



For Livelihoods. For Sustainability.

WORKING TOGETHER TO END CHILD LABOUR IN TOBACCO GROWING IN ZIMBABWE

**2021 PROGRESS REPORT
FROM THE TOBACCO WORKING
GROUP ON CHILD LABOUR**

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FOREWORD



Mr. Meanwell Gudu,
CEO of Tobacco Industry and
Marketing Board (TIMB).

In 2021, the international community made it clear that the persistence of child labour in today's world is unacceptable and renewed its commitment to drive action to eliminate all forms of child labour by 2025. This report aims to contribute to such efforts by sharing a case of eliminating child labour in tobacco production in Zimbabwe.

The Zimbabwe Tobacco Industry Working Group in Child Labour (TWCL) was formed in April 2021 as part of the Tobacco Industry & Marketing Board (TIMB)'s pledge on action to eliminate child labour within the tobacco industry. The Working Group comprises a tripartite -plus body to support the National Action Plan on Child Labour (NAPCL) with a link through the Ministry of Public Service, Labour and Social Welfare. The Working Group aims to coordinate, strengthen and leverage action plans on child labour being conducted by individual members and align standard objectives. The objectives of this Working Group are to:

1. Advance the Industry under a common agenda in line with National Action Plan on Child Labour.
2. Support National and International Standards of Child Labour in Zimbabwe.
3. Build partnerships and mobilise resources.

I am especially delighted that we have been able to make a lot of progress with regards to Child Labour in the tobacco sector in the year 2021. We can now proudly look back on a very successful year. For this reason and on behalf of the entire TIMB Board, Executive and Management team, I would like to express my sincere gratitude to all of our relevant stakeholders and especially to our technical partner Eliminating Child Labour in Tobacco (ECLT) Foundation for successfully driving the collaborations which we wish to see evolving. We have also witnessed the successes of the Sustainable Tobacco Program (STP).

A special thank you to the TWCL-Sub working groups as well as the Ministry of Public Service, Labour and Social Welfare. This project would not have been possible without their support. Unwavering dedication and flexibility, particularly during the COVID-19 pandemic, are the foundations for the success of the Child Labour work done in 2021.

As we look ahead to 2022, TIMB is geared up to work with all partners to address child labour in tobacco farming and achieve the international best practices of sustainably growing tobacco.

ABOUT THE TOBACCO WORKING GROUP ON CHILD LABOUR

The Zimbabwean Tobacco Industry Working Group on Child Labour (TWCL) is a partnership of tobacco companies, auction floors, growers' associations, government agencies, unions and partners formed in 2021 to accelerate action to eliminate child labour within the tobacco sector.



“The Working Group on Child Labour was born out of the acknowledgement that the causes of child labour are systemic, complex and interrelated. As such, no single company or organization, however innovative or powerful, can eliminate child labour alone. The mission of the TWCL is to drive and coordinate improvements across the tobacco sector as a whole so that children are protected from child labour, and communities where tobacco is grown can thrive”.

Blessing Dhokotera, Acting Chief Operating Officer, TIMB and Chair of the TWCL.

Chaired by the Tobacco Industry Marketing Board (TIMB), the Working Group is a platform to coordinate, strengthen, and leverage actions against child labour using the Agricultural Labor Practices (ALP) code as a de facto standard.

The formation of the TWCL followed a survey that was conducted by the Zimbabwe National Statistics Agency (ZIMSTAT) and the Ministry of Public Service, Labour and Social Welfare in 2019. The survey indicated cases of child labour on tobacco farms. In response, TIMB pledged to intensify industry efforts against child labour.

In order to effectively address the root causes of child labour, the stakeholders in the tobacco industry set out to follow a due diligence approach to identify, prioritize, respond, measure and report on actions taken. The due diligence approach is aligned with the national and international child labour frameworks. It is also in line with the UN Guiding Principles on Business and Human Rights (UNGPs) Protect, Respect and Remedy Framework.



In 2021, the TWCL adopted terms of reference (TOR) which spell out the scope of its work, its objectives and internal functioning. The TORs specify that the scope of work of the TWCL is geared towards collective action and progressively ensuring convergence and mutual reinforcement between all Agricultural Labour Practices principles.

The ALP Code defines requirements and measurable standards on the following topics on tobacco farms:

1. Child labor.
2. Income and work hours.
3. Fair treatment.
4. Forced labour and inhumane treatment.
5. Safe work environment.
6. Compliance with the law
7. Freedom of Association



“The wide engagement within the Tobacco Working Group on Child Labour has opened doors for many players to work together in a multi-stakeholder partnership. Aligning on a common standard for child labour and the industry’s Agricultural Labour Practices allows members to clearly and effectively communicate and train growers and the farming community, which is a vital tool in the elimination of child labour. Step by step, we are creating momentum and seeing progress in achieving our common goals”.

Mat Wilde, TWCL Vice Chairman and Chairman of the Tobacco Exporters Association of Zimbabwe (TLEAZ) Sustainability Sub-Committee.

The ALP Code defines the labour practices, principles, and standards to be met on all tobacco farms. The Code comprises seven principles and measurable standards based on the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work and other relevant conventions.

HIGHLIGHTS FROM 2021

WORKING TOGETHER BEYOND SUPPLY CHAINS TO ACHIEVE SDGS IN ZIMBABWE

There were 160 million children in child labour worldwide in 2020, with millions more expected to add to that number due to the impacts of COVID-19. 7 out of 10 work in agriculture.

In sub-Saharan Africa alone, an additional 16.6 million children entered child labour between 2016 and 2020.

The complex root causes of child labour – such as poverty, population growth, youth unemployment, lack of access to quality education and climate change – mean that no single actor or supply chain can address child labour alone. Working together in multistakeholder initiatives such as the Tobacco Working Group on Child Labour is the best way to address the root causes of child labour and accelerate progress towards the SDGs targets in Zimbabwe.

Following the finalization of the survey of child labour on tobacco farms conducted by the Ministry of Public Service, Labour and Social Welfare (MoPSLSW) and the Zimbabwe National

Statistics Agency (ZIMSTAT), the former embarked on a report dissemination exercise beyond the tobacco sector. Acknowledging that child labour occurs across agriculture and other productive sectors of the Zimbabwean economy, in 2021 the MoPSLSW carried out the report-sharing and stakeholder consultation meetings in the tea sector, sugar, small-scale mining, government, development partners and civil society sectors. The output of each stakeholder meeting was a sectoral Action Pledge submitted to MoPSLSW. Action Pledges contain concrete actions that each sector committed to implement to address child labour.

The work of the TWCL in 2021 lays the foundation to contribute to achieving SDGs 1, 2, 4, 5, 6, 8, 10, 12, 13, 15 and 17.



“We need to work across supply chains and sectors to make progress towards the SDGs; to make sure that all of us really contribute to the achievement of the 17 Sustainable Development Goals. The Tobacco Working Group on Child Labour in Zimbabwe and the progress achieved in 2021 is an example of how working together helps us drive and achieve systemic change for children and amplify our positive impact together”.

Dr Innocent Mugwagwa, Senior Programme Manager, ECLT Foundation, technical advisor to TIMB.

PROGRESS UPDATE AND MILESTONES TO 2021

2018 - 2019

- Dialogue: Tobacco sector and national stakeholders agree to conduct child labour survey on tobacco farms
- Research: Ministry of Labour and ZIMSTAT conduct child labour survey on tobacco farms in four provinces

APRIL 2021

- Beyond supply chain: Ministry of Labour disseminates survey report to tobacco, tea, sugar, small-scale mining, government, and civil society.

DEC 2021

- Minimum standards: child labour minimum standards for all growers, buyers, contractors, and auction floors defined.
- Awareness: Programme to educate farmers and other sector actors on the minimum standards outlined.
- Baseline: assessment of sector child labour policies and due diligence conducted.

- Report: Child labour survey report produced and shared with national stakeholders for comments.
- Final report produced.

2020

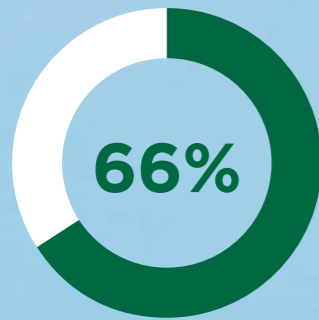
- Commitment: Sectors submit Pledges to end child labour to Ministry of Labour, which undertakes to develop a National Action Plan to End Child Labour based on sectoral Pledges.
- Capacity: TIMB and ECLT sign capacity building and technical assistance agreement. MOU between Ministry of Labour and ECLT drafted.
- Partnership: Tobacco exporters form Sustainability Sub-Committee. TWCL formed.

JUNE 2021

The milestones achieved by the tobacco sector in partnership with other key actors in Zimbabwe between 2018 and 2021 demonstrate the power of collaboration and partnerships to end child labour across the board.



TOBACCO WORKING GROUP ON CHILD LABOUR ZIMBABWE 2021 PROGRESS AT A GLANCE



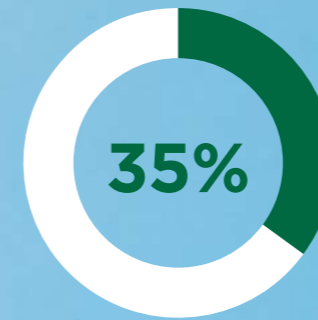
Progress towards a common industry list of hazardous tasks for children below 18



Making human rights due diligence a legal requirement for all companies sourcing tobacco from Zimbabwe



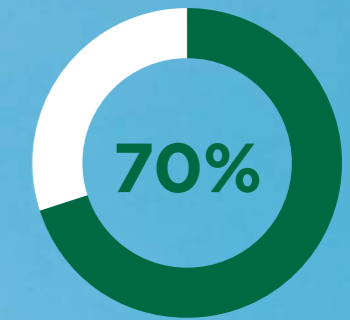
Baseline on child labour policies and practices in the tobacco sector



Expand training and awareness programs to independent farmers



Form collaborative, multistakeholder initiatives to address child labour



Strengthen the capacity of TIMB to coordinate sector efforts on child labour



“Zimbabwe aspires to be a prosperous and empowered Upper Middle-Income Society by 2030, as highlighted in the National Development Strategy. Decent work is a key enabler of this aspiration because it offers opportunities for work that is safe, productive and delivers fair income. This can only be achieved through genuine social dialogue and broad-based partnerships that address decent work deficits in each sector of the economy. The Tobacco Working Group on Child Labour is a pioneering initiative in this respect. It is a model that can be replicated in other sub-sectors that have high child labour risk in order that the root causes of child labour are addressed, and the goals of the National Development Strategy 1 are achieved”.

Langton Ngorima, Acting Director, Labour Administration, Ministry of Public Service, Labour and Social Welfare.

CONTRIBUTING TO THE NATIONAL DEVELOPMENT STRATEGY (2021 – 2025)

The work of the TWCL also contributes to the targets included in the National Development Strategy of Zimbabwe such as:

- Reducing precarious employment rate from 19% to 14% by 2025;
- Increasing the proportion of informal sector workers covered by Occupational Safety and Health Services from 0% to 20% by 2025.

Building stronger national systems to tackle child labour, the public and private sectors can make actions reach many more children, farmers, and families driving progress for thriving agricultural communities.



MINIMUM CHILD LABOUR STANDARDS

FOR GROWERS, TIMB, CONTRACTORS, AUCTION FLOORS AND BUYERS DEFINED

In 2021, the Tobacco Working Group on Child Labour formed a Sub-Working Group to define minimum child labour standards for growers, TIMB, auction floors, contracting companies and buyers sourcing from the auction market. The minimum child labour standards will be included in the agreements that are entered annually between contracting companies, growers, buyers and TIMB.

Establishing common minimum child labour standards is important for levelling the playing field, monitoring, benchmarking and ensuring accountability and transparency across the tobacco industry. Moreover, by defining similar child labour standards to apply to both contracted and uncontracted tobacco, the Sub-Working Group took the first step towards closing a gap that has been noted as a potential entry point for child labour in the Zimbabwe tobacco industry.

What is unique about the scope of the minimum child labour standards is that it includes independent growers, TIMB and auction floors. Moreover, the child labour standards will be included in the annual licences and coupled with a central child labour database at TIMB. This comprehensive scope ensures an enforceable 'whole of industry' approach to tackling child labour. These developments in Zimbabwe promise to close gaps that have been experienced in markets where tobacco is sold through the auction system.



Peter Kockott, Agronomy Coordinator, Premium Leaf Zimbabwe (Pvt) Ltd, and Chair of the TWCL Sub-Working Group on Minimum Child Labour Standards.



“Ensuring that there are internationally recognised minimum standards for child labour in tobacco production is absolutely critical to protect the children and families in tobacco producing communities throughout the country. The industry is only as strong as its weakest link. Therefore, it is important that everyone involved in the tobacco supply chain in Zimbabwe is working towards a common, internationally recognised standard when it comes to dealing with Child Labour. The work done by the Sub-Working Group on Minimum Standards and the Tobacco Working Group on Child Labour is key to achieving these goals and aspirations”.

MINIMUM CHILD LABOUR STANDARDS AND REQUIREMENTS FOR CONTRACTING COMPANIES AT A GLANCE

- All contracting companies must put a Child Labour Policy in place that include as a minimum a commitment to the elimination of child labour within their tobacco supply chain
- All contracting companies must ensure that growers are to have a contract that requires farmers, as a minimum, to:
 1. Commit to prevent and eliminate child labour.
 2. Commit to enrolling their children at school. All contracting companies must monitor school attendance for children of their contracted growers.
- All growers are to be monitored for incidents of child labour.
- All contracting companies must provide aggregated child labour data in an agreed format to TIMB.
- Contracted growers and farmworkers shall receive awareness raising and training on prevention and elimination of all forms of forced and child labour on annual basis, which are recorded.
- Commitment to transparency in reporting and third-party monitoring.
- Commitment to a time-bound and transparent process to meet these Minimum Standards.
- Commitment to the establishment of a common industry grievance mechanism.

MINIMUM STANDARDS FOR TIMB, AUCTION FLOORS AND BUYERS SOURCING FROM AUCTION MARKET AT A GLANCE

TIMB, with support from auction floors, auction buyers and other stakeholders, to provide independent growers with training and awareness on the prevention and elimination of child labour, on an annual basis.

- TIMB, with support from government, auction floors, auction buyers and other stakeholders, to monitor school attendance for children of independent growers.
- TIMB, with support from auction floors, auction buyers and other stakeholders, to monitor independent growers for incidents of child labour regularly.
- TIMB, auction floors and buyers sourcing from auction market commit to transparency in reporting and third-party monitoring.
- TIMB, auction floors and buyers sourcing from auction market recognize that tracking progress towards meeting these Minimum Standards is critical for achieving the goals of the TIMB Tobacco Industry Pledge.
- TIMB commits to establish a central data base, monitoring systems and define common metrics to track collective progress towards meeting these standards.
- TIMB shall monitor progress towards meeting these Minimum Standards and publicly disclose an annual progress report.
- TIMB shall ensure there is progress of the industry efforts towards the goal of making Zimbabwe a compliant market.



DEFINING CHILD LABOUR AND HAZARDOUS WORK FOR CHILDREN IN TOBACCO IN ZIMBABWE

In 2021, TIMB commissioned an assessment to understand the definition of child labour and list of hazardous tasks for children below 18 years used in the tobacco sector in Zimbabwe. The outcomes of the assessment showed that there was a need for a common definition of child labour and a list of hazardous tasks set as a common standard for the sector, aligned with national law, industry best practice and international frameworks.

By the end of 2021, the TWCL Sub Working Group on Child Labour Definition and Hazardous Task List had produced a draft proposal, which was submitted to the Ministry of Public Service, Labour and Social Welfare for national tripartite consultations and final approval.



“Establishing an industry standard definition for child labour, and a specific list of hazardous tasks related to tobacco for children; aligned to industry best practice, national and international standards, is a crucial step towards ensuring that all players in the tobacco sector know and comply with requirements related to child labour. It also ensures that child labour messages are consistent across the industry, and that the performance of different actors can be evaluated and improved based on an approved, common and clear benchmark”.

Mat Wilde, Sustainability Manager, Curverid Tobacco Ltd, TWCL Vice-Chair and Sub Working Group Chair.

To make it easier to communicate the list to extension workers, farmers, farmworkers and children, the Sub-Working Group developed the list per stage of tobacco growing. The stages in the draft list include making seedbeds, watering, transplanting, weeding, application of pesticides, fertilizers, topping and suckering, among others.

In the event of a conflict between the sector’s list of hazardous tasks and customer requirements, the draft list specifies that the standard that affords the highest protection to children must be adopted.

Taking a cue from the progress made by the tobacco sector, the Ministry of Public Service, Labour and Social Welfare issued a directive to all sectors in Zimbabwe to develop their lists of hazardous tasks through tripartite processes, using the tobacco sector’s draft list as a template.



ROADMAP FOR APPROVAL OF LIST OF HAZARDOUS TASKS FOR CHILDREN IN ZIMBABWE

During the year under review, the Ministry of Labour, Public Service and Social Welfare outlined a roadmap towards the development of a standard definition of child labour to list hazardous tasks for children below 18 years across all sectors of the Zimbabwean economy.

2021

Tobacco sector submits draft list of hazardous tasks for children under 18 based on sector knowledge and best practice, national law and international frameworks.

Ministry of Labour adopts the tobacco sector list as a template for all sectors of the Zimbabwe economy.

Q2 OF 2022

Ministry of Labour, Public Service and Social Welfare directs each of the country’s 46 National Employment Councils (NECs) to revise their Collective Bargaining Agreements (CBAs) to include Child Labour and a list of hazardous tasks for children below 18, using the tobacco sector Sub-Working Group draft as a template.

Q3 OF 2022

Ministry of Labour, Public Service and Social Welfare reviews all revised CBAs for conformity with the law and international frameworks, and publishes a Statutory Instrument defining hazardous tasks for children in each of the 46 sectors of the economy.

Although only formed in 2021, the transformative impact of the Tobacco Working Group on Child Labour has already started to be felt at policy level in Zimbabwe, as evidenced by the government’s decision to build on the Working Group’s work by developing hazardous tasks lists for children under 18 years across all sectors. By taking this

step, the Government of Zimbabwe is living up to its commitment to protect children from economic exploitation in line with the Constitution of Zimbabwe, the United Nations Convention on the Rights of the Child, the African Charter on the Rights and Welfare of the Child.

BASELINE ON CHILD LABOUR POLICIES & PRACTICES

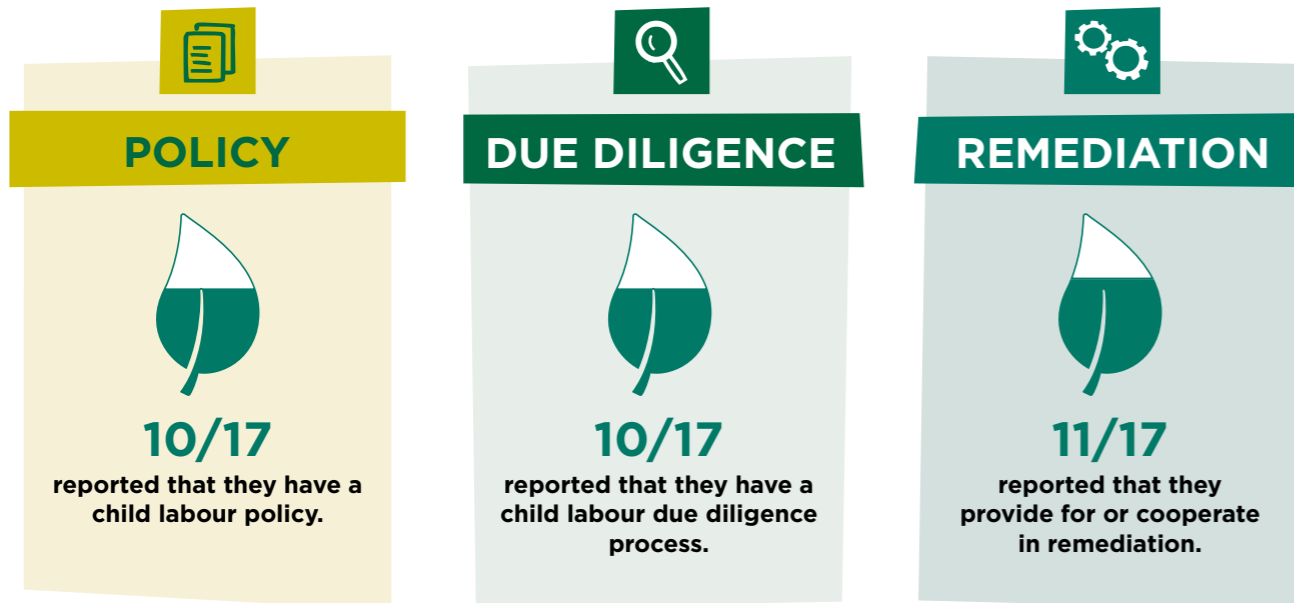
In 2021, the Tobacco Working Group on Child Labour formed a Sub-Working Group and commissioned a self-assessment to establish the baseline status on child labour policy, due diligence and remediation for 17 member organisations, in line with the UN Guiding Principles on Business and Human Rights (UNGPs) framework. The outcomes of the self-assessment would be used to drive improvements and measure progress against child labour.

The organizations participating in the self-assessment included TIMB, tobacco merchants, auction floors, farmers' organizations, National Employment Council Agriculture, and other government agencies. The main outcomes of the self-assessment showed several strengths and gaps in existing approaches to child labour.

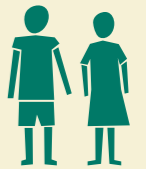


MAIN RESULTS OF THE SELF-ASSESSMENT

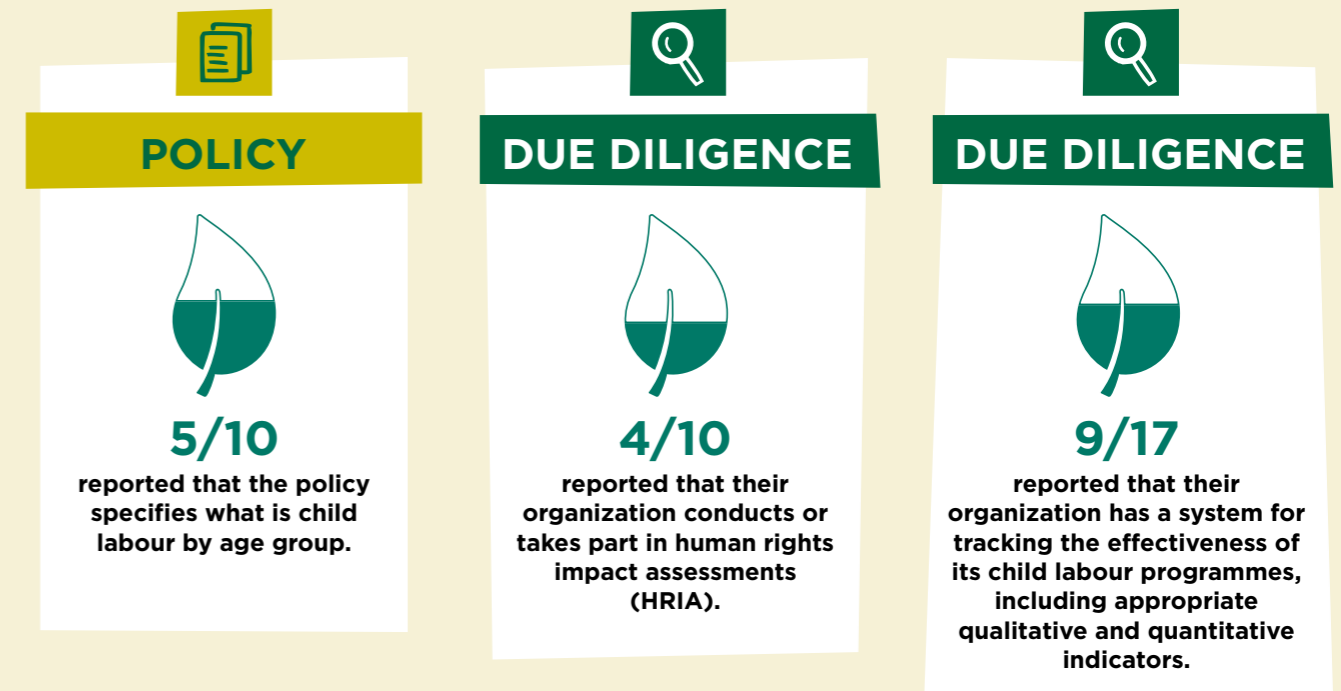
Many of the stakeholders already have in place management and remediation systems to address child labour.



A CLOSER LOOK AT SOME OF THE GAPS



The assessment showed that there is a need for strengthening existing management systems to fully align with the UNGPs and effectively manage child labour.



The TWCL self-assessment tools were based on UN Guiding Principles, national legislation, the ECLT Foundation Members' Pledge of Commitment, the Sustainable Tobacco Programme (STP), and international best practice. The TWCL members were trained by ECLT Foundation to understand the questions before completing the questionnaire. ECLT also consolidated the findings and produced a report for the TWCL.



“The application of the ECLT Members’ Pledge of Commitment tools in the tobacco sector in Zimbabwe represents a milestone in ensuring that the Pledge has ‘teeth’, application and impact beyond ECLT members. Through our collaboration with TIMB, it will be possible to verify and account for how companies and other actors are living up to claims made in their self-assessments. We are also better able to provide support where improvements are needed”.

Dr Innocent Mugwagwa, Senior Programme Manager, ECLT Foundation, technical advisor to TIMB.



“The purpose for conducting the baseline survey was to provide a critical reference point for assessing the industry players’ current position on child labour with a view to accelerate actions on the same. Survey results have been used to establish an industry-wide definition of child labour, producing a list of hazardous tasks for work in tobacco and serving as a basis upon which the industry can play its part in achieving the ambitions of the National Action Plan on Orphans and Vulnerable Children. The expectation is that players that have not yet committed to actions to eliminate child labour will be supported to transition to the accepted standard of compliance within their supply chains. Survey results revealed that players in the tobacco industry are committed to transparency, honest reporting and continuous improvement. It is against this backdrop that TIMB will be able to steer the industry on a path of continuous improvement in line with national and international frameworks”.



Graham Kanodereka, STP Coordinator, Mashonaland Tobacco Company and Chair of Sub Working Group on Baseline of Child Labour Policies and Practices.



FARMER EDUCATION PROGRAMME

The child labour standards defined by the Tobacco Working Group on Child Labour would not be possible without farmers being familiar with them, understanding what acceptable work and unacceptable work is, and applying that knowledge on their farms. In this regard, the TWCL formed a Sub-Working Group on Farmer Education to outline a plan for raising awareness among the farming communities on child labour.

The Farmer Education programme is for:

1. **Staff responsible for farmer training: in all tobacco companies, surrogate companies, TIMB, Agritex, Tobacco Research Board, farmers' associations, Unions, auctioneers, NGOs, government labour inspectors and designated agents, and their community structures responsible for the same.**
2. **All tobacco growers and their associations: contracted and uncontracted growers, farmers organisations, and farm managers.**
3. **All tobacco workers: adults and children performing work in tobacco.**

The Farmer Education programme trains tobacco farmers, farmworkers, extension agents and agronomists in Zimbabwe on the following:

1. What is child labour. How does it occur. What to look out for.
2. What tasks are too hazardous for children to undertake.
3. How to identify and manage occupational safety and health risks on their farms in line with the principles of the Agricultural Labour Practices code.

The Farmer Education programme will use face-to-face training, drama and theatre, radio, bulk short message systems, social messaging, pictorials, television, newspapers, a handbook and other information, education, and communication materials in English and local languages.



“In order for child labour to be eliminated in agriculture, farmers must be genuinely engaged, and their issues and concerns heard. Of course, farmers want to do the right thing – they want children to go to school and to participate in farming activities in a safe way in order to contribute to household food and income security. However, there needs to be adequate support for farmers to ensure they meet all the requirements and expectations that are placed on them, including on child labour issues. Therefore, a massive education campaign is a starting point for farmers to know what child labour is, and what farming activities are too dangerous to be performed by children. The farmer education campaign that the Sub-Working Group has outlined will ensure that all farmers – contracted and uncontracted – know the child labour standards and have resources to make improvements on their farms so that children and adult farm workers are protected”.

Rodney Ambrose, Zimbabwe Tobacco Association Chief Executive Officer and Farmer Education Sub-Working Group Chair.

AN EMPOWERMENT-BASED TRAINING APPROACH

The Farmer Education programme will adopt an empowerment-based approach where farmers will be trained to identify risks and hazards on their farms and make improvements so that young people above the minimum working age can access safe and decent work opportunities.

By sufficiently improving workplace safety and health conditions, a young person above the minimum age of employment can earn a decent living on the farms, learning skills, providing income for their families and communities, and supporting the national economy.

‘The beauty of training the trainers is that the skills and knowledge in farm risk management will be imparted to company and government extension workers, lead farmers, farmers’ associations, and unions: the key institutions in agriculture. Moreover, farmers can apply the skills on the farm as a whole because risks and hazards are often the same across multiple crops and farming activities.’
ECLT Foundation, technical advisors to TIMB.





THE ROAD AHEAD

The achievements of the Tobacco Working Group on Child Labour in 2021 provide solid foundation to drive further improvements in collective action on child labour and amplify positive impact in 2022 and beyond.

2022 is the year for harmonizing and integrating the four workstreams of the Tobacco Working Group on Child Labour:

1. Minimum Child Labour Standards,
2. Child Labour Definitions and List of Hazardous Tasks
3. Child Labour Policies and Practices
4. Farmer Education.

Consolidating the outputs of the four workstreams will create momentum for the TWCL members to consult and define a long-term strategy and ambition going forward.



ROADMAP FOR ADVANCING THE TOBACCO WORKING GROUP ON CHILD LABOUR AGENDA IN 2022

NATIONAL LEVEL

- ECLT - Government of Zimbabwe (GoZ) Memorandum of Agreement signed.
- Support social dialogue for approval of list of hazardous tasks for all sectors.

- Hazardous Child Labour List approved
- GoZ workplan
- National Steering Committee (NSC) on child labour formed
- NSC terms of reference developed

- Child Labour Unit created
- Terms of reference for national action plan (NAP) adopted
- NAP consultant engaged
- National child labour mapping exercise

- Child labour component of NAP on Orphans and Vulnerable Children launched
- Child labour monitoring system launched

Q1 2022

Q2 2022

Q3 2022

Q4 2022

INDUSTRY LEVEL

- TIMB Child Labour Officer recruitment.
- TWCL members submit improvement plans to TIMB.
- TIMB workplan and budget for 2022 developed

- Farmer Education program developed
- TWCL 2021 Communication of Progress
- Good practices webinar held
- TIMB child labour reporting systems and databases developed
- TIMB Child Labour staff capacity building

- Farmer education program rollout
- TWCL members trained in using reporting systems and database
- TIMB first Communication of Progress
- TIMB consultations for Strategic Plan

- TWCL Strategic Plan
- Good practices webinar
- National child labour baseline study
- Pilot child labour multistakeholder community remediation programme outlined

MEMBERS OF TOBACCO WORKING GROUP ON CHILD LABOUR OF ZIMBABWE

1. Boka Tobacco Floors
2. Boost Hail & Cotton
3. Childline Zimbabwe
4. Curverid Tobacco (Pvt) Ltd
5. Eliminating Child Labour in Tobacco Growing Foundation (ECLT)
6. Inter-Continental Leaf Tobacco Co. (Pvt) Ltd
7. Mashonaland Tobacco Company
8. Ministry of Public Service, Labour and Social Welfare (MoL)
9. National Employment Council for the Agriculture Industry (NEC Agriculture)
10. Northern Tobacco
11. Premier Tobacco Auction Floors (Pvt) Ltd
12. Premium Leaf Zimbabwe (Pvt) Ltd
13. The Department of Agricultural, Technical and Extension Services (AGRITEX)
14. Tian Ze Tobacco Company (Pvt) Limited
15. Tobacco Industry Marketing Board (TIMB) – Chairperson
16. Tobacco Research Board (TRB)
17. Tobacco Sales Floor (TSF)
18. Zimbabwe Farmers Union (ZFU)
19. Zimbabwe Integrated Commercial Farmers Union (ZICFU)
20. Zimbabwe Leaf Tobacco
21. Zimbabwe Tobacco Association (ZTA)
22. General Agriculture and Plantation Workers Union of Zimbabwe
23. National Employment Council Tobacco



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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2022

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