

Northern Tobacco Sustainable Tobacco
Programme People Pillar Growers'
Training Monitoring Report

October and November 2017

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STP People Pillar Growers' Training Report

1.0 Introduction and Background Information

NT Assessors who received STP People Pillar Training of Trainers (ToT) initiated program of training growers within their respective regions from the 1st of October 2017. The aim of further training is to cascade down lessons learnt to growers targeting STP trained growers as well as other volunteers from the STP untrained growers and surrounding community members within NT business footprint.

STP program performance process indicator framework was developed to track program progress. In addition it was developed to keep communication channel functional between sustainability team, assessors and program beneficiaries as a way of generating evidence to inform decision making as well as developing capacities to produce synthesised evidence. Monthly reporting tool which was developed based on the logical framework approach with clear indicators was populated using activities which took place in October and November 2017.

2.0 STP People Pillar Growers' Training Scope

- i. 401 STP trained growers
- ii. Voluntary STP untrained NT growers
- iii. Voluntary NT growers' household and family members
- iv. Voluntary surrounding community members within the business footprint
- v. Voluntary local community stakeholders

3.0 Program Location and Number of Training Attendees

Region	Number of STP Trained Growers.	Number of Volunteers both NT untrained growers, their household/family members and surrounding community members.	Number of Local Stakeholders who participated and attended the trainings.
1. Karoi	119	474	<ul style="list-style-type: none">▪ 2 Councillors▪ 16 Village Headmen▪ 1 Local Government Chairman▪ 1 ZRP Police Personnel

			<ul style="list-style-type: none"> ▪ 2 AREX Officers ▪ 2 Headmasters ▪ 1 Deputy Headmaster ▪ 1 Clinic Chairman ▪ 3 Village Health Workers ▪ 2 School Teachers
2. Beatrice	20	10	<ul style="list-style-type: none"> ▪ 1 Councillor ▪ 1 Child Care Worker
3. Guruve	8	10	Nil
4. Nyazura /Odzi	253	35	<ul style="list-style-type: none"> ▪ 5 Headmasters ▪ 5 Village workers ▪ 5 Village Chairmen ▪ 5 Headmen ▪ 1 Clinic Representatives
5. Total	400	529	54
6. Grand Total	<u>983</u>		

4.0 Number of Famers who are implementing lessons learnt

50 % - 60% STP trained growers were highlighted to be implementing lessons learnt, though there is need to follow up since the program is at its infancy phase.

4.1 Number of farmers who are not adhering to STP People Pillar who may loose their contracts

In Nyazura/ Odzi some assessors highlighted that 10% of STP trained growers are still using children in tobacco production due to lack of finance to hire labour. However other regions noted that monitoring trained growers on STP People pillar adherence still has to be done since the program is still at its initiation phase.

5.0 Key Success Stories Highlighted

- NT STP trained growers has embraced the program and they are committed to learn more through provision of continuous training.
- Local community stakeholders' buy-in to the STP has been positive and they are assisting implementing STP training on people pillar through engagement during training sessions. Some of the assessor's monthly monitoring populated tools are stamped with local school stamps to show support during training sessions.

6.0 Challenges Faced

It was aired out that time management during training is a challenge. However among the STP untrained group there is limited STP knowledge until they receive STP overview training within the next batch of training.

7.0 Key Action Recommendations

1. To boost morale, participation, commitment and attendance, the following incentives can be considered:
 - a) NT STP branded T-shirts / Caps /Pens/Writing Pads/NT Diaries.
 - b) Disbursement of Rift Valley Corporation Newsletter with NT STP stories to growers.
 - c) Conduct STP Program Launch within regions to enhance beneficiaries' commitment and program buy-in.
2. To consider monitored labour fees provision as an input according to hectareage to cut on child labour issues. It was highlighted that some tobacco contractors within the regions are providing money for labour between \$100.00 - \$200.00 per hectare towards peak season especially during reaping phase. However there is need for strong monitoring to ensure the money is used for labour so as to reduce child labour cases.
3. More STP People Pillar training sessions are required for both the assessors and the growers within all regions to sharpen understanding on the topic.
4. Drama group formation in partnership with local community stakeholders was recommended as a visual communicating tool to enhance STP people pillar information dissemination.

5. To consider conducting an annual STP People pillar day within regions to disburse more knowledge using various ways of communication.
6. To consider timely disbursement of personal protective equipment as an input.
7. To consider implementing afforestation initiatives through engagement of a regional forester or to partner with local schools or local leadership on the project.

8.0 Any other comments

- Raising awareness on importance of child education to growers.
- Educating community leadership on STP.
- Continuously foster a culture of reading best practice guide and implementing lessons learnt.
- Continuous monitoring growers on adherence of STP and respond to annotated prompt actions.
- Consider access to micro -finance for sustainable initiatives within regions to support farmer livelihood.

9.0 Conclusion

There is need to continuously mainstream STP people pillar messages among growers. In addition there is also need to foster a culture of reading all booklets, guides and hand outs shared with growers as well as monitoring translation of their vision if it is practiced on the ground systematically.

Annexure 1: Some Regional Photos Taken During Training



During Training Lecture in Beatrice



During Training Lecture in Beatrice.



During Training Lecture in Karoi.



Growers concentrating during Training Lecture in Karoi.

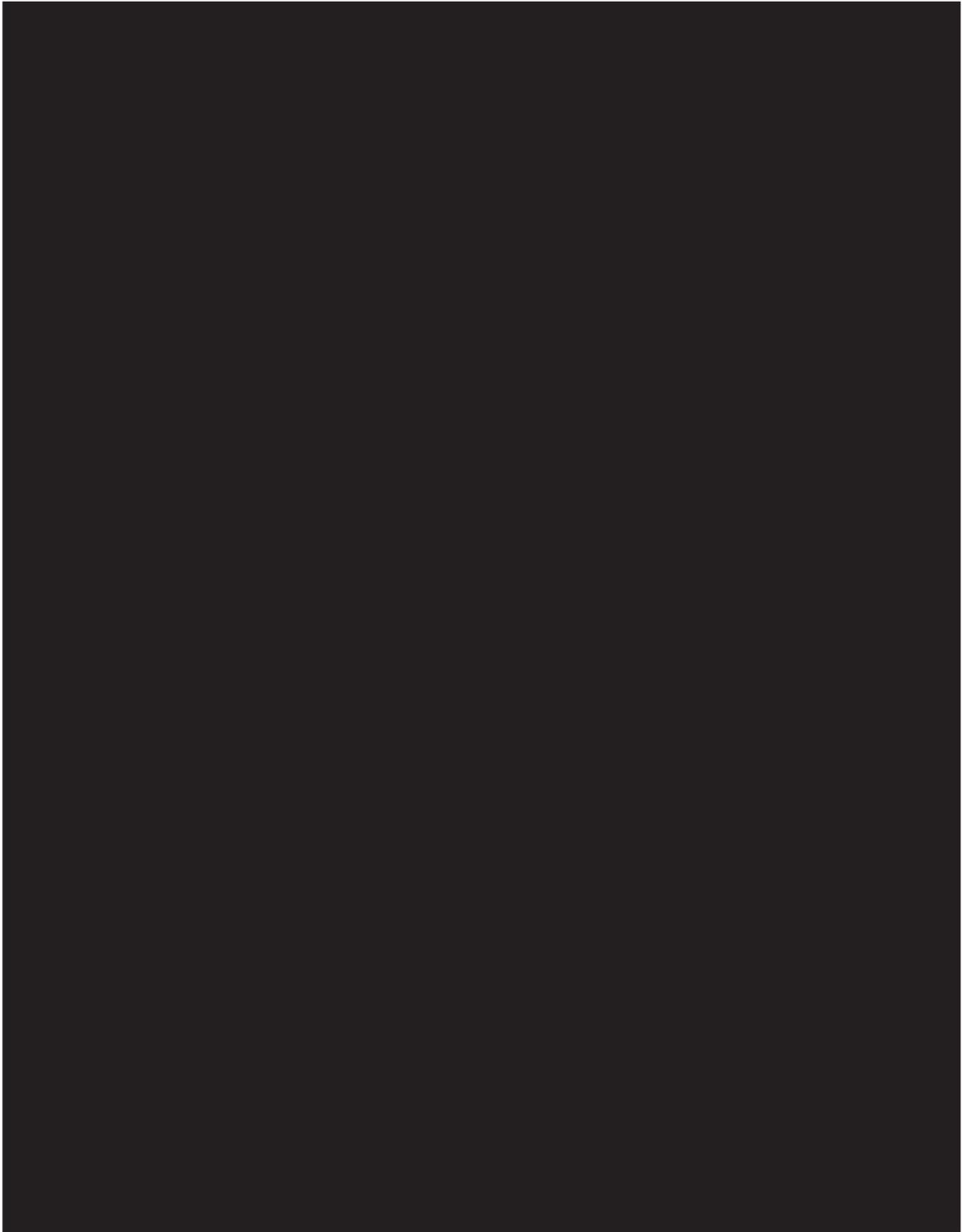
Training Certificates

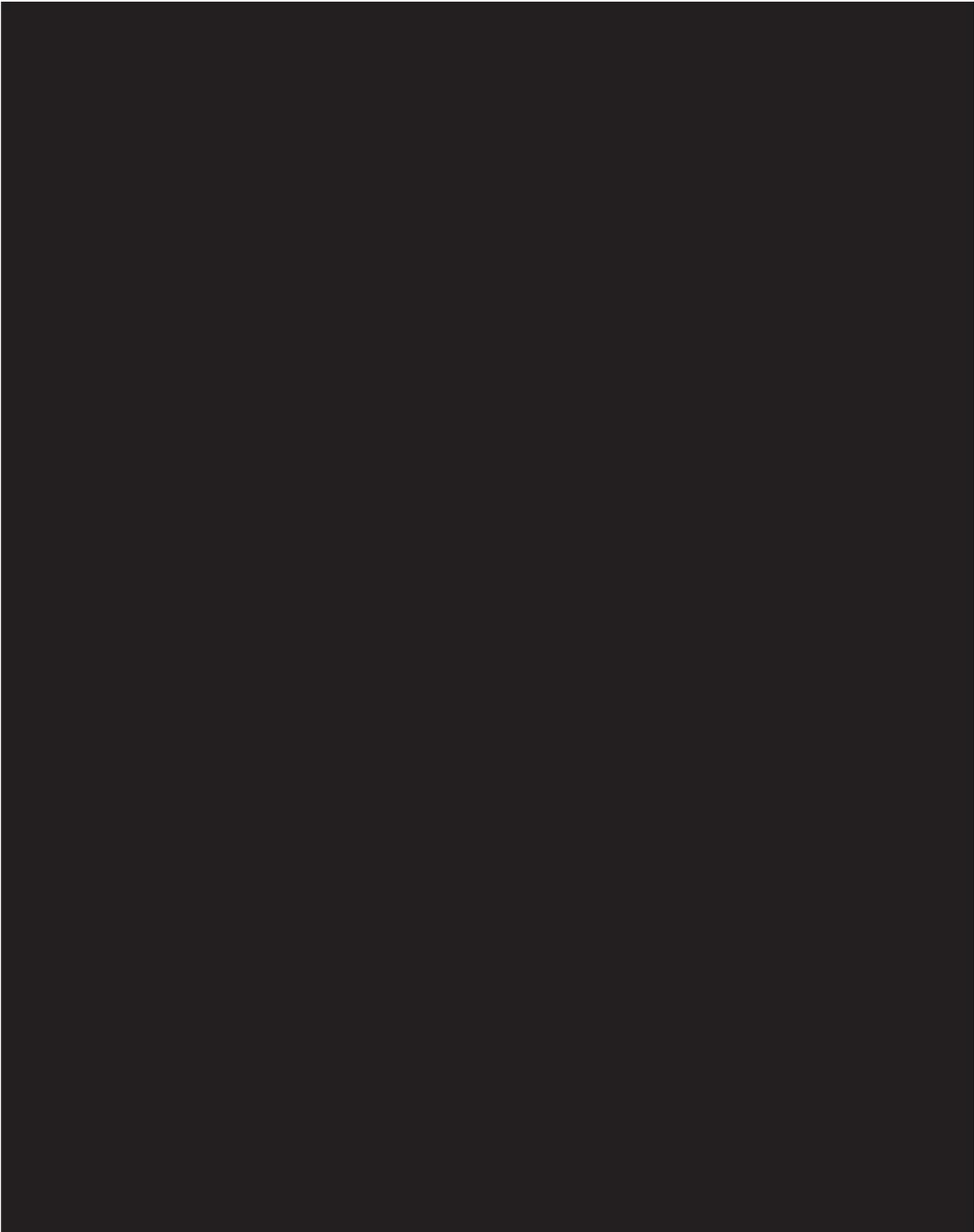
Training certificates are going to be produced and shared according to submitted attendance registers targeting STP trained growers.

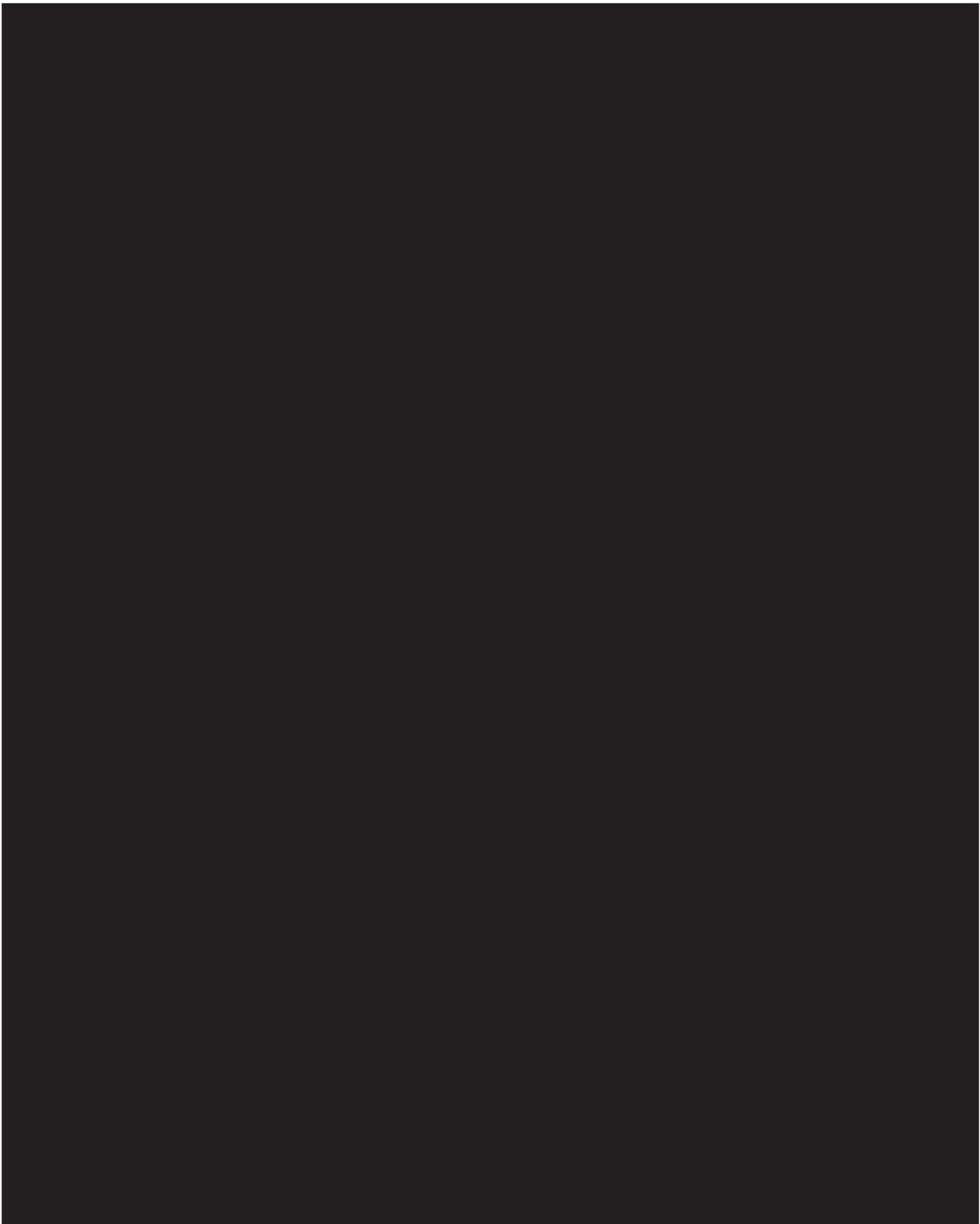
Annexure 2: STP People Pillar Growers' Training Attendance Register

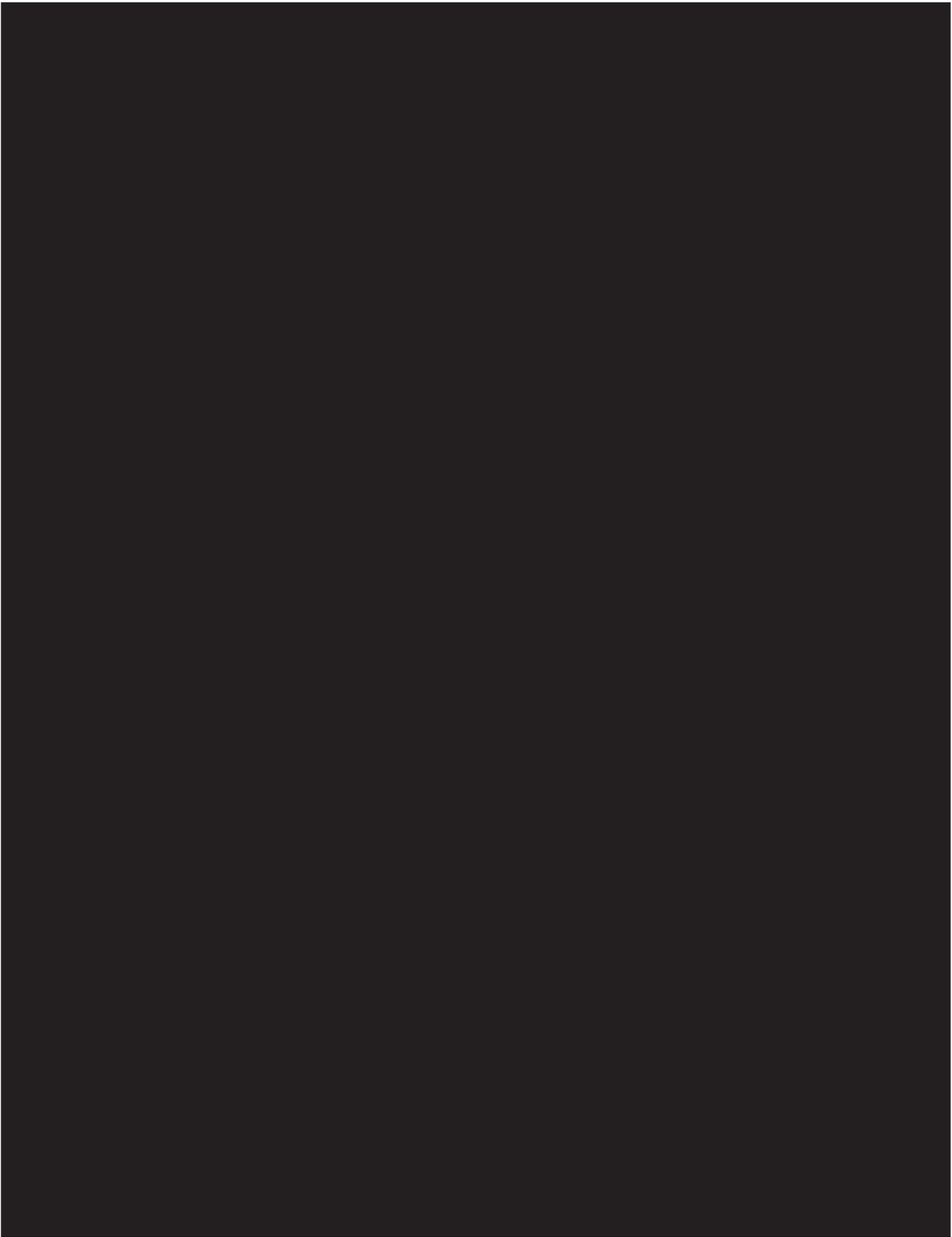


























NUMBER	GN	Surname	First Name	ID Number	Village	Area	Assessor	HA	Attendance History 2107
1	[REDACTED]							1	July & October
2	[REDACTED]							1	October
3	[REDACTED]							1	October
4	[REDACTED]							1	October
5	[REDACTED]							1	October

6		1	October
7		1	October
8		1	October
9		1	October
10		1	October
11		1	October
12		1	October
13		1	October
14		1	October
15		2	October
16		2	October
17		1	July & October
18		1	October
19		1	July & October
20		1	July & October
21		1	October
22		1	October

23		1	October
24		1	July & October
25		1	October
26		1	October
27		1	October
28		1	October
29		1	July & October
30		1	October
31		1	July & October
32		1	October
33		1	October
34		1	October
35		5	October
36		0.5	July & October
37		0.5	July & October
38		0.5	July & October
39		0.5	July & October

40		1	July & October
41		1	July & October
42		1	July & October
43		1	October
44		1	July & October
45		1	July & October
46		1	October
47		1	July & October
48		1	July & October
49		1	July & October
50		1	October
51		1	October
52		1	October
53		1	October
54		1	July & October
55		1	October
56		1	October

57		1	October
58		1	July & October
59		1	July & October
60		1	July & October
61		1	July & October
62		1	July & October
63		2	July & October
64		2	October
65		1	July & October
66		1	July & October
67		1	October
68		1	October
69		1	October
70		1	October
71		1	July & October
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73		1	October

74		1	October
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85		1	July & October
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87		1	October
88		1	July & October
89		1	October
90		1	October

91		2	July & October
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101		1	October
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103		1	July & October
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107		1	July & October

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155		1	July & October
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159		1	October
160		2	July & October
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162		2	July & October
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168		1	October
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171		1	October
172		1	October
173		1	July & October
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191		1	October
192		1	October

193		1	October
194		1	October
195		1	October
196		1	October
197		1	October
198		1	July & October
199		1	July & October

