



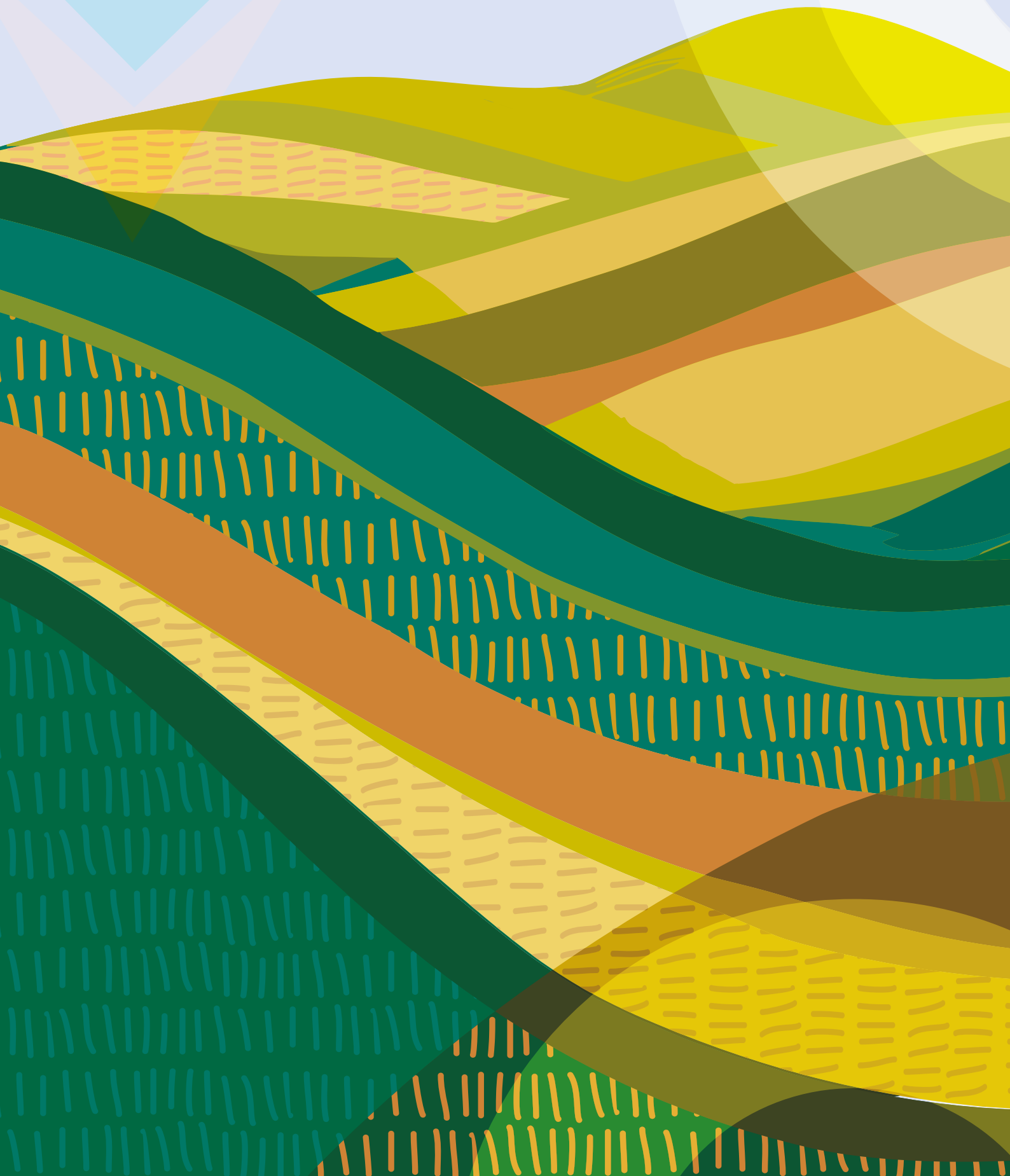
For Livelihoods. For Sustainability.

**TOBACCO WORKING
GROUP ON CHILD LABOUR**

2024 ANNUAL REPORT



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Joint Foreword

As we present the Child Labour Annual Report for 2024, we stand united in our commitment to eradicating child labour within Zimbabwe's tobacco sector. This year has marked significant progress in our collaborative journey toward ensuring every child's right to education, safety, and wellbeing.

The partnership between the Elimination of Child Labour in Tobacco Growing (ECLT) Foundation and the Tobacco Industry and Marketing Board (TIMB) has deepened throughout 2024, demonstrating the power of strategic collaboration in addressing complex social challenges. Together, we have laid the groundwork for sustainable change through policy development, capacity building, and community engagement.

This year witnessed several milestone achievements. The Child Labour Workshop organized by the Ministry of Public Service, Labour and Social Welfare and TIMB brought together diverse stakeholders to develop actionable solutions and secure sector-specific commitments aligned with the National Action Plan for Orphans and Vulnerable Children. The ECLT Board's visit to Zimbabwe enabled firsthand observation of tobacco farming practices and community initiatives, informing the design of our upcoming pilot project in Mt. Darwin district.

During the period under review, we carried out a baseline survey in Mount Darwin and Muzarabani districts in Mashonaland Central. The results of the baseline survey were also used to inform the design of a collaborative child labour pilot project to be implemented in Mount Darwin.

The Tobacco Working Group on Child Labour has proven invaluable in coordinating industry-wide improvements, while our Agricultural Labour Practices (ALP) monitoring system has enrolled 1,447 tobacco growers, providing crucial data for targeted interventions. The partnership with Childline Zimbabwe piloted an industry grievance mechanism, trained nearly 300 field officers, and reached over 2,200 children through awareness campaigns.

Our sustainability field days across Zimbabwe's tobacco-growing regions educated farmers on responsible practices, while the inaugural World Tobacco Africa Conference positioned Zimbabwe at the forefront of discussions on sustainable tobacco production. Additionally, afforestation initiatives and exploration of cleaner curing alternatives demonstrate our commitment to environmental sustainability alongside social responsibility.

Looking ahead, our collaboration will continue to strengthen as we implement the Mt. Darwin pilot project and expand successful interventions to other districts. We remain dedicated to creating an industry where children thrive in education rather than labour, where farmers prosper through sustainable practices, and where Zimbabwe's tobacco sector stands as a global model for responsible agriculture.

The journey toward eliminating child labour requires persistence, innovation, and partnership. With the continued support of government agencies, international organizations, private sector partners, and tobacco-growing communities, we are confident in our ability to create lasting positive change for Zimbabwe's children and the future of its agricultural sector.

Together, we are cultivating a future where ethical practices and sustainable livelihoods flourish side by side.



Innocent Mugwagwa
Executive Director
ECLT Foundation



Emmanuel Matsvaire
Chief Executive Officer
Tobacco Industry and
Marketing Board (TIMB)



Child labour workshop in Harare

Child Labour Workshop and NECs Engagement

In a collaborative effort to address child labour in Zimbabwe, the Elimination of Child Labour in Tobacco-Growing Foundation (ECLT) and the Tobacco Industry and Marketing Board (TIMB) organized a Child Labour Workshop on February 29, 2024, with the assistance of the Ministry of Public Service, Labour and Social Welfare (MoPSLSW).

This brought together government, National Employment Councils (NECs), civil society, international organizations, and children to develop actionable solutions. The Workshop aimed to garner support and secure sector-specific commitments for the child labour component of the National Action Plan for Orphans and Vulnerable Children (NAP-OVC), transforming it into a catalyst for systemic change.

The Workshop provided a platform for stakeholders in high-risk sectors to share insights, strategize, and commit to eradicating child labour. Objectives included raising awareness of the NAP-OVC's child labour component, obtaining sectoral commitments, mobilizing support, promoting stakeholder ownership, and creating a roadmap with specific actions and milestones for its implementation by 2027.

The Workshop featured plenary sessions, panel discussions, and networking opportunities, addressing key thematic areas through

sector-specific breakout sessions. Participants included representatives from the government of Zimbabwe (GoZ), International Labour Organization (ILO), employers, labour, and the UN Global Compact. The expected outcomes were sector-specific commitments, roles, and responsibilities, along with detailed roadmaps. These aim to enhance understanding and support for the NAP, improve collaboration, mobilize resources, provide a better understanding of sector-specific challenges, and ensure children's perspectives are integrated into the NAP.

Based on the Workshop's outcomes, MoPSLSW is to mobilize resources for the tracking and periodic reporting of progress towards sectoral commitments. This accountability mechanism, under the oversight of the National Steering Committee on Child Labour (NSC), will play a pivotal role in achieving the objectives of the NAP-OVC child labour component.

ECLT Foundation Board Meeting in Zimbabwe

The Elimination of Child Labour in Tobacco-Growing (ECLT) Foundation held a board meeting in Zimbabwe 27th – 29th February 2024. During their presence in Zimbabwe, the ECLT Foundation board members visited growing areas in Mashonaland Central, East and West, held a board meeting and attended a cross-sectoral child labour workshop.

These visits provided the opportunity to witness firsthand the initiatives undertaken by the tobacco industry and how farmers in Zimbabwe grow their tobacco. The groups observed and engaged with the following efforts:



Drop-in Centres

Facilities established to provide support and resources within communities.



Boreholes

Projects aimed at improving access to clean water sources.



Built Schools

Investments in educational infrastructure to enhance learning opportunities.



Eco-Schools Programmes

Initiatives promoting environmental sustainability within the school system.



Field Discussions/Training

On-site engagement and training sessions with farmers.

The board members successfully completed their visits to the farms, gaining a comprehensive understanding of tobacco farming practices in Zimbabwe and expressing considerable appreciation for the efforts being made by tobacco merchants in Zimbabwe. The insights garnered from these consultations will be invaluable in shaping the design and implementation of the upcoming pilot project aimed at eradicating child labour in the Mt. Darwin district.

Tobacco Working Group on Child Labour: 2024 Quarterly Meetings

The Tobacco Working Group on Child Labour, established to accelerate the elimination of child labour within the tobacco sector, convenes quarterly to drive and coordinate industry-wide improvements aimed at safeguarding children. Throughout 2024, the Working Group held two meetings:

The first meeting of the year was held on **10 April 2024**, and brought together **18 key representatives** from a diverse range of organizations committed to child protection within the tobacco sector. Participants included:

- TIMB
- ECLT Foundation
- Twenty-Fifty
- Childline Zimbabwe
- TLEAZ
- ZLT
- Boost Hail and Cotton P/L
- Resolution Economics
- Northern Tobacco
- GAPWUZ
- CLT
- ILT
- Tobacco Farmers Union Trust (TFUT)

The second meeting took place on **22 July 2024**, and the following organization were represented by **15 individuals**:

- TIMB
- ECLT Foundation
- TLEAZ
- ZLT
- Boost Hail and Cotton P/L
- Northern Tobacco
- GAPWUZ
- ECLT Foundation
- MTC
- NEC Agriculture
- ILT
- CLT
- Norton Leaf Tobacco

Several critical issues were discussed including the following:

**Progress in ALP Monitoring:**

The group reviewed the advancements and challenges in the implementation of Agricultural Labour Practices (ALP) monitoring across the sector.

**Mashonaland Central Pilot Project:**

Discussions centred on the pilot project in Mashonaland Central (Mt Darwin), including updates on the child labour survey conducted within the province and its initial findings.

**Child Labour Grievance Mechanisms:**

A key focus was on the establishment and effectiveness of child labour grievance mechanisms within the tobacco supply chain, ensuring accessible channels for reporting and addressing concerns.

**Annual Reports:**

The group reviewed and discussed the progress documented in annual reports related to child labour initiatives and their impact.

**CPA Container Disposal:**

The environmentally responsible disposal of CPA (Crop Protection Agent) containers was also addressed as a relevant sustainability concern within the sector.

**Child Labour Awareness Campaigns at Sales Floors:**

Strategies and progress related to child labour awareness campaigns specifically targeting sales floors were discussed, aiming to prevent child labour at this critical stage of the tobacco value chain.



Other strategies to eradicate Child Labour in tobacco farms.

The quarterly meetings serve as vital platforms for collaboration, information sharing, and strategic planning, enabling stakeholders to collectively address and combat child labour within the tobacco industry.

Child Labour Awareness & Enforcement at Tobacco Selling Points

The TIMB has taken a firm stance against child labour, enforcing regulations that prohibit it at all selling points including all the decentralized selling points. These campaigns were led by field officers and their supervisors, who emphasized the following key messages:



Children must not work in tobacco fields.



Children must not perform hazardous tasks, including handling green tobacco, to prevent Green Tobacco Sickness.



Washing clothes is light work and can be done by children safely.

To reinforce these messages, posters in vernacular languages were prominently displayed at all selling points, explicitly discouraging child labour in tobacco production. The posters also detailed a list of hazardous tasks and provided a free toll-free number for reporting any instances of child labour.



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STOP CHILD LABOUR- CALL
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STOP CHILD LABOUR ON FARMS

Children below 18 years must not perform any work:

- a) Which is likely to jeopardise or interfere with the education of that child or young person;
- b) Involving contact with any hazardous substance, article or process;
- c) Involving underground mining;
- d) That exposes a child or young person to electronically-powered hand-tools, cutting or grinding blades
- e) That exposes a child or young person to extreme heat, cold, noise or whole body vibration;
- f) That is night shift work;

(Children's Act (Chapter 5:06))

NB: NO PERSON UNDER THE AGE OF 18 YEARS IS ALLOWED TO BE IN THE TOBACCO FLOOR PREMISES.

ALP PRINCIPLES TO BE OBSERVED ON ALL FARMS

SEVEN PRINCIPLES

- No child labour
- No forced labour
- Income/work hours/benefits
- Fair treatment
- Safe working environment
- Freedom of association
- Compliance

Child Labour Poster displayed at tobacco selling points

ALP Code Related Training

In 2024, the Tobacco Industry Marketing Board (TIMB) conducted ALP (Agricultural Labour Practices) refresher trainings. A stakeholder and sustainability leaders' workshop was held in Harare from September 4-6, 2024, focusing on the ALP Code and the importance of supply chain due diligence. This event was attended by 100 participants.

Following the Harare workshop, regional ALP refresher trainings were held for government extension officers and field officers representing all tobacco contractors, including TIMB, across the four tobacco-growing regions of Zimbabwe, from September 12 to October 3, 2024. The importance of this multi-tiered training approach was to:

- Reinforce a comprehensive understanding of the **ALP Code**
- Emphasize the critical role of **Supply Chain Due Diligence**
- Ensure **consistent application of ALP standards** across all regions and actors
- Build the capacity of frontline personnel for **effective monitoring and implementation**
- Promote a culture of **Ethical Labour Standards** within the tobacco industry
- **Advance Supply Chain Sustainability** for long-term resilience

The attendance for these regional trainings is detailed in the table below:

Regional District	Number of participants	Gender	
		M	F
Rusape (Manicaland)	90	71	19
Bindura (Mashonland Central)	135	84	51
Mvurwi (Mashonland Central)	130	102	28
Marondera (Mashonland East)	75	55	20
Karol (Mashonland West)	117	88	29
Chinhoyi (Mashonland West)	100	58	42



The regional training format included a pre-assessment survey and participant involvement to ensure deeper understanding of the ALP Code. These sessions also provided valuable insights into the challenges encountered during ALP implementation, which will be used to improve the ALP monitoring system.

A total of 647 individuals were trained in the regional programs, with 458 male and 189 female participants. The training reached participants in 6 districts across 4 provinces.

ALP Training of trainers' refresher training for Stakeholders and Sustainability leaders for the tobacco industry in Harare on 4-6 September 2024

A total of **647** individuals
(458 male, 189 female)

participated in these regional
programs, extending across
6 districts within 4 provinces.

The training curriculum covered:

- UN Guiding Principles on Business and Human Rights
- OECD Due Diligence
- 7 ALP Principles
- Identification of the top 3 ALP issues per region
- Challenges being faced in implementing the ALP Code and how they can be addressed
- Plenary Discussion

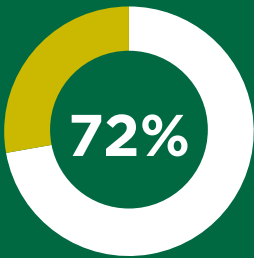


Enhancing ALP Compliance Monitoring

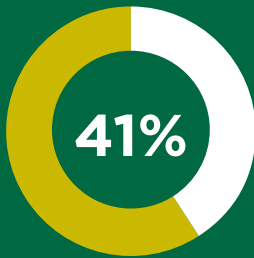
First Season Progress (2024)

The initial season saw significant progress in establishing and refining the Agricultural Labour Practices (ALP) monitoring system for independent tobacco growers. TIMB Field Officers (FOs) actively engaged in ALP monitoring, and the system is currently undergoing refinement to ensure optimal effectiveness.

During this first phase, **1,447 tobacco growers** were successfully enrolled in the ALP monitoring program, representing **72% of the targeted 2,000 growers**. Of those enrolled, **487 growers (41%) were monitored**, providing initial data and insights.



Tobacco growers enrolled



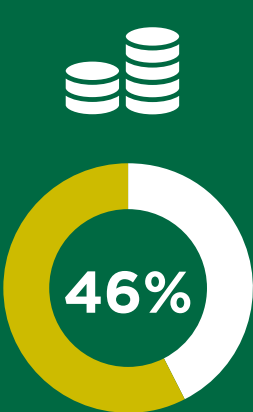
Tobacco growers monitored

Key findings on children’s school enrolment

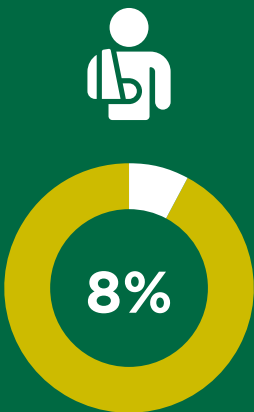
Province	Enrolment in 2024
Mashonaland West	94%
Manicaland	96.9%
Mashonaland Central	96%
Mashonaland East	92.4%

Key findings from the school enrolment monitoring across different regions revealed high enrolment as shown in the table.

The primary reasons identified for non-enrolment included:



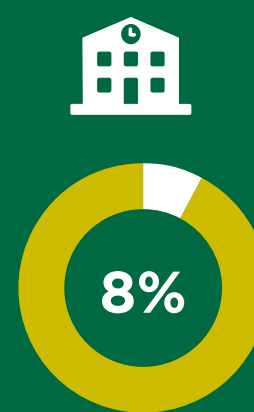
Financial constraints



Disability or illness



The need to work for pay, family business, or on the farm



Distance to school

ALP Reporting System

The development of a centralized ALP reporting system is underway, with indicators established for each of the seven ALP principles. This system will enhance data analysis and reporting capabilities.

Looking ahead to the 2024/25 season, the monitoring of farmers is expected to commence earlier in the agricultural cycle, encompassing all tobacco development stages from seedbed preparation to grading, baling, and loading. To facilitate comprehensive monitoring, resources will be mobilized and made available to FOs in a timely manner. Furthermore, the monitoring questionnaire will be revised to incorporate all relevant questions, benefiting from input from the ECLT, contributions from stakeholders, and the practical experience of TIMB field officers. These enhancements aim to improve the thoroughness and accuracy of the ALP monitoring process in the upcoming season.

The development of a centralized ALP reporting system is underway, with indicators established for each of the seven ALP principles. This system will enhance data analysis and reporting capabilities for the tobacco industry.



Baseline Survey by ECLT in Mashonaland Central

ECLT conducted a baseline survey conducted in Muzarabani, Centenary, and Mt. Darwin to find the prevalence and causes of child labour in these districts. The findings from this comprehensive survey conducted in Mt Darwin and Muzarabani districts, served as a foundation for the development of a targeted pilot project to address child labour in tobacco-growing communities.

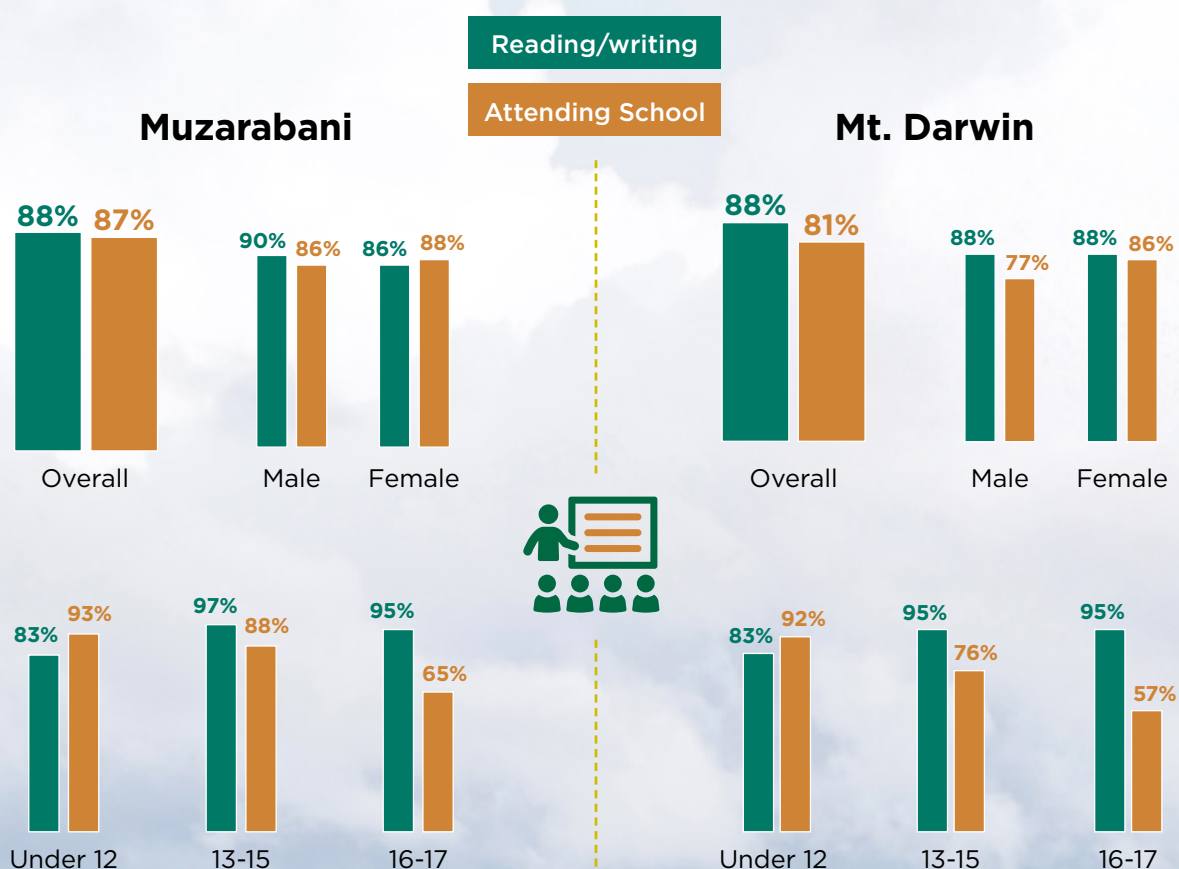
The survey successfully sampled **550 farmers**, exceeding the initial target of 522 (260 from Mt Darwin and 262 from Muzarabani) due to the inclusion of 28 substitute participants. This robust sample size provides a strong basis for understanding the local context.

Although cases of child labour in general (e.g. household chores) and tobacco-related tasks were recorded, the findings of the baseline also generated insights into patterns of school attendance and literacy among children of tobacco growing households in the two districts.

In particular, primary school attendance remains high among surveyed children, indicating strong uptake of basic education opportunities. However, attendance rates decline with age, particularly in upper primary and early secondary levels, highlighting a growing dropout risk as children enter adolescence. Additionally, a gender gap is apparent in some age groups, with girls slightly more likely to stay in school, although boys are more represented in higher grade levels in some areas. Literacy levels are generally satisfactory in early grades, but reading comprehension showed marked declines in older age groups.



Child Characteristics: School & Attendance and Literacy



KEY RECOMMENDATIONS

- Higher drop out among children above the minimum age of employment suggest the need for programs that provide with second chance learning opportunities, including work-related learning.
- There is a need to tailor program design to the specific realities of each district, ward, and farm type, as the nature and extent of child labour vary significantly across different contexts.
- Integrating Occupational Safety and Health (OSH) component into the pilot project design in order to address of hazardous work among both adults and children working on farms.

National Consultative Workshop

A National Consultative Workshop, convened by the Elimination of Child Labour in Tobacco (ECLT) Foundation, took place in Bindura, Zimbabwe, on October 9-10, 2024. The workshop brought together key stakeholders including the Ministry of Labour, TIMB, Tobacco Leaf Exporters Association of Zimbabwe (TLEAZ), General Agriculture and Plantation Workers Union of Zimbabwe (GAPWUZ), Tobacco Research Board (Kutsaga), National Employment Council (NEC) Agriculture, Zimbabwe Tobacco Association (ZTA) and other relevant growers associations, traditional leaders, and farmers' representatives to deliberate on and refine a pilot project designed to prevent and address child labour within tobacco-growing communities in the Mt. Darwin district, slated to commence in 2025.

The workshop commenced with an address from the Provincial Director of the Ministry of Agriculture, Lands, Fisheries, Water and Rural Development, who underscored the pivotal role of agriculture in rural development and poverty alleviation. The prevalence of child labour in the agricultural sector, often driven by families' financial constraints, was identified as a significant impediment to children's well-being and educational opportunities. A key outcome sought was the development of a comprehensive action plan to eradicate child labour, emphasizing community-specific challenges and opportunities, clear stakeholder responsibilities, and cross-sectoral partnerships.

The Tobacco Industry and Marketing Board (TIMB) highlighted its ongoing collaboration with ECLT since 2021. This partnership includes TIMB chairing the Tobacco Working Group on Child Labour, which has been instrumental in defining child labour within the tobacco context, identifying hazardous tasks, establishing legal definitions of a child, conducting baseline surveys, developing improvement plans and industry minimum standards, and raising farmer awareness. These prior efforts and the

workshop discussions were intended to inform the design of the Mt. Darwin pilot project, with the potential for scaling successful interventions to other districts.

ECLT presented findings from baseline surveys conducted in Muzarabani, Centenary, and Mt. Darwin, revealing concerning trends such as declining school enrolment for older teenagers engaged in work, the prevalence of children working within their own households, the heightened vulnerability of recently relocated children, and the significant proportion of working children involved in hazardous labour. The ECLT Foundation outlined the planned three-year pilot project (2025-2027) for Mt. Darwin, emphasizing a differentiated approach based on age, gender, and work type. The project's core pillars include prevention strategies (awareness raising, economic strengthening, social protection), remediation efforts (educational reintegration, livelihood support), strong coordination among stakeholders, and a monitoring and evaluation framework to ensure adaptability and the development of a scalable model.





The workshop addressed several critical areas: securing Mt. Darwin Rural District Council support, maintaining Tobacco Working Group engagement, and accelerating remediation efforts. Economic pressures driving youth employment (ages 15-16) required careful consideration alongside age-appropriate agricultural tasks that transfer skills without exploitation.

Participants emphasized defining child labour clearly, expanding education to include vocational training, and addressing poor school infrastructure. Supporting reintegrated children requires teacher training and logistical outreach support. Traditional authorities play a crucial role in implementation.

To amplify children's voices, participants proposed engaging youth representatives through the Junior Council and Child Parliament.

Child Labour Consultative Workshop in Bindura, Mashonaland Central

The project's overarching goals align with international frameworks like the Durban Call to Action and Alliance 8.7, as well as Zimbabwe's National Action Plan for Orphans and Vulnerable Children (OVC) 2024-2028, aiming to prevent and remediate child labour for children aged 5-17, facilitate their return to education, and strengthen child protection mechanisms at various levels. The collaborative framework established during the workshop provides a foundation for addressing child labour in Zimbabwe, with the final project proposal to be submitted to ECLT for approval and an anticipated commencement in 2025.

Child Labour Grievance Mechanism

TIMB collaborated with Childline Zimbabwe between October 1, 2023, and March 31, 2024, leveraging Childline's expertise and technical support in providing accessible helpline service for children. This partnership focused on training TIMB and industry field staff, establishing reporting platforms, and providing specialist services as needed. These platforms are also designed to generate valuable data for TIMB's policy formulation and strategic direction. The primary goals of this initiative were to increase awareness of child labour, build the capacity of field officers and helpline agents, create accessible reporting channels, and ensure thorough follow-up on all reported cases.

During the reporting period, significant efforts were made to raise awareness about the issue of child labour. Notably, awareness campaigns successfully reached a total of 2,284 children, contributing to a greater understanding of child rights and the dangers of child exploitation.

A critical component of the mechanism involved the training of personnel who are at the forefront of identifying and responding to child labour. In Mashonaland Central, **96 field officers** received comprehensive training. Furthermore, **104 field officers** in Mashonaland East and Manicaland combined were equipped with the necessary skills and knowledge. An additional **97 field officers** were trained in Mashonaland West, bringing the total number of trained field officers to **297** across these key provinces. To ensure effective handling of reported cases, **23 helpline agents** also underwent specialized training.



Childline leveraged mass media by broadcasting radio shows on Nyami Radio to raise awareness about child labour and inform the public about available reporting mechanisms.



2,284

Children reached with awareness campaigns



297

Field officers trained



23

Helpline agents trained



58

**Cases of child labour
reported**

The operationalization of the grievance mechanism resulted in the reporting of **58 cases of child labour between October 1, 2023, and March 31, 2024.**

Analysis of the strategies employed indicates that physical awareness campaigns and the use of bulk messaging have proven to be particularly useful in reaching target populations and disseminating crucial information. Looking ahead, it has been identified that the incorporation of community leaders into child labour reduction programs holds significant potential for enhancing the initiative's impact and sustainability within communities. Furthermore, the implementation of programs focused on retaining children in schools and diligently monitoring school attendance are recognized as key preventative measures in combating child labour.

In general, the Child Labour Grievance Mechanism has made considerable progress in establishing a framework for addressing child labour through enhanced awareness, capacity building, and responsive reporting. The insights gained during this period underscore the value of community engagement and educational interventions as critical components of a comprehensive strategy to reduce child labour. Continued efforts in these areas will be essential to build upon the progress achieved and create lasting positive change.

Sustainability Field Days: Cultivating a Responsible Tobacco Sector

The Tobacco Industry and Marketing Board (TIMB) conducted comprehensive 15 field days. These included one field day which was done in each of the four principal tobacco-growing regions: Mashonaland Central, Manicaland, Mashonaland East, and Mashonaland West to educate farmers, extension workers, and farm labourers on sustainable agricultural practices, environmental management, and social responsibilities.

These vital gatherings served as a platform for collaborative learning and engagement, bringing together tobacco farmers, TIMB and Merchant field officers, and all pertinent stakeholders.



The field days focused on several critical pillars of sustainable tobacco production, including:



ERADICATING CHILD LABOUR

Emphasizing the paramount importance of eliminating child labour on farms and underscoring the fundamental right of children to attend school and receive an education.



ENVIRONMENTAL STEWARDSHIP THROUGH AFFORESTATION

Underscoring the critical need for robust afforestation initiatives to mitigate environmental impact and preserve Zimbabwe's natural resources.



ADHERENCE TO THE 7 ALP PRINCIPLES

Providing in-depth understanding and promoting the adoption of the Agricultural Labour Practices (ALP) principles, ensuring fair and ethical labour standards throughout the tobacco value chain.



ENHANCING ENERGY EFFICIENCY IN TOBACCO CURING

Promoting the adoption of improved tobacco curing facilities to optimize energy use, thereby reducing reliance on wood fuel and consequently combating deforestation.



CONSEQUENCES OF CHILD LABOUR

Highlighting the detrimental repercussions of child labour, not only for the well-being and development of the child but also for the farmer's reputation and the nation's socio-economic progress.



LEGAL COMPLIANCE ACROSS THE VALUE CHAIN

Reinforcing the necessity of strict adherence to all relevant national and international laws governing tobacco production, ensuring responsible and ethical practices at every stage.

These Sustainability Field Days represent a significant step towards building a more responsible and environmentally conscious tobacco sector in Zimbabwe. By fostering dialogue, sharing knowledge, and promoting best practices, TIMB continues to empower stakeholders to contribute to a sustainable future for the industry and the nation.

Sustainability field day in Mvurwi on 20 September 2024



Zimbabwe Hosts Landmark World Tobacco Africa Conference and Expo

Zimbabwe proudly hosted the inaugural World Tobacco Africa Conference and Expo on May 15th and 16th in 2024. This landmark event brought together over 2,000 senior tobacco professionals from across the continent, firmly positioning Zimbabwe at the forefront of discussions shaping the future of the African leaf tobacco sector.





Organized by Quartz Business Events, a globally recognized leader in tobacco trade shows, in partnership with the Tobacco Industry and Marketing Board (TIMB), the conference served as a crucial platform for collaboration and innovation. The TIMB and ECLT's active involvement was further underscored by the participation of their representatives as panellists, contributing valuable insights to discussions on sustainable tobacco production, including critical issues such as child labour.

Under the compelling theme, "From Seed to Success: A New Era for African Leaf Tobacco," the two-day conference provided an invaluable opportunity for industry leaders to exchange knowledge, proactively address existing challenges, and explore innovative solutions aimed at ensuring the long-term prosperity of Africa's vital tobacco industry. This event marks a pivotal moment for the continent's tobacco sector and underscores Zimbabwe's growing influence within it.

World tobacco Africa Conference in Harare on 15-16 May 2024



Other Sustainability Initiatives

TIMB went a step further in doing other sustainability initiatives which in one way or the other reduce Child Labour in the tobacco industry.



TIMB invested in capacity-building initiatives that included training sessions to empower rural communities, enhancing sustainable livelihoods and economic growth in line with the Tobacco Value Chain Transformation Plan. The sessions included training on agronomic issues from seedbed management, planting, topping and suckering, reaping and curing, Grading, bailing and loading and market presentation. Child labour and human rights issues were also part of the session discussions.



To strengthen marketing and regulatory frameworks ahead of the 2024 marketing season, TIMB licenced 32 contractors to purchase tobacco, implementing strict measures to curb side marketing and ensure fair and transparent marketing practices. These contractors were first mandated to sign a Contractor's Compliance Administration Framework which state that its mandatory for every contractor to monitor school enrolment and attendance of the children of their farmers.



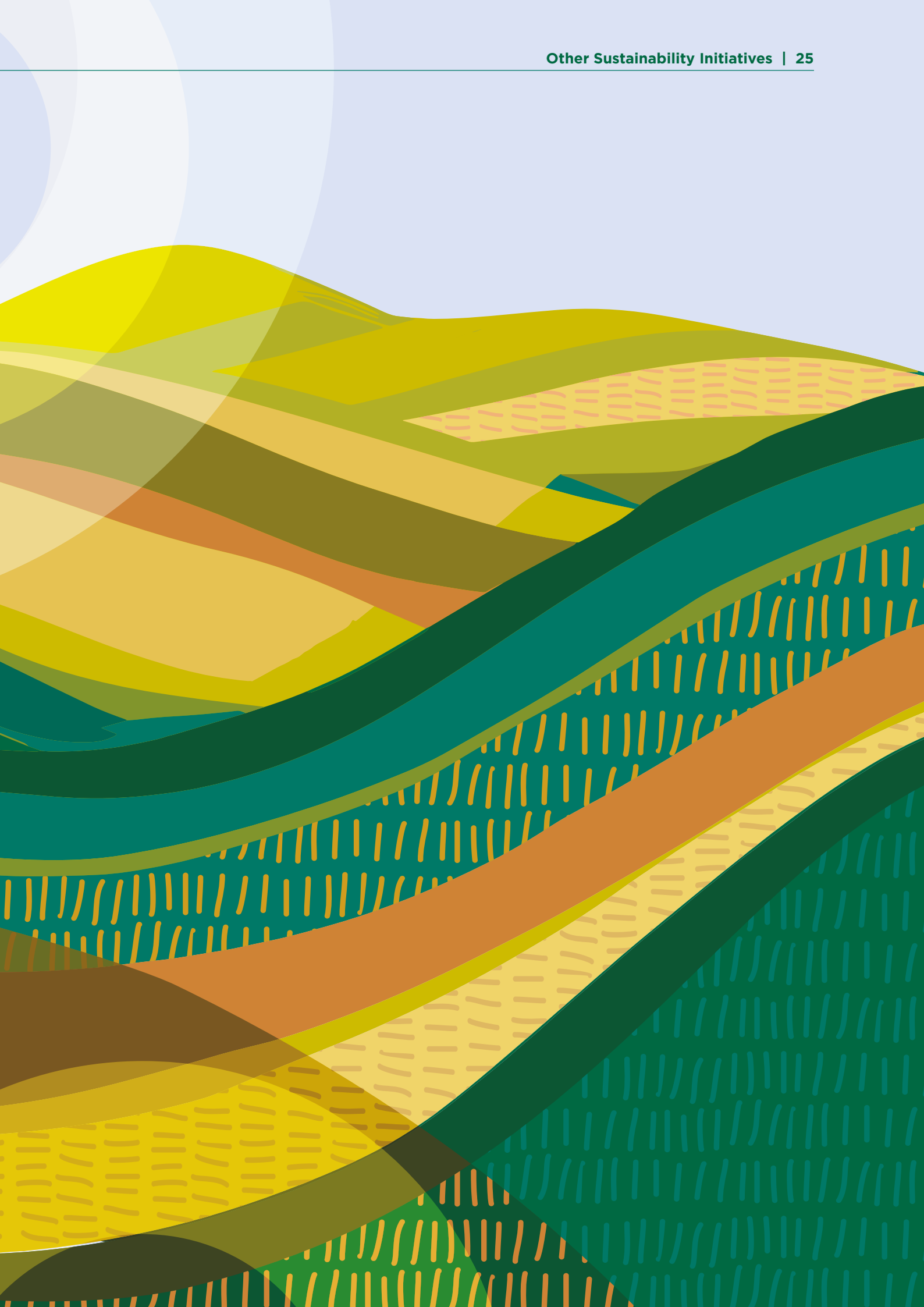
Completion of the TIMB/SAA Smallholder Afforestation Programme: Having successfully concluded their four-year partnership in December 2025 with the planting of the final 150 ha, achieving the 600 ha target across the four tobacco-growing regions, TIMB is now set to independently continue the tree establishment project with an annual target of 200 ha.



TIMB partnered with Kutsaga Research Station and Gas Cure, a private sector player to explore cleaner, more sustainable alternatives for tobacco curing fuel in Zimbabwe.



TIMB mandated that all contractors should provide tobacco farmers with seedlings of fast-growing tree species annually. This initiative aims to ensure a sustainable supply of wood for curing tobacco, reducing pressure on natural forests.



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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2025

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