



Sustainable Tobacco Programme



STP TRAINING OF TRAINERS

PEOPLE PILLAR TRAINING

24 MAY 2018



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NHANGANYAYA

- Kuchengetedzwa uye kodzero dzebasa inyaya inotariswa ne NT mukusevenza kwainoita nevarimi vayo.
- Vagadziri ve STP (BAT) vakazvipira kuramba vachipedza nekugadzirisa nyaya yekushandisa kwevana vadiki mukurima tobacco, uye nyaya yemashandiro asingateedzeri mutemo yevashandi papurazi rega rega.
- Gumbo revanhu mu STP (The People Pillar), yakavakwa ichishandisa mashandisirwo anobvumidzwa pamutemo pasi rese yakagadzirwa neve International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work uye mamwewo ma ILO conventions.



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NHANGANYAYA (CONT.)

- Varimi vari kukurudzirwa kusimbisa workplace policies and practices kuitira kупедза uye kudzivirira dambudziko rekushandisa vana vadiki mukurima tobacco uye mamwewo matambudziko akaita sekusateedzera mutemo yevashandi, unfair or unsafe work.
- Varimi vese ve NT uye NT yacho iri kutarisirwa kutevedzera chirongwa che STP People pillar kuitira kuvandudza agricultural labour practices ichinyanya kurerekera kупедза dambudziko rekushandisa vana.
- Murimi wese achabatwa nemhoswa yekushandisa vana mukurima fodya achaita kuti ukama hwake ne NT usaenderere mberi.**
- Chirongwa ichi chinosanganisira kushandiswa kwevasevenzi uye munhu wese ari pamhuri dzevarimi ichiongorora nyaya yekushandira panharaunda yakachena, Green Tobacco Sickness (GTS), Crop Protection Agents (CPA) uye kuvapo kwemvura nguva dzose.**



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P.2 Kushandisa Vana Papurazi (HRW)

Guiding Principle

- Kushandisa kwevana mukurima tobacco hakubvumidzwe nemutemo pasi rese.
- Kushandisa kwevana ibasa rinokanganisa vana mukufunga kwavo, panyama, pakufambidzana nevamwe uye tsika dzavo dzinokanganisika.
- Kushandisa kwevana kunoita kuti vapedzisire varovha kana vasingachaendi kuchikoro pamusaka pekushanda kwakasimbarara uye kuneurefu hwakanyanya.





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P.2 Kushandisa Vana Papurazi (CONT.)

- **Zita rekuti mwana rinoreva vakomana kana vasikana vari pasi pemakore gumi nesere(18) pakuberekwa.**
- **ILO inokurudzira kuti vana vashande mabasa akareruka vachibatsira mhuri kana zvingakanganise utano, kuenda kuchikoro uye kudzidza kumwe kwakasiyana siyana.**
- **Mwana wese ari pasi pemakore gumi nesere(18) haabvumidzwe kuita basa rakaomarara.**
- **Basa rakaomarara zvinoreva basa rinogona kukanganisa mwana pamafungire, panyama, uye patsika dzake.**



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P2.1 Kupinza Vana Basa Papurazi

- Kupinza vana basa hazvibvumidzwe zvamuchose.
- Varimi vanofanira kuziva mutemo pakusapinza vana basa.
- Varimi vanofanira kuongorora mazera ese evasevenzi papurazi kuitira kusava nevana pabasa.



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P2.2 EXPOSURE OF PEOPLE BELOW THE AGE OF 18 TO HAZARDS ON THE FARM

Murawu we *Section 11 of the Labour Act [Chapter 28:01]* unobudisa pachena kuti hapana muzvina kambani anotarisirwa kupa basa mumunhu:

- Senzira yekudzidzira basa iye ari pasi pemakore gumi nematanhatu(16).
- Kunyangwe asiri kudzidziswa, munhu ari pasi pemakore gumi nematanhatu (16).

Pasi pemutemo we *Section 11 of the Labour Act [Chapter 28:01]*, hapana muzvina kambani achapa basa munhu ari pasi pemakore gumi nemasere (18) basa rinomukanganisa utano hwake kana chitendero chehunhu hwake sezvinotewera:

- Kumupa basa rinomukuwadza panyama, kana mupfungwa dzake kana kumubata chibharo;
- Kushanda mumugodhi, pasi pemvura, pakakwirira zvinotyisa kana pakamanikana zvakanyanya;



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P2.2 EXPOSURE OF PEOPLE BELOW THE AGE OF 18 TO HAZARDS ON THE FARM **(CONT.)**

- Kushandisa michina inokuwadza, kana maturusi anoda simba rakanyanya, kana kutakura zvinonyanya kurema;
- Kushanda munzvimbo dzinokanganisa utano kubudikidza nekunge paine mishonga yakasimba inokanganisa utano, uye nzvimbo inopisa zvakanyanya kana kuti ine ruzha nekudengeneka kwenyika zvinokanganisa utano;
- Kushanda zvakaoma sekushanda nguva yakareba pasina zororo kana kushanda pakati peusiku kana panzvimbo yakanyanya kumanikana pasina muridzi wekamba, foromani kana mubereki kana kushanda achibata mashisha efodya yakanyorowa.



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P2.3 Vana Papurazi (HRW)

- **Mwana ane makore gumi nematanhatu (16) anogona kubetsera mhuri yevekwake mabasa akareruka papurazi ndokunge zvinotewera zvatewedzerwa:**
- **Basa racho risingakanganise chikoro,**
- **Basa racho risina kuwandisa uye risingakanganise hutano ,**
- **Ndokunge basa racho richipihwa zvipfekwa zvinodzivirira (PPE) pese pakakodzera zvichienderana nebasu rinenge richiitwa,**
- **Ari pasi pemurawu uye paine munhu mukuru ari kutungamirira kana kuona kuti vari kushanda zvakanaka here,**
- **Basa racho richivapa dzidziso,**
- **Basa racho riri pasi penguva dzakatarwa pazuva kana pavhiki zvichizovapawo mukana wekudzidza zvekuchikoro, kuzorora uye kutambawo nevamwe vana.**



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Regional Group Exercise

- 1. Tsanangura zviri kuitika nenyaya ye child labour kumapurazi?**
- 2. Vana vanoshandiswa mukurima fodya ava vari kупедзисира vaita sei (impacts/results)?**
- 3. Ndezvipi zvirongwa zvinobatsira kупедза kana kuderedzera dambudziko iri?**



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P3. KUMANIKIDZA MUSHANDI PABASA

- Kushanda hakumanikidzwi uye murimi haaafaniri kumanikidza mushandi pabasa.

P3.1 PREVENTION OF BOND, DEBT AND THREAT

- Mushandi wega wega anofanira kuva ne contract yakanyorwa pasi mururimi rwake ichitaura mugove, nguwa dzekusevenza ,overtime uye masiirwe ebasa.
- Murimi ndiye anofanira kupa mushandi mugowe wake.



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P3.1 PREVENTION OF BOND, DEBT AND THREAT (CONT.)

- Zvikwereti zvinofanira kuva zvisingamanikidzwi vashandi.
- Varimi vanofanira kuchengetedza marecodhi ese ekupinza mushandi basa uye murimi haafaniri kudimbura mugove wemushandi iyeye nekuti apinzwa basa.



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P3.2 Kusununguka Kusiya Basa

- **Vashandi vakasununguka kusiya basa asi vanofanira kupa notice inobvumidzwa pamutemo kana vakuda kusiya basa zvichibudikidza necontract yavakabvumirana.**
- Marecodhi ekubhadharwa kwevashandi anofanira kuva ari up to date;
- Semurimi unofanira kubhadhara mushandi anenge akuda kuenda mugove wake.
- Murimi haabvumidzwe kugara nemaoriginal identity documents evashandi.



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P3.3 FINANCIAL DEPOSITS

- **Vashandi havatenderwi kukweretesana nevarimi kunyangwe pakupinzana basa.**
- Pakaita kukweretesana pakati pemurimi nemushandi wake zvinokonzera kuti mushandi asasununguke kusiya basa kunyangwe asingachade kushanda.

P3.6 PRISON AND COMPULSORY LABOUR

- Murimi haatenderwi kupa basa kumusungwa.



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P4 SAFE WORKING ENVIRONMENT

- Murimi anofanira kuona kuti paanoshandira nepanoshandira vashandi pakachengetedzeka nekuva neutsanana kuitira kuderedza ma accidents , kukuvara uye kuchengetedza utano.

P4.1 SAFE ENVIRONMENT, INJURY AND ILLNESS

Varimi vanokurudzirwa kulta zvinotevera:

- Kupa vashandi first aid cover and quick access to first aid kits in all locations on the farm;
- Kupa vashandi ruzivo rwekunowanika rubetsero rwekurapika kubva kunana mazvikokota ve first aid;
- Have an emergency plan whereby everyone knows what to do in the case of a medical emergency, fire or extreme weather event;





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P4.1 SAFE ENVIRONMENT, INJURY AND ILLNESS (CONT.)

- Chengetedza marecodhi ese ema accidents papurazi .
- Pakarwariwa kana pakaita munhu akuwara murimi anofanira kupa zvinotevera:
 - Chekufambisa kuenda kuchipatara ;
 - Pekugara pakanaka kune murwere;
 - Kupa dzidziso kuvashandi kuti vazive zvinokuvadza.



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P4.2 GREEN TOBACCO SICKNESS (GTS)(HRW)

Green Tobacco Sickness (GTS)

- Is a potential risk to those working with the green tobacco plant.
- GTS is a form of *nicotine poisoning* inobva mukubata mashizha efodya akanyorova.
- The nicotine from the plant mixes with the moisture on the leaves, and then upon contact, the nicotine is absorbed through the skin, causing nicotine poisoning.



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P4.2 GREEN TOBACCO SICKNESS (GTS) (CONT.)

- Varimi vanofanira kupa dzidziso kuvashandi ye GTS vachikurudzira zvinotevera:
- Nzira dzekuidzivirira.
- Kuona kuti vashandi vakapfeka zvinodzivirira zvakaita se ma gloves, long-sleeved shirts, raingear kuitira kuti muto wefodya usasvike paganda.
- Kukurudzira kuti varimi vachinje zvipfeko zvavo kana zvichinge zvaenderwa nemuto wefodya.



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P4.2 GREEN TOBACCO SICKNESS (GTS) (CONT.)

- Kushanda ma hour seveni pazuva munguva yekukohwa kana zvichibvira;
- Kusashanda kuchangobva kunaya panguwa yekukohwa;
- Kupa vashandi mukana wekuzorora, ma breaks;
- Kuona kuti vashandi vageza maoko avo nesipo uye mvura inodziya vabva mukubata shizha retobacco;
- Kuchengetedza marecodhi anoratidza kuti vashandi veku topping, reaping and loading barns vadzidziswa nezve GTS.



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P4.2 GREEN TOBACCO SICKNESS (GTS) (CONT.)

- Given the potential risk of GTS, vakadzi vakazvitakura uye vane vana vacheche vanoyamwa havabvumidzwe kuita basa re reaping.
- Kana munhu akatanga kubuda dikita ari ku reaping anofanira kuongororwa kuti haisi GTS here.



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P4.3 SECURE STORAGE OF CROP PROTECTION AGENTS (HRW)

- Crop Protection Agents (CPAs) anofanira kuchengeterwa munokiyiwa kuitira pasave neanoshandisa asina mvumo mungava mucabinet, trunk kana locker.
- CPAs anofanira kuchengetedzwa achitarisa zvakanyorwa nemugadziri;
- Vana vane makore ari pasi pegumi ne sere (18) uye vanamai vakazvitakura kana vanoyamwisa havabvumirwe kubata CPAs.
- Appropriate Personal Protective Equipment (PPE) inofanira kupiwa kuvashandi vanobata CPA uye vakadzidziswa nezvayo;





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P5 FAIR TREATMENT(HRW)

P5.1 PHYSICAL ABUSE AND INTIMIDATION (CONT.)

- **Mushandi haabvumidzwe kuitwa zvinotevera nemutemo:**
- **Kurohwa ;**
- **Kushanda kuchipisia kana kutonhora zvakanyanya;**
- **Kusapiwa mukana wekudya kana kushandisa chimbuzi;**
- **Kusungirirwa panzvimbo imwe chete;**
- **Kutyityidzirwa.**



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P5.4 DISCRIMINATION

- Rusaruro harubvumidzwe pakupa vashandi basa or pakupa mugove zvinosanganisisra zvinotevera:
- Race, colour or social origin;
- Gender;
- Chitendero
- Political Affiliation;
- Union membership or status as a worker representative;
- Ethnicity, citizenship or nationality;
- Pregnancy;
- Disability;
- Sexual orientation.



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P5.5 SUPPORT MECHANISM (HRW)

- **Zvichemo zvevashandi zvinofanira kutorwa zvotevedzera matanho akakodzera pasina kutyityidzirana pachishandiswa nzira dzinotevera;**
- **Misangano pavhiki imwe naimwe kana pamwedzi ine vashandi kana vamiririri vevashandi;**



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P7 INCOME, WORK HOURS AND BENEFITS FOR FARM WORKERS

P7.1 WORKING HOURS (HRW)

- Varimi vanofanira kutevedzera mutemo wekushanda unoenderana ne Collective Bargaining Agreement;
- Varimi vanofanira kunyora contract yebasa yemusevenzi inoratidza urefu hwekushanda pavhiki yega yega;
- Varimi vanofanira kuchengetedza marecodhi enguva dzekushanda pamushandi umwe naumwe.



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P7.2 WAGES (Mubhadharo wemushandi)(HRW)

- Murimi anofanira kubhadhara vashandi mugove unoenderana newakatarwa ne Collective Bargaining Agreement;
- Murimi anofanira kuchengetedza madocument ese ekubhadhara vasevenzi akaita se signature on a pay slip, a bank transfer slip, or another written wage receipt system.
- Workers should sign, or receive copies of pay slips.





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P7.4 BENEFITS, HOLIDAYS AND LEAVE

- Murimi anofanira kutevedzera mutemo nekubvumidza vashandi kuti vaende kuzororo zvichienderena ne Collective Bargaining Agreement .
- Murimi anofanira kunyora zvinotevera mucontract yemushandi, ochengetedza marecodhi;
- Mazuva anotorwa ekuzorora;
- Maawa ekusevenza pazuva kana pavhiki;
- Public holidays;
- Zvimwewo zvonofanira kupiwa mushandi.





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Logical Framework Approach

Assessor's Monthly Reporting Tool

1. To Check and Assess Implementation Progress .
2. Continuous Improvement on Hurdles Faced.
3. Document Good Practice.
4. Means of Verification to HRW and Ab.Sustain (BAT, UK).
5. Knowledge Management in M & E.



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The Logical Frame Matrix Structure

Objective (Chinangwa)	Activities (Mabasa)	Indicators (Zviratidzo)	Means of Verification (MOV)	Assumption
To enhance efficiency of quality tobacco production by improving socioeconomic conditions of people and communities as well as limiting the impact on natural environment.	<ul style="list-style-type: none">• Raise Awareness• Training• Facilitate access to local structures• Forge local partnerships• Annotate problems/challenges• Recommend	<ul style="list-style-type: none">• Number of trainings done.• Number of attendees.• Number of local partners engaged.• Percent of growers implementing lessons learnt• Number of growers not implementing- may loose NT contract.	<ul style="list-style-type: none">• Training registers• Training Reports with photos if possible• Certificates• Monthly populated tool• School attendance statistics	<ul style="list-style-type: none">• Sustained commitment• Adequate financing• Effective Communication



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Individual Exercise

(Agreeing on Targets and Training Methodology)

- 1. Uchanotanga sei kudzidzisa varimi nezvechirongwa che STP People Pillar.**
- 2. Unotarisira kudzidzisa varimi vangani kubva kune vakawana dzidziso ye STP Overview pamwedzi wega wega.**
- 3. Uchashandisa zviratidzo zvipi kuti dzidziso yakasvika kuvarimi pamwedzi wega wega?**



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NDATENDA
THANK YOU