



Chiweshe/ Mvurwi STP People Pillar Unannounced Monitoring Visit Report

By
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Date of Visit: 18 December 2017

Purpose of Visit: STP People Pillar Unannounced Monitoring Visit Report

Region: Chiweshe/ Mvurwi

Monitoring Team: Diliah Mutambara (STP Implementation Consultant)
Duncan Dollar (Management Trainee)

Scope: STP Trained Growers

Sampling Strategy: Probability Sampling

Sampling Technique: Random

Data Collection Methods:

- i. Interviews guided by close ended questionnaire
- ii. Observation

Growers Visited:

(Participation register is attached as Annexure 1 at the end of this report):

- a) 
- b) 
- c) 
- d) 
- e) 

1. Introduction

STP people pillar unannounced visit was conducted in Chiweshe/ Mvurwi region on 18 December 2017. A sample of five growers as highlighted above were visited using non-probability sampling strategy and random selection technique. The monitoring team visited growers' fields as well as their homesteads to observe if STP compliance was a culture in their lives specifically focusing on STP people pillar. Questionnaire administering was done with growers though some attended the interview with their family members. During interviews, means of verification to support growers' answers was asked and records were produced. Observation was another technique used to verify some of their responses.

2. Monitoring Findings

2.1 STP People Pillar Communication

All respondents noted that STP people pillar communication was received through the following means:

- i. Best practice booklet in Shona
- ii. People pillar leaflets and best practice notes
- iii. Child labour pamphlets
- iv. STP Overview training

All records were produced including STP Overview training certificates. However 40 % of the growers shall consolidate their notes and populate them into provided standard templates.

2.2 Storage of Crop Protection Agents

It was noted that all the growers visited have lockable trunks for chemical storage in place in a manner that prevents unauthorised access which was observed through physical inspection. However it was observed that 60% of the growers were storing their chemical trunks in their bedrooms where they explained that they are afraid of theft. One grower illustrated her response as follows:

'Ndinochengetera mishonga yefodya muimba yekurarira nekuti ndinoty kubiirwa kunyangwe nevandinogara navo pano, vanogona kundibiira mishonga yangu padiki padiki vachinotengesa' literally meaning ' I store tobacco chemicals in the

bedroom because I am afraid of theft even from the household members who stay here with me, they can steal the chemicals bit by bit and sale’.

However repercussions of storing chemicals in a bedroom where human beings sleep were discussed in a participatory manner. It was agreed that they shall store the chemicals in a safe room without human interference, replicating best practice standards from the other 40% who were storing their chemicals the right way in a small lockable storeroom. It was agreed that the regional assessor shall spearhead this initiative and monitor its implementation.

2.3 Empty Chemical Disposal

It was reported that empty chemical containers are disposed in pit latrines which was noted as impacting negatively on biodiversity and ecosystem functions. In addition one grower noted that he is burning them whilst another one mentioned that he is burying them without specifically following STP rinsing criteria. This is elaborated on **Fig 1** below:

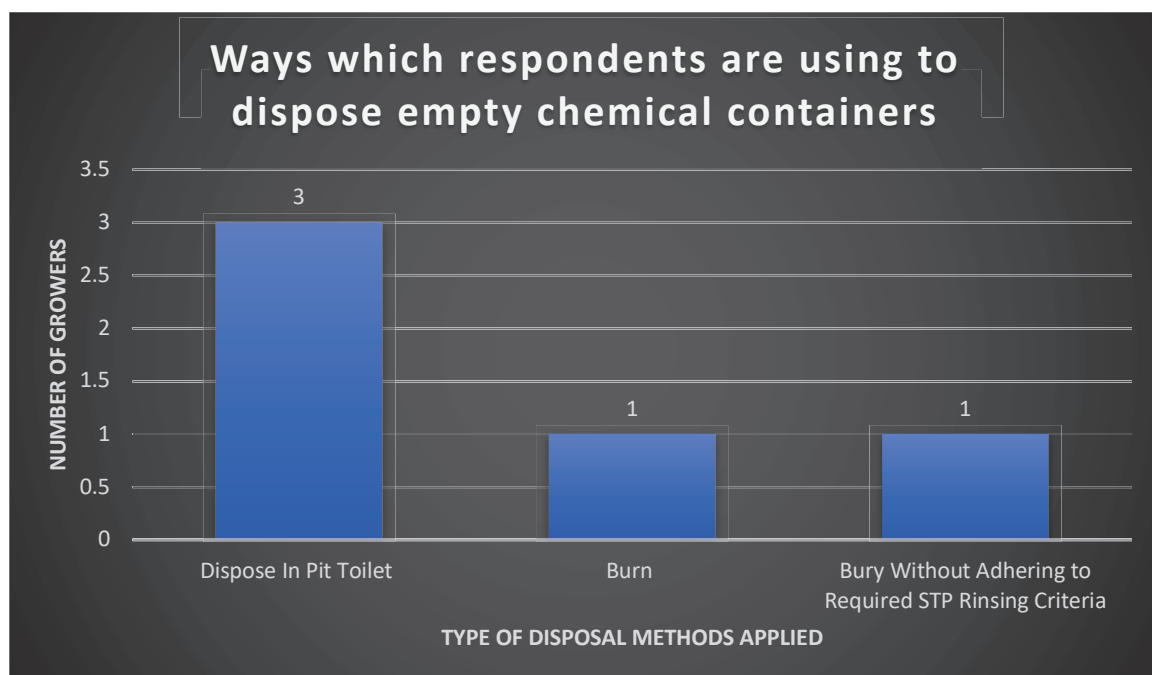


Fig 1: Ways applied to dispose empty chemical containers

Fig 1 above shows that there is limited knowledge on empty chemical containers disposal in line with STP criteria among visited growers. Need for more education and communication is required. Hazardous waste disposal posters were promised to be disbursed. In addition the company need to develop and implement best practice for disposal of hazardous waste generated from tobacco production according to STP Agronomy Guide 2017, E5.4 "*Storage, Recycling and Disposal of Hazardous Waste*".

2.4 Personal Protection Equipment (PPE)

It was noted that disbursement of PPE was not yet done from NT. However the assessor highlighted that all growers were going to receive PPE in January 2018.

2.5 Compliance with the Law

2.5.1 Labour Records

100% of visited growers reported that they employ farm labourers for short period during peak season ranging from one day to four days depending on need where one grower highlighted that he provide safe accommodation for hired workers those few days. 40% of growers highlighted that they agree on employment terms and conditions with hired workers using signed contract which they record in an exercise book. However need to develop and disburse a standard contract which small scale growers can use during employee engagement is required.

2.5.2 Wages

A major challenge which was highlighted was daily wage rate ranging between USD \$3 - \$6 a day due to high demand of workers especially during reaping season. Need for more education among NT growers was requested so that they implement uniform gazetted pricing in line with country laws to avoid competition in search of workers which eventually shall assist to stabilise cost of production.

2.6 Children on Family Farms

Three growers highlighted that 10% of children on family farms are assisting their families in tobacco production especially during school holiday, whereby some growers are applying STP criteria. The main root cause which was shared is lack of labour fees to hire employees. However it was echoed that there is reduction of

children assisting on family farms since inception of STP implementation as compared to previous scenarios.

3. STP Best Practices and Agricultural Labour Practices Booklet

STP best practice booklet was noted to be of great use among growers where all respondents showed increased knowledge about people pillar whereby booklet quotations were cited to answer monitoring questions. They further alluded that the booklet is of great importance as it keep them reminded on how they should apply best practices in tobacco production. The STP monitors reminded them to keep translating lessons learnt from the booklet into practice. Furthermore growers were advised that the STP shall continuously be observed through unannounced systematic monitoring visits and episodic evaluation visits to check implementation progress and assess impact to institute data driven decision making on prompt actions.

4. Program Recommendations

1. Develop and disburse a standard contract which small scale growers can use during employee engagement.
2. Provide more education on adherence to gazetted labour pricing in line with country laws.
3. Disbursement of PPE.
4. Disbursement of empty chemical containers disposal posters.
5. Develop and implement best practices for disposal of hazardous waste generated from tobacco production according to STP Agronomy Guide 2017, *E5.4 "Storage, Recycling and Disposal of Hazardous Waste"*.
6. Consider labour fees provision during peak season starting with STP trained growers where strict monitoring should be put in place and measure results. The findings shall determine if there is an impact on children assisting on family farm cases. Randomised Control Trial Evaluation Model also called Randomized Impact Evaluation can be adopted as a cost effective measure on this case as the company may not have budgeted for this initiative. This intervention is a type of impact evaluation which shall generate scientific evidence and limit bias through generation of valid impact estimate.

5. Conclusion

Recommendations stated above need prompt action and feedback shall be given to the growers for continuous program improvement as far as STP People Pillar is concerned.

Annexure 1: Participation Register

