

Growing Together

Annual Review 2015

ARISE
ACHIEVING
REDUCTION OF
CHILD LABOR
IN SUPPORT OF
EDUCATION



Sowing seeds for a different tomorrow

ARISE aims to bring an end to child labor in tobacco growing communities through education. It's a complex and challenging mission, which much like tobacco farming, requires a lot of hard work and patience. We plant the seeds of knowledge. We fertilize and irrigate by providing opportunities to learn and grow. Harvest time comes when we see the impact of our program - when children are in school, and the people and communities we work with are able to use the skills and knowledge they have acquired to create futures without child labor.



Harvesting

**impact
in 2015**

We measure the impact and outcomes of our program. It's our way of learning what works well and what can be improved. It also helps us plan our next steps.

Brazil

We have access to 12,617 growers and their families in the country's southernmost state, Rio Grande do Sul. Child labor occurs largely in these areas due to cultural beliefs, the predominance of family farms, and a lack of awareness of the effects of child labor.



1074

children into school*

6164

members of communities and teachers made aware and trained on the Prevention and Eradication of Child Labor

Malawi

We have access to 8459 growers and their families. Malawi is one of Africa's poorest countries. Culturally children are expected to contribute to their family's domestic economy, not only to provide additional income, but also to develop a work ethic and appreciation for the family unit.



3041

children into school

1062

households with improved income

15,346

community members and teachers educated about child labor

2

governmental policies and plans developed with our input

* children enrolled in formal and non-formal education and/or After School Programs (Brazil)



9437

more children into school*



Find out more about our progress at www.ariseprogram.org

Zambia

We operate in 12 communities, and have access to 7183 farmers and their families. Zambia is severely affected by HIV/AIDS and child labor is widespread. Many children begin work to supplement family income because their nearest school is not accessible or affordable. Most labor is unpaid family work.

5322

children into school

11,570

community members and teachers educated about child labor

797

households with improved income

7

existing plans now have child labor integrated with support of ARISE



Tanzania

Efforts began in Tanzania this year with an assessment to determine gaps, challenges and strategies. Children often work due to poverty and a lack of community awareness.



39

JTI Leaf Technicians trained on child labor

180

farmers observed



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All quotes in this report have been edited and are based on translations of interviews that were conducted in native languages.







Educate. Empower. Encourage.

Cultivating opportunities with education and inspiration

ARISE aims to bring an end to child labor in targeted tobacco-growing communities. We want children to be safe, and to have futures in which they can reach their fullest potential. We want them to go to school so that their education will empower them to strengthen the communities in which they live. We want parents and governments to actively promote children's rights to education, with the understanding that granting that right will create new possibilities in the future for everyone.



We provide access to education, create alternative economic prospects and advocate for policy change.



We work with farmers, families, teachers, communities, traditional leaders and governments to inspire and challenge traditional thinking and provide knowledge for growth.

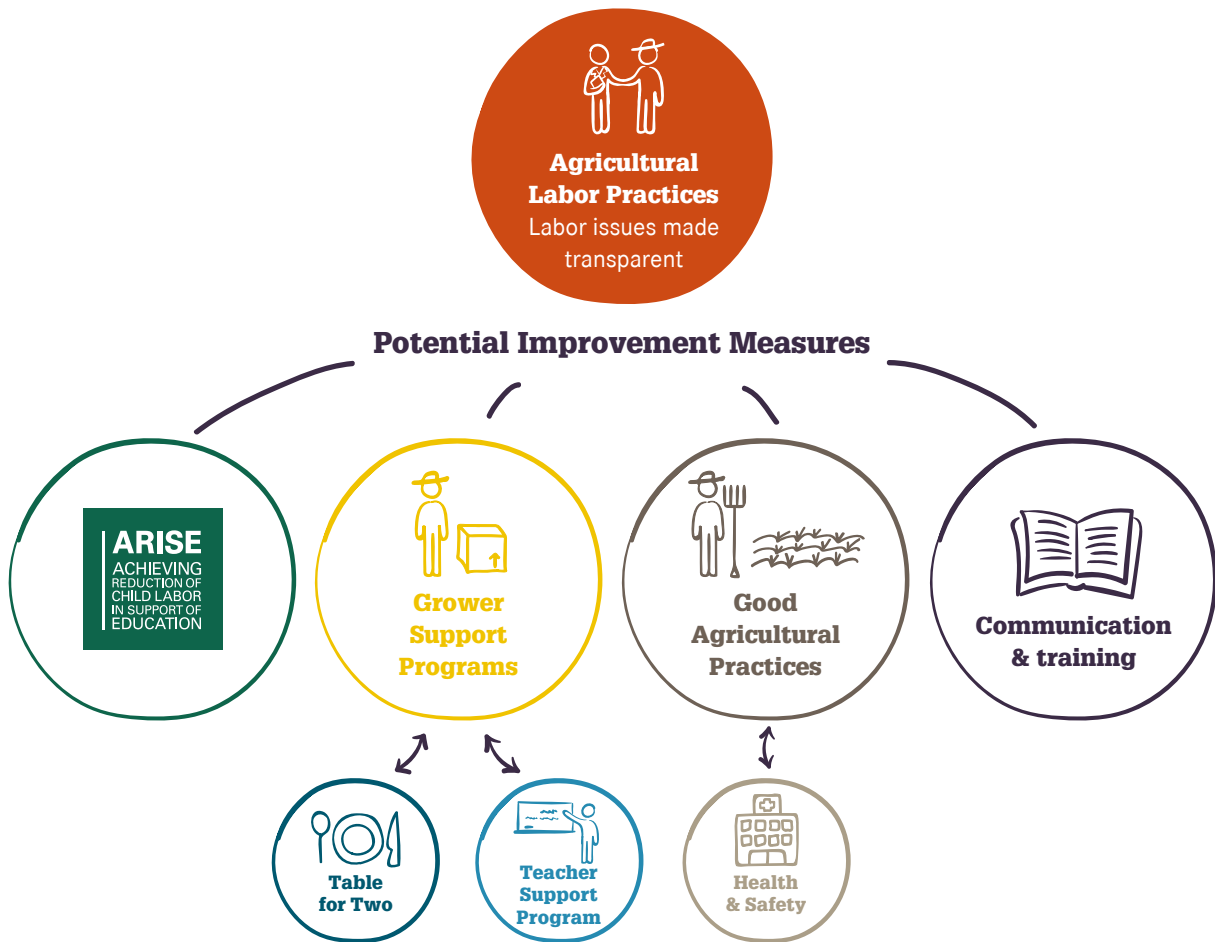


We encourage communities to understand and adopt new ways of doing things so that they become the new norm and can be repeated by future generations.



Supporting future generations with a sustainable strategy

Just as one plant is part of an entire crop, so too is ARISE part of JTI's sustainability strategy to invest directly in its grower communities.



Agricultural Labor Practices set standards for JTI growers on child labor, rights of workers, and workplace health and safety.

Grower Support Programs deliver needs-based community projects in school infrastructure, education, water, sanitation, and well-being.

JTI Good Agricultural Practices (GAP) improves farmer profitability and promotes safe working conditions for farm laborers concentrating on areas of productivity, usability and integrity.

Table for Two provides access to food and vegetables grown in school gardens in which children also learn about nutrition, environmental conservation and agriculture.

Teacher Support Program develops teachers' skills and mobilizes resources to create quality learning environments.

NO TO CHILD LABOUR **YES TO QUALITY EDUCATION**

ARISE is one of JTI's Social Programs, alongside Table for Two, Teacher Support Program, and JTI's Grower Support Programs. These other initiatives support ARISE by addressing the shortage of resources, increasing capacity building, and improving access to nutritious food in schools.

The success of ARISE depends on understanding the reasons child labor exists in the context of the wider economic, social and cultural factors. Sometimes it can simply be tradition – the way things have always been done. Sometimes it stems from poverty, sometimes it's a lack of work for adults, a lack of social protection or a combination of these factors. It can also be caused by a failure to ensure that children attend school until they reach the legal minimum age for admission to employment.

We determine the communities that most need our support by observing JTI's contracted farmers and understanding their needs. We often learn the reasons for child labor when JTI Leaf Technicians (farming experts) observe and informally chat with growers, farm workers, and communities. They build relationships in which problems can be openly raised and discussed.

Understanding the reasons child labor exists, and the needs of growers, is crucial to our success



Working together to create new traditions

ARISE is a unique private-public sector partnership between the International Labour Organization (ILO), Japan Tobacco International (JTI), and Winrock International. We work together, sharing our expertise, experience and resources to meet our mutual goal of eliminating child labor in targeted tobacco growing communities.

Working with partners in practice

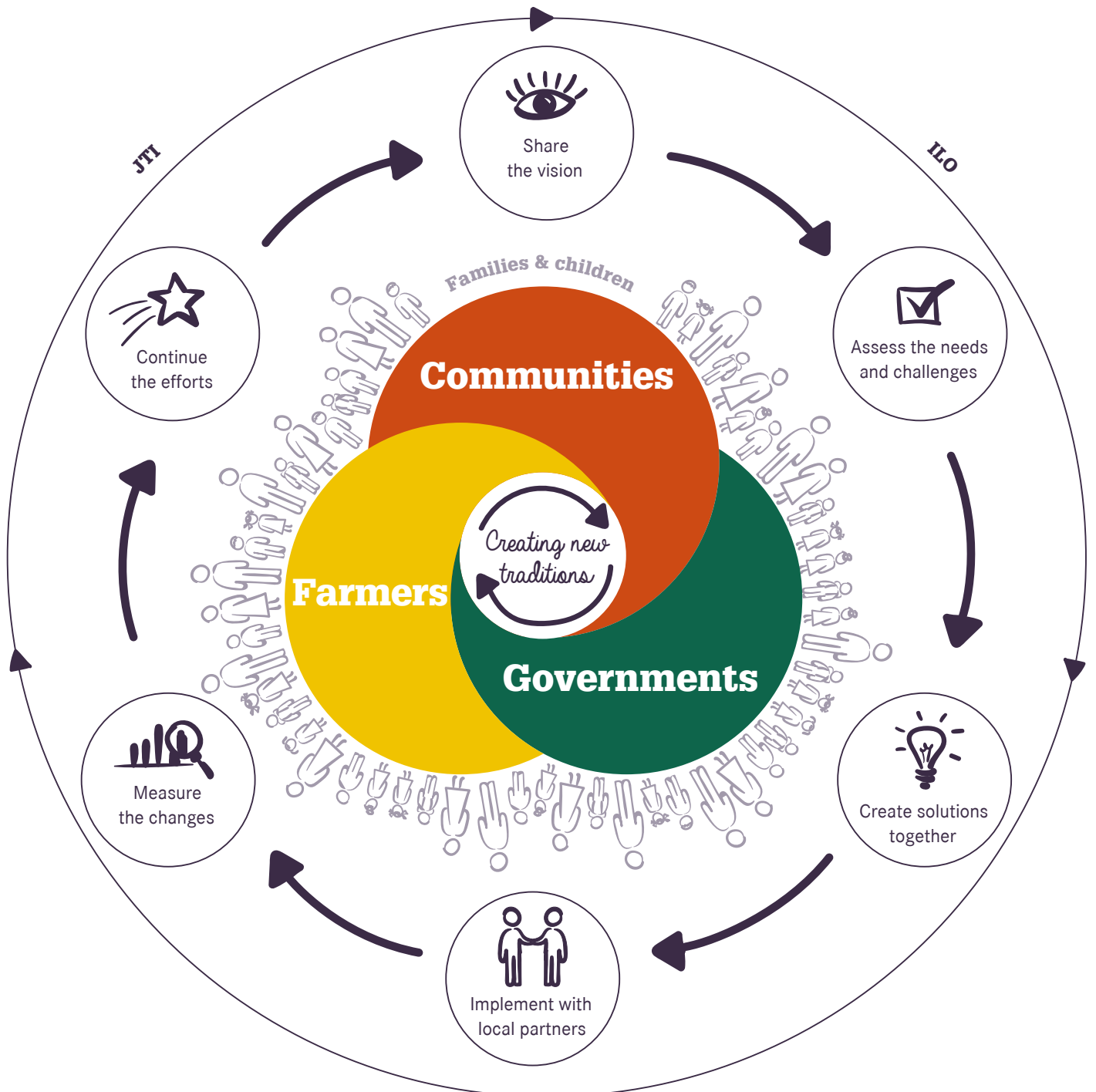
The three ARISE partners share the ownership and responsibility for the program. So whilst JTI is the financial contributor, it also works alongside the other partners both in the field and at a management level.

- **ILO** is a specialized agency of the United Nations. The world's leading International Programme on the Elimination of Child Labour (IPEC) was set-up in 1992.
- **JTI** is a leading international tobacco company, operating in 120 countries and employing around 26,000 people.
- **Winrock International** is a nonprofit organization that works to empower the disadvantaged, increase economic opportunity, and sustain natural resources.

Drawing on the experience of all three partners

We work closely with those that have the most to gain from eliminating child labor. We share the vision, work with them to assess their needs and help them create their own solutions. We measure the changes, and continue our efforts. In time we expect children, communities, farmers and governments to be able to continue to create new opportunities without us.

Our success comes when the child labor cycle is broken



Winrock International



Nurturing

with training, support and guidance

We know the cultures we work in

We understand the reasons child labor exists in the countries where we operate – the traditions, and the social and political climates. We work with those who have the most to gain, and with those who have the power to change things locally. We aim to provide the right amount of support to break the child labor cycle.

With the right knowledge and support, anything is possible

We share our knowledge and experience

We don't judge those who don't understand what child labor is. Instead, we raise awareness and highlight education as the path for a better future. We seek to understand the challenges being faced, and are motivated to help farmers, families, communities and governments to tackle them.



Education & awareness raising



Inspiring a new approach

ARISE promotes the importance of education and raises awareness of the effects of child labor.

In 2015:

724

children in Malawi received awareness training at anti-child labor clubs in school

23

communities in Brazil with access to After School Programs

192

desks delivered to schools in Zambia to improve learning environments

260

children in Malawi attended vocational training in carpentry, tailoring, knitting and basket weaving

See stories on pages 20 and 22

Socio-economic empowerment



Finding alternative solutions

ARISE empowers families and communities by developing their income-earning potential.

In 2015:

1694

children (aged 2-5) accessed services in ARISE-supported community-based childcare centers in Malawi

32

farmers received computer training in Brazil

75

mothers in Brazil accessed income-generating activities and conditional capital investments

400

Model Farm School students completed agricultural skills training in Zambia

See stories on pages 20, 24 and 26

Legal frameworks



Defining frameworks for the future

ARISE works closely with those with the power to change legal and regulatory frameworks to improve labor standards.

In 2015:

1438

people attended community mobilization meetings run by international development agency Caritas in 12 ARISE communities in Zambia

336

Community Child Labor Committee members in Malawi trained to prevent child labor

1

Round Table dialogue and several meetings in Brazil with the Ministry of Labor and Employment to discuss apprenticeships

See stories on pages 20, 28 and 30



Determining what & where through dialogue with farmers and communities

JTI Leaf Technicians are our eyes and ears

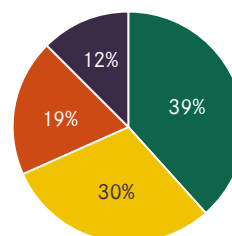
JTI Leaf Technicians support farmers with specialized knowledge. They're farming experts who know the farmers well – their families, their social needs, and their culture. When it comes to child labor, they're in a unique position to engage with farmers, to explain the negative effects, and to promote the opportunities that education can create. They also engage with communities, then share their insight with us, which helps us determine the focus and location of our activities.

JTI Leaf Technicians provide technical agricultural assistance and support to growers who are usually small-scale farmers with limited technical knowledge and limited financial resources. They help them with a wide range of issues from how to improve quality, productivity and yield, to how to manage their farms and their labor practices. Leaf Technicians observe the implementation of JTI's Agricultural Labor Practices, and if they see or hear of child labor, they discuss the challenges the farmers face and listen to their concerns. They work with them to find solutions by explaining the law and the benefits of education.

“Farmers are interested in eliminating child labor and improving labor practice standards in Brazil.”

Luis Fernando Becker,
JTI Leaf Technician, Brazil

Geographic spread of Leaf Technicians



- Malawi
- Brazil
- Zambia
- Tanzania



“Before ARISE, the children of farmers often didn’t go to school – some didn’t even believe in it. That’s why it’s important that I can help farmers understand the issues... For me, ARISE is not just a program, but rather a stepping stone to creating a child labor-free country.”

Towera Nyasulu,
JTI Leaf Technician, Malawi



216

Leaf Technicians
in four countries

40%

of Leaf Technicians
in Malawi are women

27

Leaf Technicians
in Zambia received
special training





Transforming

lives & legacy with a long-term approach

Our goal is to create a cultural shift in thinking by addressing the reasons child labor exists in the first place. We do it by working closely with those who have the most to gain from what we do.

We believe that education gives children and communities the chance for a future free of child labor. We hope to inspire and stimulate change so that children will no longer work on farms, but instead will go to school. We want them to be able to create new opportunities. We hope that the communities we work with can harvest all they learn from our training, support and guidance to create new standards and cultural norms so that they can prevent child labor in the future.



Evelyn Mofatis's story





Evelyn

“Before this borehole, teachers and pupils were late or even absent from school. Some of the teachers even left the school because of the water problem.”

Evelyn Mofati, mother



Chimwemwe

“School feeding programs are very important. They help to get children into school and to keep them there.”

Chimwemwe Njanji,
Field Coordinator,
Winrock International

“An unsafe learning environment leads to poor class attendance and drop outs. That’s why it’s great ARISE could help the Muuso School and the community to develop sustainable solutions.”

Stanley Kasiya,
JTI Leaf Technician, Malawi

Parents and teachers work together

Collaboration leads to an improved learning environment

Evelyn Mofati has two children at the Muuso Primary School, in Ntcheu District, Malawi. According to Evelyn, who is a member of the school’s mother group, children and teachers were often sick and regularly missed school due to a lack of clean drinking water and decent food. She believed that one of the reasons the school lacked a borehole was the inability of the community to plan. ARISE organized training for parents, teachers and community members, which Evelyn credits with enabling them to develop a School Improvement Plan and a Community Resource Mobilization Strategy. As a result, a new urinal for boys, a teacher’s house, and a school garden were constructed. Through JTI’s Teacher Support Program, a borehole was also created, and through its Table for Two program, a school feeding program was introduced to address the lack of access to nutrition. The pupils now grow vegetables, and teachers from the senior classes give practical lessons in the gardens. Table for Two also installed solar pumps to irrigate the gardens in dry periods, ensuring sufficient food supply all year. The local community has also created a committee responsible for the management and operational up-keep of the gardens.

1560

new textbooks distributed to 22 schools in Zambia

16

ARISE schools benefited from improvements in Brazil

4

school gardens created in Malawi and one piloted in Zambia

9227

children with access to school meal programs in Malawi and Zambia





Maria Eduarda's story



Dancing instead of working

After School Programs can prevent child labor

Even if children attend school they can remain vulnerable to working on family farms after school hours. For that reason, we run After School Programs to keep the children in school. In Brazil there are English language tutoring workshops, and lessons in soccer, dance, music, art and theater. Eleven-year old Maria Eduarda Claussen from Ibarama, Brazil enjoys taking part in dance classes, and particularly enjoys Funk and Sertanejo. Her teachers are equally enthusiastic, believing that the classes expand educational horizons and provide new opportunities. Lucimara Jacob, the director in charge of dance workshops at Maria’s school, believes that the children develop a sense of self-worth and independence taking part in the classes. Although ARISE supports the programs and helps with the coordination and recruitment of volunteer mentors, it’s the communities that decide for themselves the types of classes that best suit their needs. We also encourage communities to find alternative ways to pay for instructors, supplies, and food so they can continue the classes in the long-term. One community is discussing replacing traditional energy with solar energy and using savings in energy costs to fund the workshops themselves.

16
schools in Brazil have access to After School Programs

1880
children attended After School Programs in Zambia

34
monitoring and support visits to After School Programs in Malawi

“I’ve improved a lot – the teacher taught me lots of things I never knew.”

Maria Eduarda Claussen, 11, dance workshop participant



Lucimara

“Appreciation, motor and cognitive development are just some of the benefits.”

Lucimara Giacobe De Gaspari, After School Program Dance Director, Ibarama, Brazil



Andrieli

“Parents see a change in their children. Most kids can’t wait for Thursday to arrive and come to the dance workshop at school!”

Andrieli Bernardi, After School Program Dance Teacher, Ibarama, Brazil



Luis

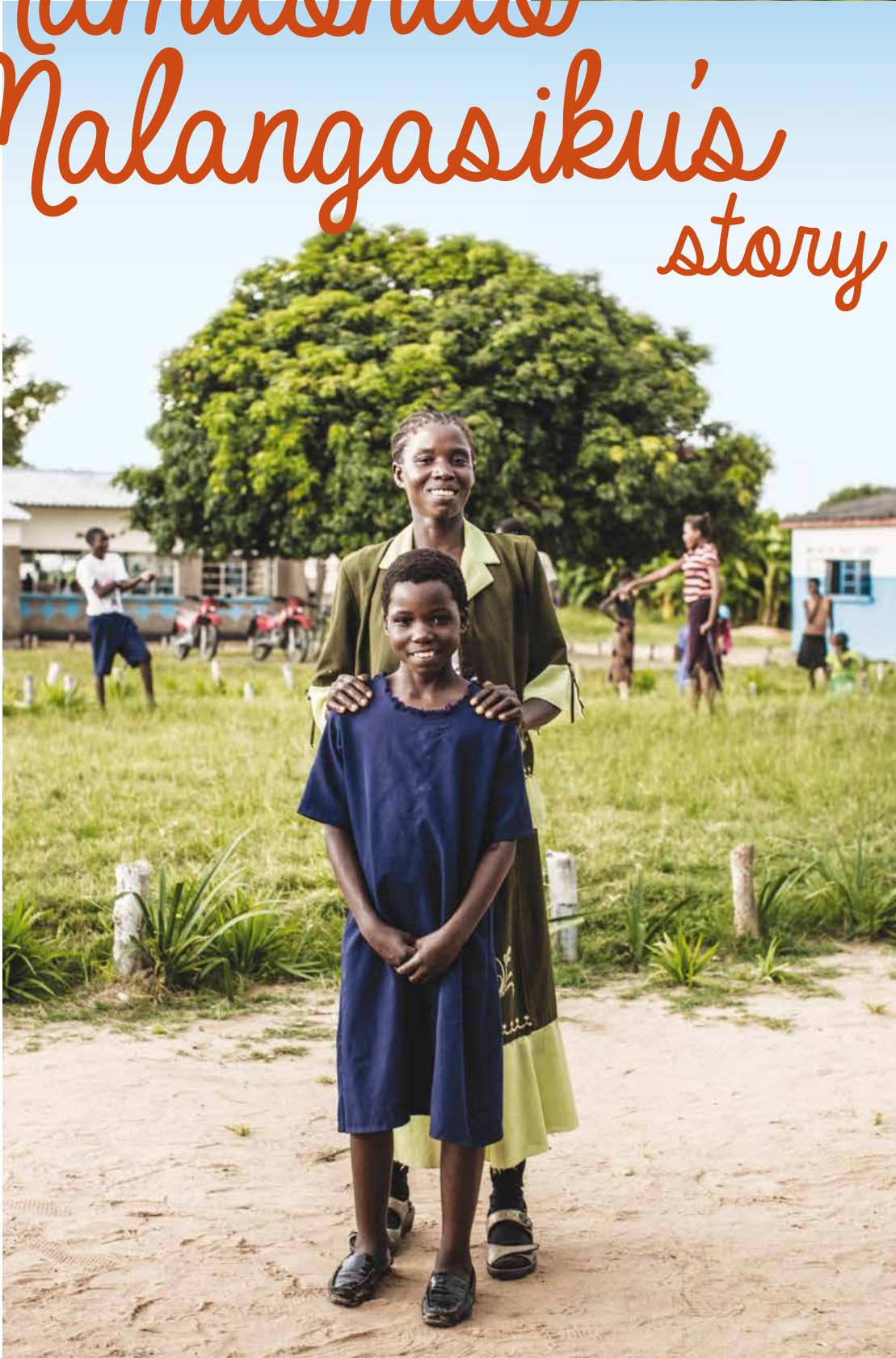
“Our farmers are very concerned with the welfare of their children. They want them to have opportunities in the future. The After School Programs provide a chance for new learning, and developing new skills.”

Luis Fernando Becker, JTI Field Technician, Brazil





Namitondo Malangasiku's story





Nosiku

“I often used to miss school because we couldn’t pay the fees. Now I go. I want to be first in my class next year.”

Nosiku Simate, 10, conditional financial support scholarship recipient



Namitondo

“ARISE has taught me skills that I can pass down to my daughter.”

Namitondo Malungasiku, Nosiku’s mother, and entrepreneur



Kabwe

“If I see a child on a farm who should be in school, I know that I can change their future. I encourage families to send their children to school by explaining the opportunities that education creates.”

Kabwe Kapwaya, JTI Leaf Technician, Zambia

A new family life

Training and support changes lifestyles

Ten-year-old Nosiku Simate is the youngest of six children: four girls and two boys. She would often skip school because of the long distance from home to school, insufficient meals, and because her family was too poor to pay the school fees. ARISE offered the family a conditional financial support scholarship, so that Nosiku would remain enrolled in Munkuye School, Zambia. She received a school supply kit, including a school uniform and access to our After School Program. Her mother, Namitondo Malungasiku, also received support from ARISE in the form of entrepreneurship training, and access to a women’s village savings and loans group, which she joined in March. After a few months of saving and a start-up loan, Namitondo now owns several businesses from trading cassava, growing vegetables for sale, baking and selling scones, and running a pig farm with 20 pigs. The proceeds of her sales have helped her repay her loan, pay school fees and feed the family three meals a day.

462

households in Malawi received conditional financial support scholarships

470

children in Zambia received school supply kits

468

women trained in entrepreneurship

25

village savings and loans groups formed and trained





Kampanje, Malawi



Community resolves problem

New staff at medical center

Farmers in Kampanje, Malawi used to fear being unwell for long periods. Although the community had a health clinic, none of the staff were medically trained. Last year ARISE provided training to the Community Child Labor Committee on how to identify local causes of child labor, and how to create solutions. At the beginning of this year, the Community Child Labor Committees discussed that when farmers are unwell, their children often end up caring for the crops to protect the family income. The longer the illness, the less time children would spend in school, and sometimes they would even drop out completely. The Community Child Labor Committee decided that a lack of healthcare services was contributing to child labor, so they decided and planned to meet with the District Health Officer and Director of Planning and Development to present their case. By March, a medical assistant and a nurse had been deployed.

57

community-based childcare center workers from 20 communities in Malawi trained in early childhood development

2

new health clinics were funded, built and opened in Zambia

24

women in Zambia in March attended a workshop on the relationship between preventing child labor and women's empowerment



Ezeleti

“Before the training we were afraid to approach government officials to discuss our needs, but that’s not the case anymore.”

Ezeleti Amos, Kampanje Community Child Labor Committee member



Charles

“ARISE has benefitted the community by motivating it to discuss the issues and to resolve them.”

Charles Singano, Health Worker, Kampanje Health Center, Malawi



Augustine

“ARISE training teaches communities self-reliance so that they’re not waiting for others to come to their aid. It lets them know that they’re entitled to participate in, and to contribute to finding their own solutions to their problems.”

Augustine Fatchi, Leaf Production District Manager, Lilongwe, Malawi



Leaf Technicians' stories



“The fight against child labor is a constant concern for JTI’s field team. The training showed that we are on the right track, and it was good to exchange ideas.”

Fabio Andre Lermen,
Leaf Production Supervisor,
Herv & South Area

“The difference between child labor and light work is clearer – we have to take age, type of work, working conditions and hours all into consideration.”

Clenio Alberto Konzen,
Leaf Production Supervisor,
RS Highlands Area

“The session helped Management understand the challenges that field experts face in their day-to-day tasks.”

Vuk Pribic,
Agriculture Labor
Practices Director

“In preparation for the training, tailored learning materials specific to Brazil were developed.”

Renata Bruzova,
ARISE Program Manager

Growing legal knowledge

Helping Leaf Technicians create change

One of the key responsibilities of JTI Leaf Technicians is to help tobacco farmers and their families understand their legal obligations when it comes to child labor. Therefore they need to be familiar with national and international legislation and regulation. In October, the ILO implemented a Global Training Program in Brazil specifically designed for JTI Leaf Technician Supervisors. The course clarified legal requirements, and provided new strategies to help manage complex situations. The farming experts shared their daily challenges and exchanged ideas from different perspectives. They discussed the root causes of child labor in Brazil and the country’s legal frameworks. It was an opportunity not only to increase legal knowledge, but to also build confidence and strengthen our capacity to help the farmers understand child labor. Due to the success of the event, similar training will be provided to Leaf Technician Supervisors in Africa in 2016.

“It was good to learn different ways to explain the importance of not using child labor... I now know more about the law and how it should be applied in practice. The boundaries we need to observe and what should be considered child labor are clearer.”

Marco Antonio Wartchow,
Leaf Production Supervisor,
Parana Area, Brazil

The **Global Training Program** was designed and conducted by the ILO specifically for JTI Leaf Technicians

93

Leaf Technicians observed 5291 growers in Brazil during the year



Encouraging development

Working with governments and communities

We work closely with those with the power to create change in their communities

We work closely with different community leaders and ministries in each country where we operate. In Zambia this year we worked closely with the Ministries of Agriculture, Community Development, and Education in Kaoma and Nkeyema. Our efforts focused on informing communities about the services available and strengthening our activities for long-term sustainability. Senior officials from the Ministry of Education participated in community meetings, emphasizing the need to protect children from child labor and the importance of After School Programs. The Ministry of Education also encouraged parents to be more fully involved in their children’s education. Parents realized protection from child labor is not a foreign agenda but something the Zambian Government also supports.

3

District Child Labor Committees in Malawi and Zambia directly working with ARISE

228

Community Child Labor Committee members in 12 communities in Zambia trained to increase community awareness, monitor children, and mobilize the communities

44

bicycles procured for Community Child Labor Committees in Malawi and Zambia to improve their ability to travel, monitor and share information

District Child Labor Committees & Community Child Labor Committees play a pivotal role

Our long-term strategy is to build capacity within communities so they can prevent and protect against child labor themselves. District Child Labor Committees and Community Child Labor Committees are instrumental in increasing community awareness, monitoring children, and mobilizing the communities.



Essential platforms for interaction and community engagement



Change agents with local presence in the communities where we’re active



Links to government, other organizations and structures that help ensure coherent monitoring and referral systems



Actively working with governments

We engage with governments and their District Child Labor Committees because they have an important role in creating change.

“I’m the Chairperson of the Zambian Government’s District Child Labor Committee for Kaoma and Nkeyema. The Ministry of Labor and Social Security is the Secretariat, and the Ministry of Education and the Ministry of Health are also members.

We work directly with ARISE on different issues, especially after a child has been withdrawn from labor. Our Committee is still young but we’re already active in 12 different communities in two districts. We work with ARISE and other partners to form Community Child Labor Committees. They liaise with us, and provide insight into local challenges we need to tackle to prevent child labor.”



“We’re already receiving reports from community members when they see or hear of a child involved in labor.”

Edgar Mainza, District Social Worker,
Kaoma, Zambia

Edgar

Working with communities

Communities are uniquely positioned to promote education to families and prevent child labor.

“With guidance from ARISE and the District Child Labor Committee, 16 people in my community were identified to form a Community Child Labor Committee. We help identify causes of child labor in our community and provide feedback to ARISE and the District Child Labor Committee. One of the biggest benefits of ARISE so far has been the school supply and scholarship kits they provide to primary-school-age children. It helps to encourage and promote education,

and discourages children from dropping out of school to get married. We have received agricultural inputs and training to grow cassava and maize, and will use the earnings from the sale of the crops to continue our work. We want to scale up our other income-earning activities so we can help more vulnerable children. We now have a bigger goal to renovate the schools, and build a community center as a base for our operations.”

Stanford Ngiyisi Kambwize,
Village Head Man and Community
Child Labor Committee member





Continuing efforts

By 2018 we expect to reach 62 communities in four countries

Most companies have the same objective when it comes to ending child labor. We want to work with other industries because child labor isn't specific to tobacco. We know our approach works and want to work with other like-minded businesses. We know that if we collaborate with others, we can achieve far greater success and create new possibilities for a different tomorrow for many more children and their communities.



Growing opportunities for change

We want to share our strategy, our approach, our best practices, and to learn from others so we can collectively bring an end to child labor in agriculture. We're doing groundbreaking work and collaborating with specialist platforms, but if our efforts are only to prevent child labor in tobacco, children could end up working in other agricultural industries. If we can find a way to all work together, we can create child labor-free zones.

Child Labour Platform

ARISE is represented by JTI and the ILO on the Child Labour Platform, a thematic membership-based cross-sectoral workstream of the UN Global Compact Labour Working Group.

Eliminating Child Labour in Tobacco Growing Foundation

ARISE partner JTI is an active member of the Eliminating Child Labour in Tobacco Growing Foundation, a tobacco industry organization. The Eliminating Child Labour in Tobacco Growing Foundation is an international leader, partner, and advocate in ensuring that policies are in place and enforced to protect children in tobacco-growing communities.

Want to know more?

www.ariseprogram.org
contact@ariseprogram.org

168

million children
worldwide in child labor

98

million children in
agricultural child labor

70%

of child laborers are
in unpaid family work





Contact

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