



OSH/SOCIAL DIALOGUE TRAINING REPORT

LINDE MOTEL, MPONELA

1st October, 2019 TO 3rd October, 2019



1.0 PREAMBLE

Tobacco Association of Malawi (TAMA) has been in a working partnership with the ECLT immediately after the expiry of the 2016 to 2018 Occupational Safety and Health (OSH) project contracts and the expiry of the PPP arrangement where TAMA supported the ILO Malawi Office in training communities to fight child labour through social dialogue. We have had a high impact project which produced four bridges to communities around some schools spread across Malawi.

The OSH project provided opportunities for youth above the legal working age to gain decent youth employment in targeted tobacco growing areas through increased occupational safety & health (OSH) and risk assessment training to farmers affiliated with TAMA in Malawi.

The Social Dialogue project had little aspects of OSH but provided the most desired platform for communities to find solutions together within the society hierarchies. The social dialogue project provided a chance for TAMA to produce a 5-year child labour policy to which this training implements some of the objectives.

It is from this background that a refresher training was designed with the purpose of bringing TAMA Counselors, lead farmers together with their extension workers from TAMA and some tobacco buying companies. The aim was to find means of bringing the two concepts of OSH and Social dialogue together in the fight against child labour in tobacco in particular and Agriculture in general.

It was thrilling to note from the discussions that social dialogue remains a very critical part of OSH in different stages. Those participants drawn from the OSH project conceded that they engaged social dialogue in their work without knowledge of it while those from social dialogue revealed the gap that was there by not applying OSH concept in their work. It was therefore anonymously agreed that the two concepts should be practices together as they very much complement each other and make child labour a thing that can be easily eliminated.

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SOCIETY

Dowa lead farmers hone skills

KONDWANI KANDIADO
CORRESPONDENT

Tobacco Association of Malawi (Tama) is training lead farmers, business officers and cooperatives to help eliminate child labour in the country. One such training took place at Mponela in Dowa and focused on safety and health risk assessment in tobacco growing districts. The association's chief executive officer Felix

Thole said lead farmers and cooperatives were vital in the elimination of child labour. He said: "We are implementing occupational safety and health risk assessment and social dialogue projects in collaboration with the International Labour Organisation and Elimination of Child labour in tobacco growing (ECLT). "We feel after this training, these leaders would be able to access health hazards in their farms and initiate programmes

engineered to eliminate child labour in the district." Thole further said he was impressed that of late there has been a reduction in child labour in the district. Ministry of Labour's occupation safety and health officer Shadreck Magombo said he was impressed with the fight against child labour in the district. "With increased initiatives, we are hopeful that in the near future child labour will be a thing of the past," he said. ■



PHOTOGRAPH: KONDWANI KANDIADO

Thole: We want to eliminate child labour

1.1 Training Participants

The participants were TAMA Business Officers, TAMA Councilors, TAMA Lead Farmers, lead farmers from other buying companies, and officials from the Directorate of OSH in the Ministry of Labor.

The training was conducted by Andrew Namakhoma an expert in OSH trainings from Malawi with guidance from ECLT.

Let's insert a table containing names of participants and their positions and areas they are working in.

2.0 LINE UP OF TRAINING ACTIVITIES

2.1 DAY 1 - TUESDAY, 1st October, 2019

The training started with registration of participants. Thereafter, the TAMA CEO, Mr. Felix Thole welcomed every one, thanked both government officials and the facilitator for taking time to come. He reminded participants that it was a mainstreaming sort of training that needed their active participation. He thanked ECLT Foundation for providing the resources for the training to be conducted.

Following the TAMA CEO was Mr. Shadrack Magombo, Regional OSH Officer for the Central Region who officially commissioned the training. In his remarks, he thanked TAMA for initiating the training and ECLT for funding the training.

Thereafter, the morning session of the first day the training concentrated on sharing of experiences from the two projects, OSH and Social Dialogue from Salima, Lilongwe, Dowa and Mchinji.

The afternoon gave an opportunity for participants to think and suggest areas of commonalities and differences. This helped the participants to understand the two concepts—OSH and Social Dialogue from both the practical and theoretical perspectives.

2.1 DAY 2 – WEDNESDAY 2nd October, 2019

On day, the participants were reminded on Risk Assessment. This stressed on the need to identify hazards in work places. Who is at risk and how. Evaluation of the degree of the risk for each person and prioritizing risks for action. In this regard, the participants were taken through the risk control measures as follows:

- Risk control measure 1: Elimination or substitution of a hazard.
- Risk control measure 2: Tools, Equipment, technology and engineering.
- Risk control measure 3: Safe work methods and practices, information and training.

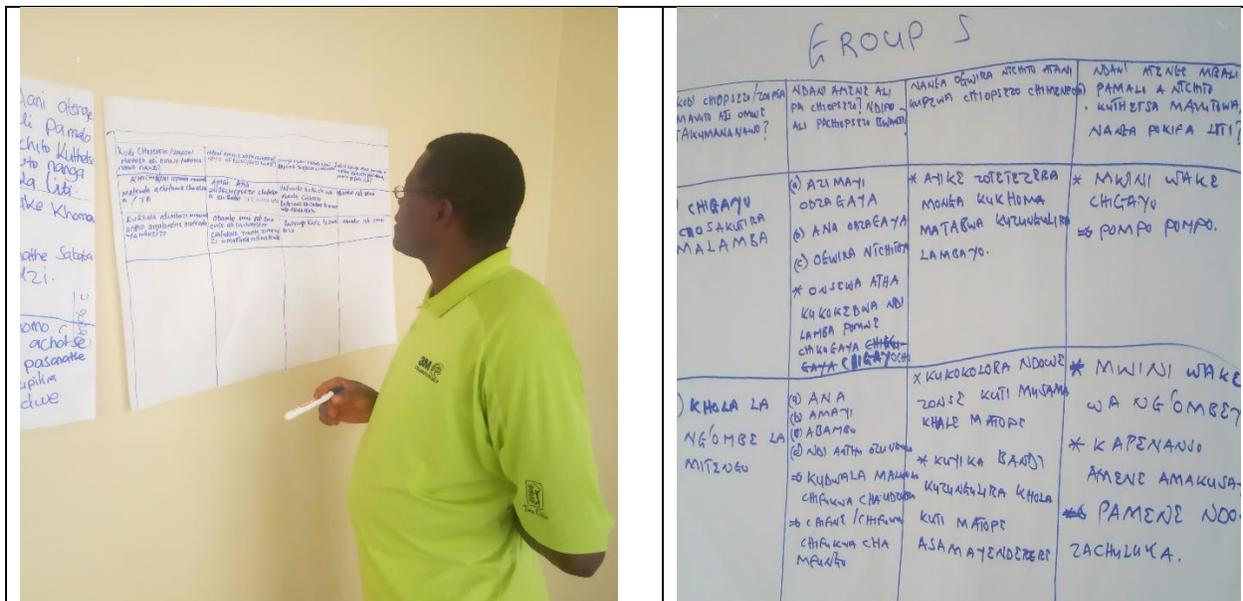
- Risk control measure 4: Hygiene and welfare including first aid.
- Risk control measure 5: Personal protective equipment.
- Risk control measure 6: health/medical surveillance (by qualified persons)

In all the 6 control measures, implementation of the findings, monitoring and review of risk assessment is necessary.

Participants were given an exercise to do risk assessment based on their areas and apply the 6 risk control measures mentioned above and present reports. This was in preparation for field visit in day 3.

Participants were also asked to carry out an exercise was on social dialogue stakeholder mapping on every risk identified.

BELOW ARE SOME OF GROUP PRESENTATIONS IN PICTURES:



CHIOPSEZO KUGONA NDI MBUZI MNYUMBA	NBANI ABAMBO, AMAYI ANA, ANYAMATA NBI ATSIKADA	KUPEWA KUMANGA KHOLA LOLIMBA.	(ITENGAMBUI/NTHAZI) ABAMBO PASANATHE MASABATA AWIRI
CHIMBUZI CHOGU MUKA.	ABAMBO, AMAYI, ANA ANYAMATA NDI ATSIKADA	KUMANGA CHINA	ABAMBO, AMAYI, ATSIKANA NDI ANYAMATA PASANATHE MASABATA AWIRI.
KHITCHINI LDPAWA MAZENELA	AMAYI, ANA ATSIKANA	KUKDZA MAZENELA AKULUAKULA	ABAMBO PASANATHE MASABATA AWIRI

ZOFANANA:

1. KUTHETSA MAVUTO OKHUDZA DELA. & CHILD LABOUR.
2. CHITETEZO PAMALO OGHIRA.
3. UMOYO WANTHAZI
4. KULIMBIKITSA MAPHUNZILO

ZOSIYANA:

1. SD IMAYANGANA ZA ANA POMWE OSH IMAYANGANA ZA OUSE.
2. OSH IMATHANAZILA KUPEWA NGOZI POMWE SA AYI
3. SD SIMAFUNIA NDALAMA ZAMBIRI KUSIYANA OSH.

2.3 DAY 3 - THURSDAY 3rd October, 2019

On the morning of the third day, participants were taken to visit the Chawawa Cooperative impact area to learn what the members did in OSH project period and appreciate the impact the project still has on the community three years down the line.



A maize meal that had no belt cover but later it was covered in 2017.



A borehole that was put on an open well in 2016 still serving 14 villages and one primary school.



Unprotected shallow well that was visited during the training tour. This well is along a river making it dangerous to visit during the rain season and was not protected for both running water as well as people from falling into it.



Two days later the villagers started working on it after initiation of social dialogue with various groups including village heads, village committees, TAMA leadership and other stakeholders.



The afternoon was meant for the participants to practice filling in risk assessment form using the experience they had during the tour.

LESSONS LEARNT AND RECOMMENDATIONS MADE

The training revealed some gaps that include:

1. Need to combine social dialogue with OSH in both fighting child labour and creating decent youth employment in agriculture.
2. Need for communities to include both child labour and decent youth employment deficits in Village Action Plans (VAP) so that they are known at Area Development Committee level for action which will later be taken into District Development Plan (DDP).
3. Some communities including schools walk long distances to good water sources as those available in their areas are salty. This has created indecent work for girl children and young girls since they are the ones working with their mothers to take water from the safe and soft water points to their homes.

4. In the future, TAMA should work with other stakeholders to put up a solar pump system that should be able to pump water to a few surrounding village including a primary school in Chawawa area for easy access to safe drinking water to the communities.

LOOKING AHEAD

We need to take the training to the Southern Region at Zomba and Northern Region at Rumphu for other farmers from these regions to move in the same direction with their counterparts in the Central Region.

CONCLUSION

Efforts to create decent youth employment in agriculture and combating child labour in tobacco require social dialogue skills among the farmers who in this context are employers. The largest bracket of agro-producers in Malawi is that of small scale to medium producers who live in communities and not farms. For this reason, it is difficult to isolate cases from agricultural activities and community activities. The skills farmers will acquire will therefore assist in building capacity for the entire communities to contribute to the attainment of decent youth employment and zero child labour by 2030.