from Elimination of Child Labour in Tobacco Foundation (ECLT), TIMB recruited Sustainability Assistant Brian Jaji. He holds an honours degree in agriculture from the University of Zimbabwe (UZ) and a personnel management diploma from the Institute of People Management of Zimbabwe (IPMZ). Before assuming this post, he was working for TIMB as a field technician. With robust experience in previously working for the government, parastatals, and different private organizations, the Sustainability Assistant will contribute valuable insights to the Sustainable Tobacco Production (STP) in Zimbabwe.

ALP Training of Trainers

The ALP code in tobacco Training of Trainers took place on the 1st and 2nd of June 2023. This followed the adoption of the code by the tobacco industry and its validation by the NECs for Agriculture and for tobacco.



The training aimed to align the ALP observation and monitoring procedures in the tobacco supply chain with TIMB's objective to standardise these processes.

The training was conducted by twentyfifty, an organization experienced in training and policy development on business human and labour rights. A total of 76 participants drawn from a cross-section of the tobacco industry were trained, including 30 TIMB Field Officers and Technical Officers, were trained.

The major objective of the training was to unpack the provisions of the ALP code to the stakeholders and TIMB field technicians so that they would be able to educate, observe, identify, prioritise, respond, find remedy, and communicate cases of ALP principles violation in the tobacco supply chain of Zimbabwe. The training focused on why businesses should pay attention to human rights, supply chain due diligence (SCDD), and the ALP code in tobacco.



Quotes from key stakeholders

"Synergies with the National Employment Council (NEC) Agriculture in implementation of the ALP code as a monitoring and training tool is essential".

NEC-Agriculture

"The ALP code in tobacco will add value to the Labour Market Information System and National Case Management System which are management tools being developed by the MoPSSLW with the help of the International Labour Organization (ILO)".

Langton Ngorima from MoPSSLW

"The TIMB ALP code has given a roadmap for building solid ALP codes in other sectors of NEC Agriculture".

MoPSSLW

ALP observation and monitoring system development

With support from the ECLT Foundation TIMB engaged Ethans Designs to provide the organisation with ALP monitoring and tracking software. The system will allow field officers to collect data of various types including drawings, photos, numbers, text and audio offline or online, on any Android device.



The system visualises data with custom maps and reports. It is both mobile and web-based and enables the data analyst at head office to receive, analyse and produce reports and track progress on reported incidents in real time. It captures the location of respondents by picking the GPS coordinates.

This system will enable TIMB to prepare comprehensive reports to inform the various stakeholders on the status of self-funded tobacco growers in Zimbabwe. The system was rolled out in February 2024 starting with 100 growers per each of the 20 TIMB Field Officers in the four tobacco growing regions.



Industry grievance mechanism pilot

TIMB Partnership with Childline and Child Labour Helpline

With financial support from the ECLT Foundation, TIMB signed an MOU with Childline Zimbabwe in 2023 establishing a helpline to report child labour in tobacco-growing regions. This initiative also involved training farmers, extension personnel, and TIMB field officers, on the impacts of child labour.



The launch of the **Child Labour Helpline 116** marked a significant milestone in TIMB's journey towards practical application of the UN Guiding Principles on Business and Human Rights (UNGPs) in the tobacco supply chain in Zimbabwe.

In addition to the helpline, Childline's activities also included training of field officers and stakeholders, awareness raising at a school, training of helpline agents, and a radio show. The Childline Training Officer and the TIMB sustainability officers travelled to different provinces to conduct training sessions on child labour, covering topics such as definitions, legal frameworks, distinguishing between child labour and child work, factors influencing child labour, effects of child labour, and reporting platforms for child labour and abuse cases.

The training reached a total of **297 participants** across the four provinces. Additionally, an awareness-raising activity was conducted at a primary school, reaching 2294 learners, and 23 helpline agents were trained. By end of 2023, 45 cases of child labour were reported through the national helpline. A radio show was also organised to raise awareness about child labour.

Key lessons learnt

- There is need for continuous child labour awareness raising, including on the existence of the helpline.
- It is critical that reported cases are followed up, assessed and remedy is provided. This encourages people to use the helpline.
- More time should be allocated to radio shows so that messages reach more people.



Awareness raising initiatives

Tobacco Industry games



In June 2023, the TIMB Sustainability Unit and the Public Relations department attended the Tobacco Industry Games with financial support from the ECLT Foundation. This event was organised by NEC Tobacco to promote health and wellness in the workplace. At the games, TIMB exhibited and distributed 100 copies of the 2022 child labour annual report, highlighting the progress made in addressing child labour within the tobacco industry.





TIMB Raising Awareness on Child Labour through branded promotional material



To enhance awareness, the TIMB Sustainability Unit distributed promotional materials funded by ECLT with the message “STOP CHILD LABOUR-CALL 116.” These materials, including T-shirts, hats, and stationery, were distributed during field days, trainings, in-school programs, and child labour awareness campaigns. Bulk SMS messages and radio campaigns further emphasised the importance of eradicating child labour in tobacco production.

St Joseph Primary Child Labour Awareness Campaign



TIMB extended its awareness efforts to schools, hosting an event at St Joseph Primary School in Manicaland province. This campaign aimed to educate children on child labour issues, empower them with knowledge of their rights, and emphasise the significance of education for future employment. Donations of school textbooks, pens, rulers, and branded T-shirts against child labour further strengthened this initiative.

Distribution of the 2022 Child Labour Annual Report



A total of 300 hard copies of the 2022 TIMB Annual Child Labour report were printed and distributed to allow for tangible visibility and accessibility. The report was distributed at the ITGA Regional Conference in Harare, Tobacco Industry Ball games as well as during the Zimbabwe Agricultural Show and in many other meetings and interactions. The hard copies provided a physical record of the progress and achievements, and served as a valuable tool for stakeholders who prefer documentation. In addition to hard copies, the report was also shared on the TIMB website, emailed to some stakeholders. These digital platforms enabled a widespread dissemination and accessibility, by a larger audience including employees and the general public.

ITGA Regional Conference Tanzania 2023

The TIMB Sustainability Officer attended the conference as an observer with support from the ECLT Foundation. The ITGA Regional Conference served as a platform for discussions and insights into the global tobacco industry landscape, focusing on regulatory requirements and the roles of different stakeholders in promoting sustainability and responsible practices.

Highlights



1. Global Regulatory Requirements:

1.1.1. EU Tobacco Product Directives (TPD2 and TPD3)

TPD2 introduced strict regulations including graphic health warnings, flavour bans, and monitoring of e-cigarettes and novel tobacco products. TPD3, set for adoption in 2025, emphasises plain packaging and increased health warnings, aligning with the EU's cancer prevention agenda.

1.1.2. EU Corporate Supply Chain Due Diligence Directive (SCDDD)

SCDDD requires companies to identify and prevent, bring to an end, or mitigate the actual and potential impacts of their activities on the environment and on human rights abuses. It obliges companies to conduct due diligence not just on their own operations, but also on the activities of their subsidiaries and other entities in their value chains with which they have direct and indirect established business relationships. Companies are required to develop and implement 'prevention action plans', obtain contractual assurances from their direct business partners that they will comply with the plans, and subsequently verify compliance. Expected to come into effect in 2024, the regulation introduces liabilities for companies and director for damages caused by inaction.

1.1.3. EU Green Deal (June 2023)

The EU Green Deal is a set of policy initiatives by the European Commission with the overarching aim of making the European Union (EU) climate neutral in 2050. This means that products sold on the EU market will need to meet higher sustainability standards.

2. Role of Tobacco Growers, Associations, and Unions:

Tobacco growers, associations and unions were urged to understand and align with regulatory requirements, engaging proactively and seeking innovative approaches to sustainability.

3. Role of Companies or Tobacco Merchants:

Key responsibilities include ESG compliance, supply chain due diligence, and addressing social issues like child labour through education and community engagement. Emphasis must be placed on sustainable practices, governance factors, and fostering trust through transparent and inclusive business practices.

The conference underscored the importance of collaboration and proactive measures from all parties to navigate evolving regulatory landscapes while fostering sustainability and social responsibility in the tobacco industry.

Exchange visit to Brazil: lessons learnt



With the support from the ECLT Foundation, TIMB government and other key stakeholders from the Zimbabwe tobacco industry visited Brazil to learn from the sustainability progress made in the Brazilian tobacco industry. The team comprised of TIMB, Kutsaga Research Station, Zimbabwe Tobacco Association, Ministry of Public Service Labour and Social Welfare as well as the Tobacco Leaf Exporters of Zimbabwe.

Sustainability in the Brazil tobacco industry



Brazil's tobacco industry has strong sustainability practices, especially in areas such as environmental protection, child labour prevention, and waste management. Professional associations like Sinditabaco and AFUBRA play a central role in coordinating sector-wide sustainability efforts and have significant budgets and extensive programs.

The Brazilian government takes a strong stance on enforcing laws and regulations related to ESG (Environmental, Social, and Governance) issues, such as child labour, with significant penalties for non-compliance. Private sector initiatives, such as vocational training for adolescents and afforestation programs, are driving sustainable solutions in Brazil.

Key lessons learnt

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

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

Engagements with other sectors



Achieving decent work in agriculture

Sensitisation and awareness raising on the Agricultural Labour Practices (ALP) code for NECs

In 2023, the Ministry of Public Service, Labour, and Social Welfare (MoPSLSW) organised a workshop for National Employment Councils to promote the Tobacco Industry Agricultural Labour Practices (ALP) code as a good practice. This code establishes minimum standards for working conditions on tobacco farms in Zimbabwe, including guidelines for both family and hired labour. It also aims to set a benchmark for evaluating Zimbabwean tobacco's global compliance. The workshop was intended to encourage all sectors within NECs Agriculture and Tobacco to assess, improve, and utilise the Tobacco Industry ALP code as a reference for creating their own ALP codes.

The workshop brought together representatives from various stakeholders and sectors, including:

- **Elimination of Child Labour in Tobacco Foundation (The ECLT Foundation)**
- **Ministry of Public Service, Labour, and Social Welfare (MoPSLSW)**
- **National Employment Council (NEC) Agriculture**
- **National Employment Council (NEC) Tobacco**
- **General Agriculture and Plantation Workers Union of Zimbabwe (GAPWUZ)**
- **Mosi Oa Tunya Cigars**
- **Tobacco Industry and Marketing Board (TIMB)**
- **Mashonaland Tobacco Company (MTC)**
- **Zimbabwe Tobacco Association (ZTA)**
- **Zimbabwe Leaf Tobacco (ZLT)**
- **Twentyfifty consultants**
- **Tobacco Leaf Export Association of Zimbabwe (TLEAZ)**

Defining hazardous tasks for children in the agricultural sector

In 2023, consultations between the Government of Zimbabwe and the National Employment Council for the Agricultural Industry (NEC) to define the list of hazardous tasks for children below 18 years, continued.

The list of hazardous tasks for children in the agricultural sector will define prohibited activities for children in tea and coffee, horticulture, fishing and aquaculture, tobacco farming, sugar cane, forestry and timber, and livestock sub-sectors.

By the end of the year, the Attorney General's Office had reviewed, amended, and approved a final list of hazardous tasks for children in the agricultural sector for gazetting, the final step in making it law. The NEC, however, requested additional time for further consultations to ensure adequate buy-in from the agricultural industry before the law came into force.

A special meeting bringing together NEC councillors (drawn from trade unions and employers in the agricultural industry), the Ministry of Public Service, Labour and Social Welfare and the Attorney General's Office is planned in 2024. The meeting is expected to clarify definitions and implementation modalities, ensuring tripartite ownership and commitment to the final list of hazardous tasks for children under 18 years of age in the agricultural sector.

”

“We are encouraged and heartened by the commitment and urgency shown by the Government of Zimbabwe and the National Employment Council for the Agricultural Industry in the ongoing development of the list of hazardous tasks for children in the agricultural sector. As is the case in many parts of the world, child labour in Zimbabwe predominantly occurs in agriculture, with children often engaged in unpaid family work from a very young age. Therefore, defining what is acceptable and unacceptable work for children participating in agricultural work is a critical step towards ensuring their protection from injuries and other negative health and safety consequences”.

**Innocent Mugwagwa, Executive Director
The ECLT Foundation**



TIMB stakeholders' interface program results

On 11 July 2023 the Tobacco Industry and Marketing Board (TIMB) hosted a Stakeholder Interface in Banket, (Mashonaland West province) with the theme: Towards sustainability compliance with respect for human rights in tobacco. The interface was held in conjunction with Sustainable Afforestation Association (SAA) and was meant to appreciate efforts made by 3 best farmers in establishing eucalyptus woodlots.

The interface was attended by at least 200 farmers and 20 companies and organizations. The stakeholders interface exposed farmers to alternative ways in which they can diversify their businesses and contribute to thriving rural economies through improved food security, sustainable livelihoods, and environmental conservation.

Highlights of the interface

- **Farmers were taught** about the dangers of deforestation in light of climate change and the need for environmental conservation.
- **Farmers were shown ways** of establishing the best woodlots from pitting of holes, planting, fertilizing, irrigating, and fire guarding.
- **Farmers were encouraged** to use more efficient barns and alternative curing fuels that are climate smart.
- **The best farmers** walked away with wheelbarrows, plough, barbed wire and/ knapsack sprayer.

TIMB, in conjunction with Childline Zimbabwe, also held a Stakeholder Child Labour Awareness Campaign in Mashonaland Central, Mashonaland East, and Mashonaland West from 10-12 October 2023. The campaigns were attended by more than 300 stakeholders. The main objective of the awareness campaign was to provide information on how to identify and report child labour issues and the awareness acted as a launch of a HELPLINE to be monitored by Childline Zimbabwe.

Major issues discussed were:

- **Principles of child protection.**
- **Difference between child labour and child work.**
- **International, regional and national instruments/ conventions that protect children.**

Lessons learnt from awareness campaigns

- The child labour awareness campaigns should be extended to community leaders and schools for quick dissemination of the this crucial message.
- Field Technicians should always do awareness campaigns on the dangers of child labour on farms.
- Field Technicians should identify and report cases of child labour to Childline Zimbabwe using the free helpline 116.

TIMB's participation at the Tobacco Workers Conference

The Tobacco Workers Conference, held in Knoxville, Tennessee USA, brought together a wide array of stakeholders, including industry leaders, academic researchers, and diverse organizations linked to the tobacco sector. The conference was generously supported by sponsors such as Altria Client Services, Phillip Morris International, among others, facilitating a rich environment for collaboration and discussion.

Presentations covered an array of topics:



University of Tennessee Researchers

highlighted new sustainable tobacco farming techniques and disease prevention methods.



Chemical Companies

introduced innovative, safe, and environmentally friendly products for tobacco cultivation.



Tobacco Growers and Associations

discussed market challenges, regulatory issues, and the significance of sustainability and fair trade.



CORESTA Secretariat

provided insights into global tobacco trends and quality standards.



Tobacco Merchants and Manufacturers focused on product innovation, marketing strategies, and promoting responsible consumption.



Tobacco Seed Companies

presented on the advancements in seed genetics aiming at disease resistance and yield improvement.

The Tobacco Industry and Marketing Board (TIMB), TLEAZ and Kutsaga Research Station represented Zimbabwe and shared successes in implementing sustainable practices within Zimbabwe's tobacco industry, including the adoption of the Agricultural Labour Practices code. The presentations were well-received, earning commendation and an invitation to the upcoming CORESTA Annual Conference in Edinburgh, Scotland. Overall, the conference served as an essential platform for dialogue, networking, and advancing the global tobacco industry through shared knowledge and collaborative initiatives.

Looking ahead to 2024

2024 is the year of standardization, consolidation and capacity building. But more importantly, it's the year for translating the spirit of collaboration into tangible and positive solutions in tobacco growing communities in Zimbabwe.

Key initiatives and events to anticipate in 2024 include:



The ECLT Foundation Board meeting in Zimbabwe: In 2024, the TWCL will host the ECLT Foundation's inaugural board meeting in Zimbabwe. Board members will tour tobacco-growing areas to witness progress on sustainability and understand remaining challenges.



Child Labour Indaba: The TWCL will join National Employment Councils (NECs), civil society, trade unions, independent constitutional institutions, international organisations in 2024 to explore actionable solutions to combat child labour in economic sectors with high child labour prevalence (mining, commercial, agriculture and domestic).

The Child Labour Indaba will mobilise support and secure sector-specific commitments for the child labour component of the National Action Plan IV (NAP) for Children, thereby leveraging the blueprint as a catalyst for positive change for children.



World Tobacco Africa Conference: In 2024, Zimbabwe will host the World Tobacco Africa Conference. The conference will be a prime occasion for industry professionals to delve into the tobacco industry's most pressing challenges and opportunities. In addition, the conference will feature a general tobacco exhibition for companies supplying materials, machinery, instrumentation or any tobacco-related product.



ALP monitoring and reporting: During the 2024/25 growing season, TIMB will monitor 2,000 independent growers nationwide for Agricultural Labour Practices (ALP) compliance using a dedicated platform developed for this purpose. The lessons from the pilot will be shared with the TWCL for joint learning and scaling up in future seasons.

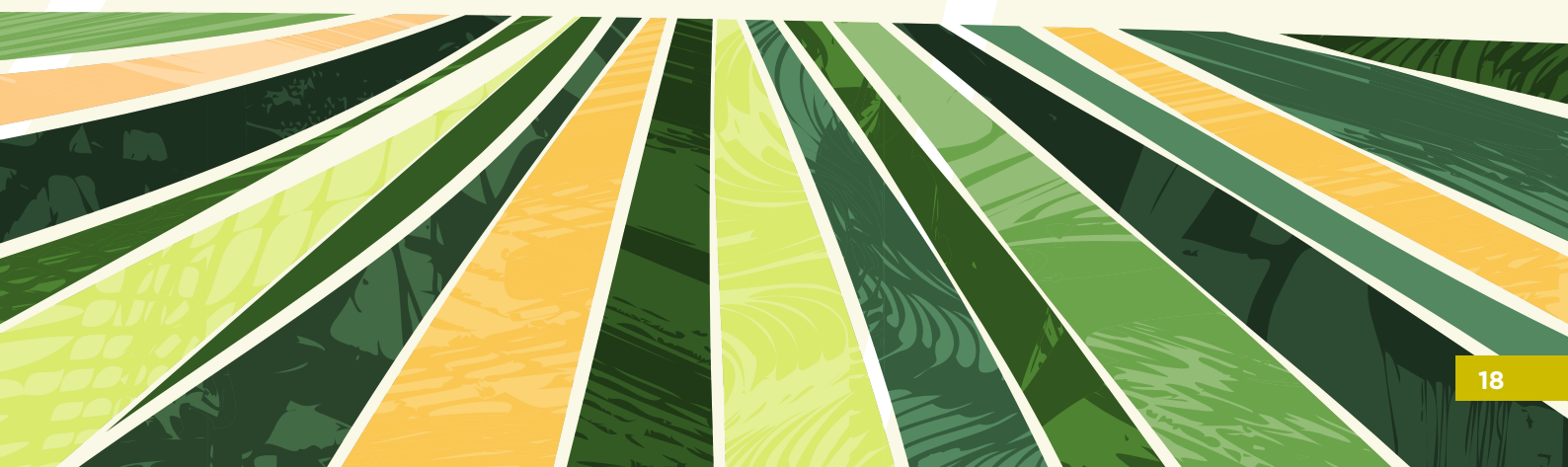
In parallel, a digital system for monitoring and reporting of ALP compliance across the industry will be presented to the TWCL for discussion and piloting.



Industry grievance mechanisms: Building upon a pilot project from 2022-23 that featured a call-in line for reporting child labour cases on tobacco farms nationwide, the industry grievance mechanisms initiative in 2024 will expand to include follow-up, assessment of cases, and remediation efforts. The lessons from the grievance mechanism will be synthesised and disseminated in the upcoming seasons, contributing to the establishment of a centralised child labour database and industry grievance mechanism.



Project consultations: In 2024, TWCL members will contribute to the design of a pilot project to be funded by the ECLT Foundation. The involvement of the TWCL members in the design and implementation of the ECLT pilot project will be essential for joint learning, integration and replication of good practices.



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.

Contact

Tobacco Industry and Marketing Board
429 Gleneagles Road,
Southerton,
Harare

www.timb.co.zw

 Facebook @Tobacco Industry and Marketing Board

 Twitter @timb_zw

 You Tube @Tobacco Industry and Marketing Board

This report is produced with the guidance of the ECLT Foundation under a child labour technical cooperation agreement with the Tobacco Industry and Marketing Board.
2024

Produced with technical assistance and support from:

