

A STUDY ON CHILD LABOUR AND IT'S GENDER DIMENSIONS IN SUGARCANE GROWING IN UGANDA



SUPPORTED BY:
GLOBAL MARCH AGAINST CHILD LABOUR

CONDUCTED BY:
KIZITO HAMIDU,
DR. MARTHA KIBUUKAMUSOKE
AND TWASE ISMAIL
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DEFINITION OF CONCEPTS

Child labour

Child labour¹ refers to work that is mentally, physically, socially and/or morally dangerous and harmful to children. In addition, child labour is perceived as work or activities that interfere with children's school attendance and hazardous work, which by its nature or the circumstances under which it is performed jeopardises the health, safety and morals of a child.

Worst forms of child labour

ILO Convention No.182 defines the worst forms of child labour as slavery, debt bondage, prostitution, pornography, forced recruitment of children for use in armed conflict, use of children in drug trafficking and other illicit activities, and all other work harmful or hazardous to the health, safety or morals of girls and boys under 18.

Light work

Light work is defined by ILO Convention No. 138 in Article 7 as work that should, (a) not be harmful to a child's health and development and, (b) not prejudice attendance at school and participation in vocational training or "the capacity to benefit from the instruction received".

Gender

Gender is the cultural construction of roles and dynamics that influence the division of labour among different sexes of men, women, boys and girls. Gender also leads to socially scripted norms which lead to performing various roles and entitlement between men, women, boys and girls at the various nodes of the production.

Gender perspectives

Gender perspectives distinguishes between the terms "sex" (biological distinctions) and "gender" - the different roles, attributes and conduct that society deems socially appropriate for men, women, boys and girls. It refers to the relative status and position of males in societies where women's less valued roles marginalises them from ownership and control over material (land, income) and non-material resources (political participation, time). It also considers the interaction between gender and the other social categories such as class, race and ethnicity; and holds that as gender inequities are socially conditioned, they can be changed at an individual and societal level in the direction of justice, equity, and partnership between men, women, girls and boys.

¹ National Child Labour Policy 2006

Gender-based violence (GBV)

Gender-based violence (GBV) is violence that is directed at an individual based on his or her biological sex or gender identity. It includes physical, sexual, verbal, emotional, and psychological abuse, threats, coercion, and economic or educational deprivation, whether occurring in public or private life².

Sugarcane outgrowers

Outgrowers consist of smallholder sugarcane farmers consisting of individuals or groups of farmers in collective structures such as trusts, cooperatives or companies. When the outgrower farmers typically enter into a contractual agreement to grow sugarcane specifically for a processing plant, they are often referred to as contract farmers.

Zoning

Zoning refers to sugarcane growing areas planned within a radius of 25 kilometers from one sugar mill to another.

Sugarcane production tier

The production tier constitutes the respective levels of sugarcane production from input provision to disposal.

² Trafficking in Persons: A Gender Rights Perspective, UNIFEM Briefing Kit, October 2002, available at <http://www.unifem-eseasia.org/Resources/Traffick2.html>

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We would like to express our appreciation towards Global March Against Child Labour - a worldwide network of trade unions, teachers and civil society organisations that work together towards the shared development goals of eliminating and preventing all forms of child labour, ensuring access by all children to free, meaningful and good quality public education, and promoting decent work for adults to address household poverty.

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At district level, our appreciation goes to the respective stakeholders who shared their knowledge and experiences about the child labour problem on the topic. They include - local governments' line department officers in charge of; Labour, Gender, Community Development, Agriculture, Production/Commerce, Education, Probation, Social Welfare and Police, Child and Family Protection Unit and child rights focused non-government organisations.

While at community level, we would like to thank the local council members, para social workers, parish councilors, primary school head teachers and their teaching staff, sugar cane outgrowers, harvesters, transporters, parents and children who provided first-hand information based on their daily, real life experiences with respect to child labour.

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Mr. Kizito Hamidu

Dr. Martha KibuukaMusoke

Mr. Twase Ismail

Study Team Lead Consultants

EXECUTIVE SUMMARY

This report presents major findings of the study on child labour and gender in sugarcane growing in Uganda. The study was commissioned by the Global March Against Child Labour and carried out in Busoga region in eastern Uganda, in Jinja, Kaliro, Kamuli and Mayuge districts. The study investigated into the fact that despite the urgency to tackle child labour in agriculture, particularly in sugarcane, the number of children, boys and girls separately is unknown and knowledge on nuanced gendered challenges of working in this sector is scant, evidencing a lack of combined sector specific and gender inclusive research. This limitation needs to be addressed by developing more comprehensive studies that encompass both child labour and gender analysis from an area-based approach³ to uphold advocacy efforts in implementing improvement measures against child labour at different political levels.

This report is divided into five chapters. Chapter 1 is the introduction to the study, covering the study objectives. Chapter 2 presents the approach and methodology used. This includes the methods of data collection, analysis and control, ethical considerations, document review, area of study and limitations while Chapter 3, presents the literature review on child labour in the sugarcane industry. Chapter 4 covers the study findings. These include the prevalence of child labour in the production and supply chain of sugarcane, in Busoga region, the push and pull factors as well as the consequences of child labour. Findings also include the gender-based challenges and differences with respect to lived realities among child labourers, remedial measures and interventions for further prevention and mitigation of child labour in the sugarcane industry, while Chapter 5 focuses on conclusion and recommendations.

The research established that overall, there are no statistics showing the magnitude and dimension of child labour in the study area. The four study districts have never carried out any independent survey on child labour. There is no segregated data apart from the 2014 Population and Housing Census which shows the number of children in the region. The Census 2014 report, indicates that more than sixty three thousand children (63,416) were working. The report neither provides information with respect to gender disaggregation, the activities that children do nor the forms of child labour.

Child labour is most prevalent in sugarcane growing areas. This is partly attributed to the wide coverage of sugarcane growing as the main economic activity. Most families in rural areas have either sold or rented their land to sugarcane growing investors and as a result, they either remain with very little portion of land or become landless without any land reserved for food production. The study findings show that in the sugarcane sector, children are mostly engaged in sugarcane planting, weeding and harvesting. They also engage in piling, tying bundles,

³ Strategy that involves reaching out and addressing all forms of child labour in an area.

carrying and loading. Although both boys and girls are involved in child labour, the nature of the activities they are engaged into differs. The study established that boys work more than all categories of people in the production and supply chain of sugarcane.

Besides child labour in sugarcane growing, there are many children involved in rice production, and in vending food items like ground nuts, boiled maize and bogoya (sweet bananas). Scrap collection is another growing activity involving child labour. They engage in collecting scrap materials both plastic and steel. This is common in Kakira Town Council, Masese and Kikaramoja village in Jinja district. The boys concentrate on scrap collection while the girls work in food and cereal market centres sorting groundnuts, maize and beans.

In terms of the pull and push factors, the study found that child labour is attributed to social cultural, economic, political and institutional factors. The push factors include; high poverty levels, gender and domestic based violence, high level of school dropouts, orphanhood and weak law enforcement support and structures. The pull factors include; the sugarcane boom for the period 2016 -2018 that brought high investment in sugarcane growing, high demand for cheap labour which is provided by children and peer pressure where children admire their peers who earn some income from child labour.

Child labour in the production and supply chain of sugarcane is associated with highly risky and hazardous work. It has dire consequences that seriously affect the moral, psychosocial, physical and health growth and development of children. There are both direct and indirect hazards. Direct hazards affect primarily those working in the production chain of sugarcane. While indirect hazards are a result of interaction with those working in the production and supply chain of sugarcane. Growing, planting, harvesting and transporting sugarcane are among the hazardous activities on the national list of the hazardous occupations and activities not permitted for employment, yet as established by the study children are actively engaged in these activities.

The study also established the gender based challenges and differences with respect to lived realities among child labourers by making an investigation into the daily living experiences of the child labourers with respect to their gender. The child labour activities that boys engage into are socially constructed to be masculine. Examples of socially constructed masculine work include sugarcane harvesting, loading or fishing activities. While the activities that the girls engage into are feminine, reflected clearly in designated household chores such as cooking, attending to the family garden, weeding and tying sugarcane into bundles for those that work in sugarcane outgrowers farms. This formed the basis of the kind of activities, resources, benefits, risks, challenges and consequences encountered by the respective gender in the production and supply chain of sugarcane.

Finally, based on the research findings, the study team recommends a comprehensive and multi-sectoral approach for addressing child labour in the production and supply chain of sugarcane. The recommendation package covers socio economic, political and institutional policy and practical interventions.

National level policy and institutional recommendations

With respect to statistical database for child labour, the government needs to undertake a survey to determine the magnitude and dimension of child labour in the agricultural sector and the production and supply chain of sugarcane in particular. This will enable establishing informed, strategic and effective interventions to stop child labour.

There is a need for the government to increase the primary school capitation grant per term⁴. UGX 3,000 (less than USD 1) per child per school term is not sufficient to cater for the child's school needs. The government needs to revise the grant which is currently at UGX 10,000 (approximately USD 2.8) per pupil, per year, (which is equivalent to UGX 3000 per term). A special school package should be designed to cater for the biological needs of the girl child during menstruation.

There is a need for the government to introduce apprenticeship programmes of work in the sugarcane production that can be integrated in or along the education system so that children aged 14 to 17 years can study and at the same time gain skills of work in the sugarcane farms for survival and towards decent youth employment.

The government should put in place a law that directs the sugarcane factory owners to monitor their suppliers or outgrowers' operations and ensure that they stop using child labour.

The education policies need to be streamlined to ensure child protection from hard and hazardous agricultural activities. In 1997 Uganda government started Universal Primary Education (UPE), which is currently free and compulsory. In 2007, Universal Secondary Education (USE) was established to absorb UPE graduates. In a similar way, children in sugar growing communities who are unable to join UPE or USE need to be provided with free government aided vocational skills training.

The Ministry of Gender, Labour and Social Development in partnership with child focused NGOs need to join efforts to withdraw, rehabilitate and where applicable, resettle children who are victims of child labour.

There is a need by the government through the Ministry of Gender, Labour and Social Development to increase access to community livelihoods support schemes to mitigate the impact of poverty and provide social safety nets.

⁴ Ministry of Education and Sports Budgeting and Implementation Guidelines for Primary and Secondary Schools 2019

Funding for child labour activities should be tagged to both national and local government labour inspectorate budget allocations. Child labour is among the unfunded priorities. In Jinja, one of the study districts, the department currently receives zero (0) percent from the central government. It is only from the district local revenue, that UGX 2 million (approximately USD 571) is allocated for labour activities. The UGX 2 million is distributed for use over 12 months by the 2 member staff in the labour department.

District level recommendations

Sugar companies need to liaise with the National Union of Plantation and Agricultural workers (NUPAW) to ensure compliance with the labour laws. A public education program for the sugarcane out growers should be conducted and used as a platform to sensitise individual farmers on policies and laws in relation to the urgent need to stop child labour in the production and supply chain of sugarcane.

There is a need for arrest and prosecution of the perpetrators of child labour. The employers, brokers and parents who exploit children through child labour should be apprehended and prosecuted in the courts of law. More meetings should be held to this effect by the district coordination committees (DCCs) to plan on how to protect children. Strategic litigation should be emphasized where an arrest is done for the community to know what happens if the law is compromised.

District level inter-departmental collaboration and support is critical in stopping child labour. Child labour is a multifaceted problem that requires multi-stakeholders interventions. District labour officers are mandated with a lot of responsibilities but have meagre logistical support that cannot enable them to effectively execute their duties.

Besides the national level legislation, there is a Jinja district education ordinance which among others promotes retention of children at school through the school feeding policy. There is also Mayuge sugarcane outgrower's ordinance which has a clause on child labour. There is a need to enforce the two legal instruments.

Providing livelihood support by government, civil society organisations and the private sector will help to mitigate the impact of poverty and provide social safety nets to the fragile and highly vulnerable poor households.

There is need to strengthen the district anti-child trafficking task force interventions to enable sharing information and resources for quick and swift action that is usually required in dealing with the problem of human trafficking.

Community level recommendations

Continuous monitoring of school attendance is necessary to ensure school retention and minimising drop out. Teachers need to be motivated to make extra effort to monitor the behavior of children at school. A motivation approach that involves honoring exemplary teachers through annual awards package being recognised child rights advocates, stop child labour champions or ambassadors, can be of some help in putting in extra effort to monitor school attendance, notice and report absenteeism. If a child is seen struggling and always tired, investigations should be carried out to ascertain that a child is not involved in child labour.

There is a need as well to address the special needs school requirements for the girl child that include dressing, changing room, sanitation and menstruation facilities.

Children in the adolescent stage need adequate psycho social support care and promoting youth friendly services. Child focused NGOs working in this area in partnership with the village health teams and community development department need to either activate existing or establish centers that provide these vital services.

Providing short term community level skills training for children withdrawn from child labour but are not able to continue with formal primary or secondary education. These are accredited course units by the government Directorate of industrial training and usually take a duration of 6 months and are supported by child focused NGOs.

There is a need to promote initiatives such as village level community Savings and Loans Associations (VSLAs) where community members belonging to the VSLA can access credit to start income generating activities or use the borrowed funds to meet the basic family requirements, as well as buying scholastic material for their children.

Children withdrawn from child labour but coming from families are unable to afford school basics, require a short-term start off package in kind or by giving some money to buy books, pens and uniforms. This should be done but also ensured that their families are supported to start income generating activities for purposes of sustainability.

There is a need to strengthen the capacity of village local council officers, teachers and community policing agents from the child and family protection unit of Uganda Police by conducting refresher training on their mandate, role among others, with respect to child rights protection including the elimination of child labour.

The duty bearers need to conduct a multimedia social mobilisation campaign for the elimination of child labour to facilitate raising awareness and sensitising community members on child labour. An effective campaign for the elimination of child labour will among others require conducting audience research and establishing partnership between the media and the respective duty bearers in stopping child labour.

INTRODUCTION AND BACKGROUND

According to the latest estimates (ILO, 2017), nearly 152 million children are engaged in child labour, globally. Almost half of them are in a worst form of child labour, with 72.5 million performing hazardous work that places their health, safety or moral development at risk⁵. Since the year 2000, the number of children in child labour has decreased from 246 million, equal to almost 100 million in absolute numbers. Overall, global policy measures, awareness raising and national efforts are paying off, but progress has slowed down particularly over the last few years, and the challenge is still immense, especially in Africa and in the agriculture sector.

Regional distribution of the prevalence of child labour deserves attention. With 1 in 5 children in child labour, for the first time, Africa is the region with the highest prevalence in both absolute numbers (72 million) and in terms of percentage (19.6%), followed by Asia and the Pacific.

In terms of sectoral distribution, the vast majority—more than seventy per cent of children in child labour around the world are found in agriculture, accounting for 108 million children. Most of these children (85.1%)⁶, young girls and boys are working in the agriculture sector in Africa - a region that has consistently shown the worst performance for the prevalence of child labour and hazardous work in products like cocoa, sugarcane, palm oil, coffee, cotton, tea, and tobacco - commodities that feature consistently in policy initiatives, academic studies and media reports on the abuse of working children.

Child labour is known to occur in supply chains in most economic sectors, across the world⁷. The presence of child labour in some supply chains is acute, especially in the lower segments where child labour can be difficult to detect and manage. Enterprises in global supply chains may directly cause child labour - through inadequate age verification, for example, in their own facilities - or indirectly, by relying on suppliers, subcontractors that use child labour. Child labour in supply chains is driven by poverty, lack of decent work opportunities for adults, inadequate wages and social protection - often linked to insufficient prices paid to supplier companies; and often compounded by limited access to free quality education, health care, and low awareness and cultural norms, among other things. Child labour prevails in circumstances where labour relations and freedom of association are weak or inexistent.

⁵ ILO Global Estimates of Modern Slavery (2017) and Global Estimates of Child Labour (2017). Accessed at <https://www.alliance87.org/progress/>

⁶ ILO Global Estimates of Modern Slavery (2017) and Global Estimates of Child Labour (2017). Accessed at <https://www.alliance87.org/progress/>

⁷ <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods>

Neither Africa nor the rest of the world, will reach Sustainable Development Goal (SDG) Target 8.7 unless child labour in African agriculture receives the attention it requires as the sector of highest prevalence and where action to eliminate child labour has had the least impact, due to specific institutional, social and economic challenges. Addressing the factors leading to a dependence of family farms on children’s labour will therefore be critical to progress in the region.

The Ugandan context

According to Uganda Bureau of Statistics (UBOS), UNHS, 2016/2017, 2.048 million children in Uganda aged between 5-17 years are currently involved in child labour. ILO (statistics for labour survey 2016-17) and UNESCO (2019) show that 95.4 percent of children aged 5-14 years are engaged in child labour in the agriculture sector.

Table 1.1: Statistics on children’s work and education in Uganda

Children	Age	Percent
Working (% and population)	5 to 14	30.9 (3,034,126)
Working children by sector below		
Agriculture	5 to 14	95.4
Industry		1.5
Services		3.1
Attending School (%)	5 to 14	88.7
Combining Work and School (%)	7 to 14	34.4
Primary Completion Rate (%)		51.0

Source: International Labour Organization’s analysis of statistics from Labour Force Survey, 2016-17 and Data published by UNESCO Institute for Statistics, 2019.

Uganda is a “Pathfinder Country” under Alliance 8.7, i.e., among those that voluntarily committed to take the lead and devote extra effort towards achieving Target 8.7. Alliance 8.7 is a global partnership for eradicating forced labour, modern slavery, human trafficking and child labour around the world⁸; that provides a platform for governments, workers’ and employers’ organisations, UN agencies, regional organisations, the private sector, civil society

⁸ ILO Global Estimates of Modern Slavery (2017) and Global Estimates of Child Labour (2017). Accessed at <https://www.alliance87.org/progress/>

organisations, academia, and other actors supporting the aims of SDG 8.7, to come together to share information, best practices, lessons learned and to demonstrate progress. The Government of Uganda has ratified and domesticated a number of instrumental United Nations and ILO Conventions into national legislation and policies, such as - the Employment Act 2006, the Employment (Employment of Children) Regulations 2012, the Children (Amendment) Act 2016, and the National Child Labour Policy 2006 and the National Action Plan on elimination of worst forms of child labour 2017/18 - 2020/21. Thus, Uganda's participation as a Pathfinder Country is well-received, given its demonstrated commitment to the elimination of child labour, and also an opportunity to make further progress.

Purpose of the research

The purpose of this study was to generate evidence based information that will inform efforts geared towards strengthening national and global advocacy efforts on eliminating child labour in agriculture -supply chains and more specifically in the sugarcane sector in Uganda. This will form the basis for engaging with different stakeholders for advocacy and collective problem solving. In addition, the study findings will enable making a case and providing evidence of why gender approach in the discourse of child labour is important which can be further used by relevant stakeholders (UN agencies, civil society, governments amongst others).

Objectives of the research

General Objectives

- To identify and document the prevalence of child labour in the production and supply chain of sugarcane, from farm to factory level in Uganda, focusing on the Busoga region (Eastern region)
- To identify and analyse push and pull factors as well as consequences (both direct and indirectly) of child labour in the production and supply chain of sugarcane with a gender lens that takes into account the various intersectionalities of the issue, affecting boys and girls differently
- To recommend feasible measures to mitigate and prevent the practice of child labour in the production and supply chain of sugarcane - both at the policy level and practice (programme) level

Specific Objectives

- Understanding the various tiers of sugar production, i.e. from farm level to factory/home-based/informal work level in order to analyse the differences in labour and other practices and the grey areas of child labour, child work, hazardous work and forced labour
- Identifying and covering the existing knowledge gaps on child labour in the sugarcane industry or sugar as an agricultural commodity with a gender lens
- Analysing gender-based challenges and differences with respect to lived realities among child labourers e.g. invisibility of combination of agricultural and domestic labour, different access to/value for education, risk of GBV for both girls and boys

APPROACH AND METHODOLOGY

A multi-dimensional qualitative research method was used given the nature of the assignment, and taking into consideration the consultative nature and flexibility demanded in engaging stakeholders at various stages of the study. This is because child labour is a complex problem that requires an approach that investigates into the different aspects and dimensions in which it is manifested. The study took an in-depth consultative process, engaging the respective stakeholders at national, district and community levels. The stakeholders included - children, parents, sugarcane outgrowers, middlemen, harvesters, transporters, sugarcane industrial workers, sugarcane industrialists, teachers, police child and family protection unit, representatives from community based organisations (CBOs), civil society, the International Labour Organization, central and local governments, the private sector, workers' unions and employers organisations.

The study was guided by the perspective of understanding child labour problem and gender in sugarcane growing at the national, district and community levels. It employed qualitative methods to create an in-depth understanding about underlying factors that tend to perpetuate occurrences of child labour related issues in the production and supply chain of sugarcane. The approach also provided an opportunity to the study participants to express their views about child labour in production and supply chain of sugarcane. Secondary quantitative data obtained was used to provide more insight and enable meaning to the quantitative figures in line with the objectives of the study. In particular, quantitative data collected was significant in interpreting and analysing the interrelationship between child labour, education and gender and poverty in sugarcane growing. In addition, quantitative data was collected using the gender roles model to determine who does what activity along the production and supply chain of sugarcane among the family members (men, women, girls and boys).

2.1 Selection of study area

2.1.1 Busoga sub-region

Busoga sub-region occupies an area of over 10,000 square kilometers and according to the 2014 National Census, about 40 percent of the people in the eastern region live in this sub-region. The area is covered by 11 districts and constitutes the traditional Busoga Kingdom. A study conducted in 2013⁹ revealed that despite the region having a rich natural resource endowment that enables the sugar industry to thrive, the population is poor. According to the study, women, children, widows and the frail elderly experience neglect, extortion, exploitation and violence and were rarely consulted by their husbands, fathers, or sons before family land was committed to sugarcane growing in most cases without any reservation for food production.

⁹ Sugarcane Cash & Food Insecurity In Busoga Region of Uganda: Mrs Maureen Faith Kyalya Waluube Presidential Advisor & Coordinator/ Poverty Alleviation/ Busoga Region

Women and children were often abandoned by the men after sugarcane cultivation whilst the men remarried as well as resettled with new wives in semi-urban areas. Food insecurity, poor health and extreme poverty emerged as important concerns for the households. Poverty in the region is attributed to a number of factors that include, large family size, low education level attainment, and exploitation of the poor community members who are mainly subsistence farmers.

2.1.2 Area of study

This study was conducted in 4 districts selected out of the 11. The selected districts are - Jinja, Kamuli, Kaliro and Mayuge. Following consultations with the leaders of the study districts, 12 sub-counties as indicated in Table 2.1 below were identified to be prominent in sugarcane growing. In Jinja district, the study team had earlier planned to work in Butagaya sub-county, but were advised by the Jinja District Labour Officer to change to Kakira Town Council (formerly Kakira sub-county) because it had a very high number of outgrowers.

Table 2.1: Research study Districts and selected sub-counties

No.	District	Selected sub-counties
1	Jinja	Buyengo, Busede and Kakira
2	Kaliro	Bumanya, Budomero and Namugongo
3	Kamuli	Magogo, Bulopa and Wankole
4	Mayuge	Baitambogwe, Wairasa and Immanyiro

Source: Study district local government records

These districts were chosen because they have a high number of children involved in child labour especially in the production and other stages of the supply chain of sugarcane (The community agenda, Publication May 2018). A report by the African Protection and Prevention against Child Abuse and Neglect (ANPPCAN), a child rights NGO, says at least 1008 cases of child labour mainly from sugarcane plantations were recorded in Mayuge in 2016 and 2017. The districts that have large numbers of outgrowers were more prone to using child labour. Also some children are trafficked from other parts of Busoga region and beyond to work on outgrowers' sugar plantations. This is supported by studies carried out by a 2017 report by Humanium where 6-13 year olds were reported working in the agricultural sector with 96% working in tobacco, coffee and harvesting sugarcane.

¹⁰ www.humanium.org/en/child-labour-uganda

2.2 Selection of respondents along the sugarcane production tiers

Respondents were selected using a purposive sampling technique. A purposive sampling technique is a non-probability technique of mapping a sample space to a given study (Weisberg et al., 1989). According to Tongco (2007), a purposive sampling technique, also known as judgment sampling, is the selection of respondents to a study based on their unique qualities that make them likely to provide the desired opinions and experiences about a given phenomenon under investigation which is sugarcane growing in the current study.

The sugarcane supply chain consists of a series of activities necessary to bring sugarcane from farm producers to consumers. These include activities conducted at several nodes or stages like sugarcane growing or planting, weeding, harvesting, processing, storage, marketing, distribution and consumption. The research team ensured that both male and female respondents involved in activities along the sugarcane supply chain had the opportunity to be selected. For purposes of this study, the sugarcane production tier constitutes - input provision, production, processing, marketing or trading and disposal.

Table 2.2: The sugarcane production tier and the activities conducted at the respective nodes or stages of the supply chain

Functions of the production	Input provision	Production	Harvesting and Collection	Processing	Trading	Disposal
Activities	Fertilizers Sugarcane seeds Suppliers of pesticide	Sugarcane growing, Line making, Planting, Weeding	Cutting Sugarcane threshing Sugarcane collection, Categorisation Loading and Transportation	Drying, Storage, Grading, Selling	Wholesaling, Distributing, Selling	Collecting garbage
Operators	Farmers Provincial sugar seed centre, Private inputs suppliers	Private actors, outgrower farmers Plantation companies.	Large collectors, Farmer cooperatives Small collectors	Large plantations Farmer groups (Cooperatives)	Large plantations, Farmer groups	Plantation firms, market vendors

Source: Study report findings

2.3 Data collection methods

The study utilised 3 data collection instruments which involved key informants interviews with various actors related to child labour to explore the prevalence of child labour and gender issues in the sugarcane production. Focus group discussion were conducted to identify and understand various issues related to child labour and non-participatory observations were made to explore the context and child labour interaction both in general and specifically in the different tiers of the sugarcane production.

2.3.1 Key Informant Interviews (KIIs)

KIIs were used to collect opinions from policy implementers, administered to policy implementers at national and district levels. The policy implementers at national level included - Commissioners and Principal Officers from the ministries of labour, Agriculture, Education and Trade. At district level, KIIs covered Labour, Probation, Education Agriculture, Production, Gender Officers and the Child and Family Protection Police Officer. They were also administered to the National Children Authority, Plantation Union, Uganda National Teachers Union and the technical officers from the tripartite partner agencies that is the National Organization of Trade Unions (NOTU), and the Federation of Uganda Employers (FUE), as well as a representative of the International Labour Organization (ILO) Uganda Country Office. The same tool was applied on the sugarcane industrialists (managers).

Table 2.3: The category and the number of key informant and other respondents

Category	Number of respondents/informants
Member of Parliament	1
Commissioner for Labour	1
Commissioner for Agriculture	1
Commissioner for Education	1
Principal labour officers	1
Principal Agricultural Officers	1
Principal Education Officers	1
Principal Trade (Industrial) Officer	1
Labour officers	3
Probation officers	1
Education Officers	2

Agricultural officers	2
Production officers	2
Gender officers	2
Community Development Officers	3
Child and family protection police officers	3
District Councilor	1
School Authorities/Teachers	34
Para social workers	5
Sub-county chief	1
Local council 2	18
Local council 1	20
National Children Authority	1
UNATU	1
Plantation Union	1
NOTU	1
FUE	1
ILO	1
Sugar cane Industrialists (Factories)	2
Outgrowers Association representative	3
Sugarcane outgrowers	30
Sugarcane harvesters	12
Sugarcane Transporters	8
NGOs, CBOs	3
Children (in school and out of school)	72
Parents	96
TOTAL	335

Source: Study findings

2.3.2 Focus Group Discussions (FGDs)

A total of 24 FGDs were held out of which 12 FGDs were for children in the 5-17 age bracket. This covered both children in school and out-of-school children. One FGD was conducted in each of the 12 study sub-counties. Each FGD comprised at least 6 members. Twelve (12) FGDs were conducted for adults or parents consisting of 8 members for each group.

Table 2.4: Category, number of focus group discussions and respondents

Category/ District	Number of focus group discussions	Number of respondents
Children		
Jinja District	3	18
Kaliro District	3	18
Kamuli District	3	18
Mayuge District	3	18
Adults/Parents		
Jinja District	3	24
Kaliro District	3	24
Kamuli District	3	24
Mayuge District	3	24
TOTAL	24	168

Source: Study report

2.3.3 On spot observation

The researchers made direct observation of children being employed directly on outgrowers farms disguised as light work. The study involved the inclusion of observation to serve as an effective source to complement and triangulate data obtained from the KIIs and FGDs. The research team observed children in their work environment, this was crucial in determining the extent of dangers and risks encountered where children were found working in various nodes of the production and supply chain of sugarcane.

2.3.4 Document review

Document review was done by reviewing secondary data relevant to the study as well as policy documents that among others include; the Uganda's National Development Plan (NDP) Vision 2040, National Child Labour Policy, the National Employment Policy, the national list of hazardous forms of child labour, the National Sugar Policy 2010, the Sugar Bill 2016, Plantation policy guidelines in relations to child labour, child labour in the coffee value chain studies, and child protection ordinances of Mayuge and Jinja Districts.

2.4 Data analysis

Reflective, qualitative and quantitative approaches were used in analysing the research findings. The field research team held daily meetings on completion of each day's field work schedule to discuss the findings, edit, harmonise and resolve any particular hindrance issues encountered during data collection as one of the control procedures. Data was qualitatively transcribed into relevant themes analysed and reported in line with the research goal and key research questions used in the interview guide. Themes were set in such a way that the analysis responds to the key issues with regard to child labour and gender in sugarcane growing in Uganda guided by the scope of work. This was also enhanced by strategies to support the data trustworthiness like peer debriefing and data triangulations.

Secondary sourced quantitative data is presented using tabulations, bar, line graphs, and pie charts. This enabled the research team to establish the enrollment and completion trends of primary school trends, the social constructed gender roles of men, women, boys and girls with regard to the activities they do in the sugarcane production and supply chains.

2.5 Quality control and ethical considerations

Quality control involved making prior stakeholders contacts and logistical preparation for the study. This included community mobilisation, identification, recruitment and training of 8 study research assistants from the local population to ease community penetration, effective participation and appreciation of the study. The district labour, agriculture and local council officers provided contacts of community mobilisers who supported the study team to mobilise the respondents. The study team ensured informed consent in all data collection procedures. The team at all times endeavored to explain to the respondents the purpose of the research as well as respecting the confidentiality of the information shared by both adults and child respondents. With respect to children, consent was sought from their parents or caregivers who then signed a consent form.

2.6 Gender analysis approach to this study

The gender approach to this study was based on the Gender Roles Framework also known as the Harvard Gender Analytical Framework (HGA) suggested by Overholt, Anderson, Cloud, & Austin, (1985). The HGA Framework is considered a method of gender-roles analysis which presupposes that roles will have an effect on people's lives, and helps to assess how these roles relate to involvement of a particular gender (Overholt et al., 1985).

Performing a gender analysis using the HGA framework is intended to anticipate the effect of the roles on a particular gender and is more important for activities where a particular gender's roles and responsibilities have not been explicitly recognised but are implicitly assumed during activity design and implementation (March, Smyth, & Mukhopadhyay, 2005).

The HGA framework addresses three dimensions of gender analysis. One, is the socio-economic activity profile, which answers the questions of “who does what, when, where and for how long”. Two, is the access and control profile, which answers the questions of “who has access to resources, who has access to benefits, and who has control over resources and benefits”. Three, is the list of factors that determine the gender differences identified, which charts the factors (such as political, social, economic, cultural) that affect gender differentiations identified in the profiles, the past and present influences, opportunities, and constraints. This framework is premised on the fact that gender is a determinative factor in division of labour, access to and control over resources and benefits, and influencing factors. The allocation of resources between women and men is better understood by differentiating access to resources and control over them. Access refers to the opportunity to make use of a resource while control is the power to decide how a resource or benefit from the resource is used and who has access to it. The access and control profile tool helps to determine power relations and interests related to division of labour. In this study, the tool was used for analysing the resources available and what benefits were derived by the boy and girl children involved in labour provision along the sugarcane supply chains. This analysis helped to deduce who (among boys and girls) have access to resources related to child labour in sugarcane production and supply, and who has the final decision-making power or control over the benefits and opportunities derived from child labour in the sugarcane supply chains.

In this study, HGA framework was used to understand two specific aspects of child labour in sugarcane production. First, to specifically comprehend gender-based challenges and differences with respect to lived labour realities among child labourers including the invisibility of combination of agricultural and domestic labour, different access to/value for education, risk of gender-based violence for both girls and boys. Secondly, to suggest remedial measures and interventions for further prevention and mitigation of child labour in the sugarcane industry with a gender lens at a practical level based on field experiences shared by different stakeholders and in consideration of policy measures that pay attention to the hazardous work from a gender lens based on risk assessment of child labour in sugarcane production.

Two tools for HGA framework were used in this study, the: Activity profile and Daily activity clock (24-hour day activity schedule). The activity profile involved investigating the division of labour in the sugarcane production. It categorised the different activities in terms of productive and reproductive activities among boys and girls, and showed who does what, when (seasonally or daily) and where (at home, on farm or at another workplace). The Daily activity clock was used to profile and analyse the roles of boy or girl children during 24 hours of day and night time. The daily clock helped to explain how boy and girl children spend a typical day from the time they wake up until they go to bed. This tool was particularly useful for observing the relative work-loads between boy and girl children involved in sugarcane supply chains in the study sites of Uganda.

The time schedules on the 24-hour clock helped to understand how boys and girls spent their productive time in terms of; working the longest hours, concentrating on a few activities, doing the greatest number of activities in a day, most leisure time and resting time.

Analysis of gender differences in this study was performed based on observation from the data patterns for division of labour, access and control of resources and benefits, and influencing factors in child labour along the sugarcane supply chain in the eastern region of Uganda. The analysis was premised on the reality that agricultural systems differ in the degree of labour provision, access to productive resources they permit to men and women which greatly varies the equity of the different genders involved; on the basis that those who control the greatest share of the current resources gain the largest share of benefits derived. The focus on gender differences in this study draws from observation by past studies which have revealed differences in lived realities for gendered division of labour, access and control of resources and benefits in agricultural systems- including supply chains (Quisumbing et al., 2015; Farnworth et al., 2015; Galiè & Farnworth, 2019).

As part of the gender analysis, the study also includes an intersectional approach, paying attention to how individual children - boys and girls, ongoing and flexibly negotiate their multiple and converging identities in the intersections of their sex (in gender relations), class (in terms of household income and education), and economic status (in terms of poverty, employment) in the context of everyday life in sugarcane production and supply.

LITERATURE REVIEW ON CHILD LABOUR IN THE SUGARCANE INDUSTRY

The use of children as labourers and helpers in the agricultural sector has been in existence for decades all over the world. Younger children have been generally noticed working alongside parents while older ones find work independently either at a neighbour, a nearby outgrower or even on large farms. The reasons for working range mainly from social to economic purposes. Not only have children worked for long hours in the production line, they have been affected in many ways that have affected their physical, psychological and mental growth. Irrespective of gender, the abuse of children in sugarcane production comprises of; hazardous work – this includes cane harvesting where the risk of “muscular-skeletal damage” is immense and spraying pesticides and herbicides exposing them to “risk of cancer and neurological damage”.

According to a recent global study on child labour in primary production of sugarcane by the ILO¹², there is a paucity of data on the extent of child labour in the sugarcane industry at both global and country levels. There are no global estimates of the number of child labourers in sugarcane and most countries do not record sector-specific data. Many of the surveys on the sector are either outdated or only focus on a particular region. However, there is evidence that this is a significant issue in several sugarcane producing countries, such as the Philippines, India, Brazil, and Cambodia to name a few. Furthermore, as per USDOL list of goods produced by child or forced labour, Kenya and Uganda are the 2 African countries where child labour is prevalent in sugarcane production (USDOL, 2016). In both countries, over 30 percent of under 14 year olds work, notably at home, in subsistence farming or in commercial agricultural production. Nevertheless, sugar-sector specific data on child labour is limited in both countries. In Kenya, it has been reported that boys over the age of 10 most commonly work in the sugarcane fields to support their families or simply because they cannot finance their high-school studies (IUF, 2012). Commercial sugarcane work as a form of child labour appears particularly common in certain areas of Uganda. In an NGO study of Jinja District, a producing area in Eastern Uganda, up to 79 percent of working children were active in the sector, often driven by family poverty or to support themselves after being orphaned. In both Kenya and Uganda, the subcontracting of the workforce via intermediaries has been flagged as one of the key facilitators of child labour in commercial sugarcane production. In addition, there are isolated media references to evidence of child labour, particularly among adolescent boys, in sugarcane production in other African countries.

¹² ILO study on Child labour in the primary production of sugarcane / International Labour Office, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS) - Geneva: ILO, 2017

3.1 Child labour and gender in the sugarcane growing areas of Busoga region in Uganda

The ILO report 2018, shows that agriculture constitutes 95.4 percent of child labour in Uganda¹³. The report states that children engage in agricultural activities that include cultivating and harvesting cocoa, coffee, corn, tea, tobacco, rice, sugarcane, and vanilla, and acting as scarecrows in rice fields. Although sugarcane is listed among the activities that children engage, the total number of children involved in child labour in sugarcane growing is not known.

In Uganda, a study carried out by ANPPCAN Uganda Chapter in 2014 showed that children get involved in exploitative work because of the high poverty levels especially in Mayuge district. Most of the families are extended in nature and rely on children who have to work in sugarcane plantations to support their families. The 2016/2017 National Household survey by UBOS indicated that Busoga region has the highest incidences of poverty which take up to 42%; higher than the national average of 27%.

In some cases, children are trafficked from Mayuge to Kaliro district to work on sugarcane plantations. It was noted that the families that allow their children to be trafficked from one district to another prefer their children especially girls to work away from home in the hope of getting married off at an early age. Due to this, there is a tradeoff between sending children to school or having their children trafficked to go and earn some money. Data from the Ministry of Education and Sports (MOES) shows that districts in Busoga that performed poorly in the Primary Leaving Examinations (PLE) in 2018 were Buyende (32%), Mayuge (30%), Iganga (27%) and Luuka (31%). The poor performance was due to the frequent absenteeism of children from school.

Another qualitative study carried out by Busoga poverty alleviation programme in 2013 highlighted that, out of 244 families at least each household visited had an average of 6 to 15 children who work along the sugarcane supply chain either at production or selling points. As children work and sell sugarcane, they are exploited by the sugarcane outgrowers who even threaten to take away their land.

Cultural norms and traditions in the Busoga region play an important role in child labour dynamics. Women and children have no place in family decision making, land or property ownership and yet by compulsion are responsible for the production of food and 86% of all agricultural output in the households. Consequently, their male counterparts, who are the owners and inheritors of the land have resorted to committing most of the available land in the region to sugarcane production to feed the ever rising numbers of sugarcane industries in the region. No effort has been made to reserve some family land for food production even though most households do not have alternative sources of income to purchase the required food products (Busoga poverty alleviation programme 2013).

¹³ International Labor Organization's analysis of statistics from Labour Force Survey, 2016-17, Bureau of International labour affairs, 2018 findings on the worst forms of labour in Uganda.

3.2 The sugarcane industry in Uganda

Uganda is the largest producer of granular brown sugar in the East African Community, accounting for about 500,000 metric tonnes annually as of May 2017¹⁴. Sugar production started in the 1920s by Vithaldas Haridas & Company (VHC) under the management of Muljibhai Madhvani, a young Indian-born Ugandan businessman and entrepreneur. VHC purchased 800 acres (324 ha) of land in Kakira, between Jinja and Iganga, for the purpose of starting a sugar factory and in 1930, Kakira Sugar Works commenced operations in under the management of Muljibhai Madhvani.

In 1924, Nanji Kalidas Mehta, another industrialist of Indian descent, founded Sugar Corporation of Uganda Limited (SCOUL) at Lugazi. This marked the beginning of the Mehta Group, with headquarters in India and businesses in Sub-Saharan Africa and on the Indian sub-continent¹⁵.

Kinyara Sugar Works Limited (KSWL), Uganda's second-largest sugar factory was founded in 1969. The majority shares in the business are currently owned by the Rai Group, domiciled in Mauritius¹⁶.

The Uganda Sugar Manufacturers' Association (USMA), is a registered, professional organisation that brings together 4 large sugar manufacturers in Uganda, to promote sustainable, profitable manufacture of sugar and related products, in a sustainable, environmentally friendly fashion, for the economic development of the industry, employees and country.^{17,18} USMA represents Uganda in matters related to the International Sugar Organization. The members of USMA are: (a) Kakira Sugar Works (b) Kinyara Sugar Works Limited (c) Sugar Corporation of Uganda Limited and (d) Sango Bay Estates Limited.

Over the years the government has licenced 20 sugar companies. In 2016, construction began on a new sugar factory in Gem Village, Pachilo Parish, Atiak sub-county, Kilak County, in Amuru District, in the Northern Region of Uganda. Known as Atiak Sugar Factory, it has capacity to crush 1,650 tonnes (1,650,000 kg) of raw cane daily, producing 66,000 tonnes (66,000,000 kg) of powder sugar annually. In 2017, consensus was reached between the stakeholders for the Madhvani Group to lease 10,000 acres (40 km²) of land in the villages of Kololo, Lakang, Bana, Omee, Lujoro, Lwak Obito and Pailyech, in Amuru Sub-county, Amuru District in order to establish Amuru Sugar Works.

¹⁴ Philomena Matsiko, Maryanne Gicobi, Emmanuel Onyango and Johnson Kanamugire (2 May 2017).

"Why price of refined sugar has surged across East Africa". The East African. Nairobi. Retrieved 10 May 2017.

¹⁵ Mehta Group (31 December 2010). "The History of the Mehta Group". Lugazi. Retrieved 12 May 2017.

¹⁶ Naturinda, Sheila (29 September 2011). "Government sells stake in Kinyara Sugar Works". Daily Monitor. Kampala. Retrieved 12 May 2017.

¹⁷ USMA (2009). "Objectives of Uganda Sugar Manufacturers' Association". Kampala: Uganda Sugar Manufacturers' Association (USMA). Retrieved 18 February 2019.

¹⁸ USMA (2009). "Roles Currently Being Played by USMA". Kampala: Uganda Sugar Manufacturers' Association (USMA). Retrieved 18 February 2019.

As of December 2014, the output and market share of each manufacturer is summarised below:¹⁹

Annual output and market share of sugar manufacturers in Uganda				
Rank	Name of manufacturer	2014 output (metric tonnes)	Market share	Region
1	Kakira Sugar Works	180,000	41.06%	Eastern
2	Kinyara Sugar Works Limited	120,360	27.45%	Western
3	Sugar Corporation of Uganda Limited	73,500	16.77%	Central
4	Sugar & Allied Industries Limited	29,500	6.73%	Eastern
5	Others	35,000	7.98%	
	Total	438,360	100.00%	

Totals have been rounded off.

Source: Ministry of Trade, Industry and Cooperatives 2014

3.3 The state of the sugarcane industry and child labour in Busoga region

The government has adopted an open door policy for investment therefore, many more investors will naturally be attracted to the already specialised sugarcane production region. This would not be a security threat to the Government of Uganda, if only the industry was properly regulated and providing a legal framework for protecting the Busoga population from exploitation especially of farmers and workers, extortion of land from poor families, food insecurity, land grabbing, child abuse/neglect and displacement of households by sugar investors, liberalised middlemen, businessmen and other tycoons.²⁰

The overall objective of the National Sugar Policy 2010, is to institutionalise harmony among all sugar industry stakeholders in order to promote and sustain steady industrial growth and development, and transform and diversify the sugar sector to become competitive and modernised.²¹ Unfortunately, sugar companies like Kakira Sugar Ltd had no incentive to implement the National Sugar Policy 2010, firstly because although the Ministry of Trade and Industry for Uganda had adopted this Policy in 2010, it did not find it deserving to present it to the Parliament of Uganda for adoption as an Act of Parliament and therefore make the guidelines and regulations therein enforceable by state agencies. Secondly, the local leaders of Busoga, especially the Members of Parliament have continued to work hand in hand with the Government officials to ensure 'creation of employment in the region through establishing more

¹⁹ Ministry of Trade, Industry and Cooperatives

²⁰ Sugarcane Cash & Food Insecurity In Busoga Region of Uganda: Mrs Maureen Faith Kyalya Waluube Presidential Advisor & Coordinator/ Poverty Alleviation/ Busoga Region, 2013

²¹ The National Sugar Policy 2010

sugarcane factories' without due regard to the continued existence of the established ones. This has for instance led to the establishment of Mayuge Sugar Ltd within 10 km radius in a straight line from Kakira Sugar Works in effect creating a situation where the Kakira Sugarcane registration and control measures lose meaning because if Kakira will not buy, Mayuge will, thereby discouraging Kakira Sugar from wasting resources on non-effective and unpopular policies such as ensuring community food security through discouraging micro sugarcane growing.

3.4 Eradicating child labour in sugarcane agriculture

3.4.1 Recognising child labour

In a recent study by Uganda Consortium for Cooperate Accountability (UCCA) on the effects and impact of sugar production on communities in Luuka District in Eastern Uganda, child labour was found to be one of the dire effects of sugarcane growing. "Children—especially those working on outgrowers' farms were found to be exploited. Many children work on these farms as both planters and harvesters, a chore that affects their development and access to education. The local government and school management authorities both confirmed that there is a high school dropout and that even those that go to school often escape in afternoons to go work on sugarcane plantations".²² The authorities further advised that in order to eliminate child labour completely, there is need for cooperation between the government and business entities to ensure respect and protection of the rights of children. The government also needs to ensure that business entities found engaging child labour, remedy their actions by compensating and rehabilitating the children and enforcing the laws on child labour as well as ensuring effective redress mechanisms for the victims of child labour. This will also go a long way in ensuring the total elimination of child labour and enhance corporate accountability.

Besides being exploited for their labour, there have been some alarming reports on the rising cases of sexual abuses against girls working in the sugarcane plantations reported frequently in Mayuge. There has also been such cases of child labour with sexual abuses reported in districts like Kaliro, Iganga and Kamuli where sugarcane growing is also common.

As mentioned earlier, as per ANPPCAN, at least 1008 cases of child labour were recorded in Mayuge, mainly from sugarcane plantations. Data from Mayuge Central Police Station indicates that at least 15 defilement cases were committed in Mayuge sugarcane outgrowers farms, within a period of three months in 2019. According to the ILO Convention 182, such cases of child labour in Mayuge can be categorised among the 'worst forms' since these children are 'exposed to physical, psychological or sexual abuse, and work for long hours in sugarcane farms. It is a normal routine to see children heading to work in sugarcane farms on school days.

"Glimpses of lanky children, swallowed by tall sugarcanes in the middle of the sugarcane outgrowers farms, can be spotted as early as 7:00am in the morning; a sign that, like Amina (a child labourer), most of the children here work close to 10 hours, earning between UGX 1000 to UGX 2000, a day. The work ranges from digging to cutting sugarcane".²³

²² The community agenda (Thursday, 24 May 2018) an on online mass communication tool responding to critical information needs of the global community

²³ Quotation from article by Okot John titled "Child labour, defilement very high in Mayuge sugarcane plantations" published in The Community Agenda Newsletter, Thursday, 24 May 2018

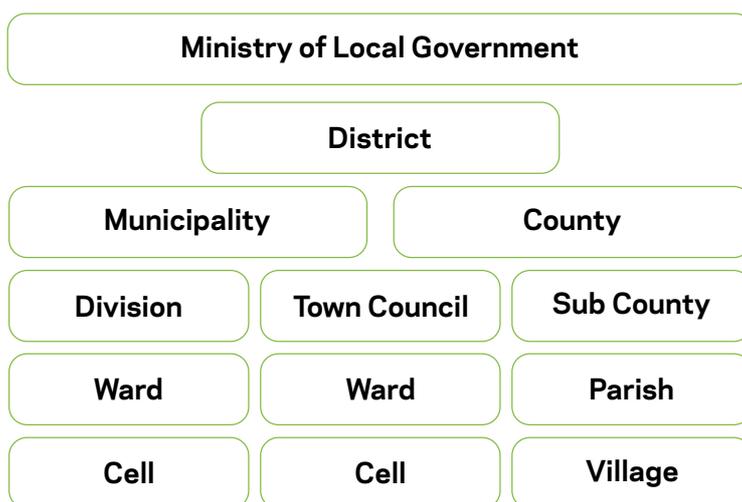
Legal and policy frameworks on child Labour in Uganda

Uganda has ratified international instruments and put in place an array of domestic legal instruments relating to children’s rights. In 1990, Uganda ratified the United Nations Convention on the Rights of the Child (UNCRC). Uganda has also ratified other international and regional laws which uphold children’s rights.²⁴ This includes ratification of the ILO Convention No.138 of the minimum age of entry into employment and ILO Convention No.182 that stipulates the worst form of child labour. This provided the basis and commitment to domesticate the international legal instruments and formulation of the national child labour policy (2006). Laws on child labour include - The National Constitution 1995 Article 34(4), the Children Act- chapter 59 (2000), Children (Amendment) Act 2016, Employment Act 2006 (section 32), Prevention of Trafficking in Persons Act 2009 and the Education Act 2008.

The local government labour function and services delivery

At the local government level, Uganda is divided into districts that comprises sub-counties, parishes and villages and either one or more sub-counties. Local governments implement national and local policies and deliver services within their area of jurisdiction²⁵, aimed at bringing services nearer to the people and ensure people actively participate in the governance of their country.²⁶ The labour function is decentralised. All districts have to recruit a labour officer who is responsible for ensuring compliance with the law and providing technical advice to the relevant authorities with respect to labour rights. There are 83 labour officers²⁷ out of the required 134 responsible for managing the labour function that includes - protection and promotion of labour and employment rights. At the district level, the labour officer is the lead authority responsible for child rights protection with particular respect to the elimination of child labour.

The local government organisation set up



Source: Ministry of local government

²⁴ International Labour Organization’s analysis of statistics from Uganda Labour Force Survey, 2016-17

²⁵ Local government investment sector plan (LGISP) 2006-2016

²⁶ Local government investment sector plan (LGISP) 2006-2016

²⁷ Key informant interview with Principal Labour Officer Ministry of Gender, Labour and Social Development (2019)

STUDY FINDINGS

4.1 Prevalence of child labour in the production and supply chain of sugarcane in Busoga region

Busoga region is dominated by smallholder and outgrower farmers having 0.5-2.0 acres of land, being heavily involved in sugarcane production at the cost of household food production leading to famine, extreme poverty, poor educational outcomes and health particularly among children, the elderly and pregnant women but also early pregnancy and child marriages.²⁸

Study findings revealed that the smallholder farmers continue to struggle with increased poverty and presence of shrewd businessmen who depend mainly on human labour to conduct their farming activities in sugarcane production. As per a testimony of a study respondent, child labour is prevalent on sugarcane outgrowers farms in Busoga region.

“Overall, child labour in this region is based on family level and not at industrial level. It is a common practice for the outgrowers to use child labour. Kaliro Sugar Company doesn't have its own sugarcane plantations which makes the factory to depend mainly on the outgrowers for a 100% supply of sugarcane”. - (Chief Administrative Officer, Kaliro District)

Factories like Kakira Sugar Limited have got 40% outgrowers contribution, while Mayuge Sugar owns land and has plantations but also gets supply from outgrowers. Sugar producing companies have policies that prohibit child labour.²⁹ A memorandum of agreement on terms and conditions of employment between Kakira Sugar Limited and National Union of Plantation and Agricultural Workers (NUPAW) in Uganda, clearly discourage the use of child labour in sugarcane growing. This agreement was signed in 2010 by the two parties. Section 22 (a) and (b) of the agreement stipulates respectively that, “No person under the age of 18 shall be employed by the company and no employee will be allowed to bring their children who are under the same age to the Estate to work their tasks. The company and the union shall encourage employees to take their children for education at the Estate schools and other schools in the surrounding”.

²⁸ Uganda sugar industry-By Allan Katwalo Mulengani ,Dean School of Business and Applied Technology, Clarke International University

²⁹ Memorandum of agreement on terms and conditions of employment between Kakira Sugar Limited and National Union of plantation and Agricultural Workers in Uganda 2010

Accordingly, the Human Resources Manager for Kakira Sugar Limited said:

As part of corporate social responsibility, we established schools for our employees. That way we discourage child labour." We also try to sensitise our employees about the dangers of child labour so that they don't involve their children or be tempted to bring their children to the sugar plantation.

All sugarcane outgrowers, whether aided or unaided by the sugar companies, are required to not use children on the farms. The aided sugarcane outgrowers are contract farmers registered with the sugar companies and are provided with support that include tractors for ploughing, seedlings and fertilizers among other incentives. The study established that some of the outgrowers, especially those that are not aided by sugar companies, employ children. If Kakira Sugar Limited gets to know about the outgrower using child labour, they get blacklisted and their permit is cancelled. Despite these punitive measures, many sugarcane outgrowers continue to exploit children using child labour.

"We have field assistants who monitor to find out if outgrowers comply with the company standards and there is no child labour on their farms. We cannot say we have largely succeeded in stopping child labour by creating awareness that child labour is illegal and has associated repercussions. We cannot monitor all the activities of the outgrower farmers"
(Moses H, Thenge, Human Resources Manager, Kakira Sugar limited.)

As stated by the HR Manager of Kakira, other sugar companies in the region also encounter challenges when monitoring outgrowers, mainly those without a contract/not aided and the most remote ones. On this, NUPAW, a member organisation of NOTU, is engaging the sugar companies to ensure they comply and also motivate the outgrowers to stop child labour.

"My assessment is, to a great extent, the National Union of Plantation and Agricultural workers (NUPAW) is at par with the companies on the issue of child labour. The problem comes with the outgrowers, they form 60% of sugarcane operations because these are individual people, that's where we have a challenge. We are supposed to follow up even the supply chain from the outgrower level but the issue is that at times the employer is reluctant to enforce the law up to the outgrower level and this is mostly because of competition."
(Honourable Pajobo- NUPAW)

The Federation of Uganda Employers (FUE) is a tripartite social partner with workers' organisations and the national government. FUE membership companies or agencies like Kakira Sugar Limited are required to have workplace policies that promote decent employment.

“Our member companies are required to have a comprehensive Human Resource Manual/policy which is in line with Labour Laws, Child Labour Policy, Occupational Safety and Health Policy, HIV/AIDS Policy and a Sexual Harassment Policy. With respect to adherence by members of FUE in the sugar production industry towards having a policy on child labour; all of them have child labour policies, however, their suppliers or outgrowers are still engaging children in planting and cutting sugarcane”
(Harriet Auma. FUE coordinator, northern Uganda)

The majority number of the respondents reported that the problem of child labour was prevalent in the area. They also noted that, some children participate in child labour as an easy way for getting quick money. Through child labour, some of the children reported that they are able to get money and buy scholastic materials which their parents could not afford.

“So many cases of child labour happen at the household level. Kaliro Sugar factory started in 2015 and that’s when child labour along the sugarcane production and supply chain became more rampant.”
(Kaliro District Production Officer.)

Leaders at Local Council Levels I and II in Jinja noted that the issues of child labour are very prevalent in Jinja, Kaliro, Kamuli and Mayuge districts. They argued that sugarcane is also affecting the food security potentials in the sugarcane growing areas.

“Child labour here is most prevalent in sugarcane planting and cutting. This is because the parents of these children have rented out most of the land to sugarcane growers hence these children have no fields to farm. They are only left with an option of working in sugarcane farms to get money for survival.”
(Kamuli District Labour Officer)

4.1.1 Child labour in the study area

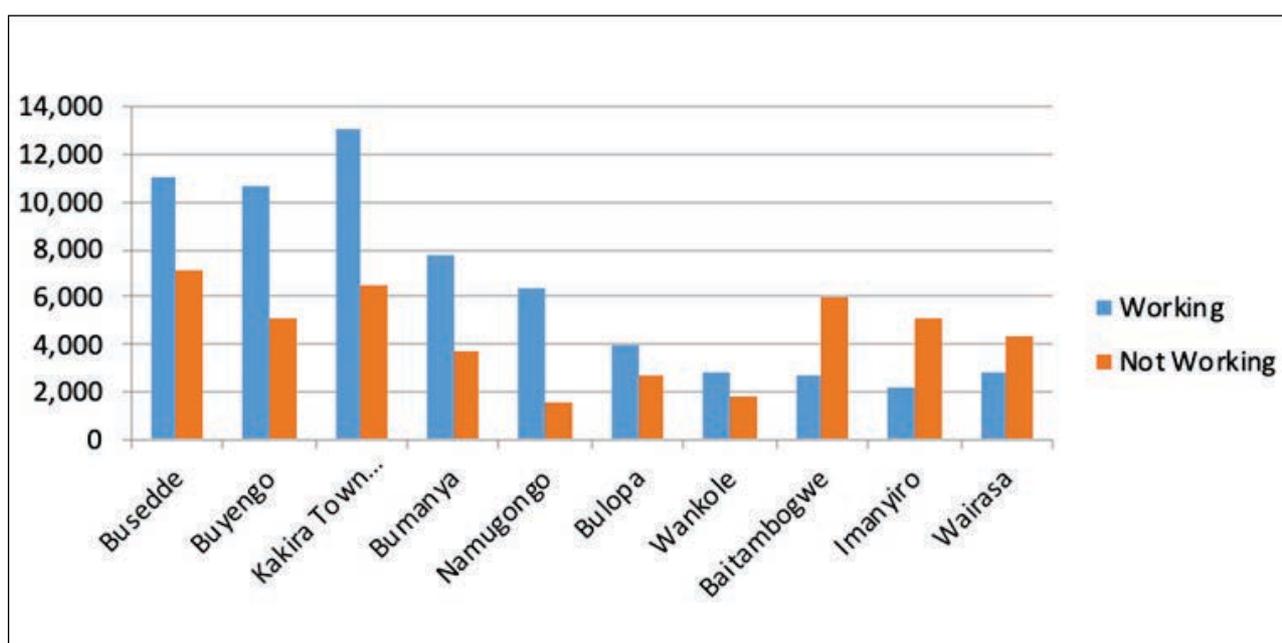
The general outlook from the study findings is that Busoga region is faced with multiple forms of child labour. Although child labour in sugarcane growing is the most prominent, there are other activities involving child labour within this sugarcane growing region. There is scanty information with respect to the actual number of children in child labour in the study area as no independent survey has been done to ascertain the same. However, the National Population and Housing Census 2014, report, indicates that 63,416 were working. The report neither provides information with respect to sex disaggregation nor the forms of child labour.

Table 4.1: Working status of the population 2014 (children aged 10 -17 years) selected age group and sub-county³⁰ in 10 sub-counties of the study area

Sub-County	Working	Not Working	Total
Busedde	11,021	7,175	18,196
Buyengo	10,668	5,144	15,812
Kakira Town Council	13,051	6,432	19,483
Bumanya	7,812	3,711	11,523
Namugongo	6,353	1,525	7,878
Bulopa	3,954	2,659	6,613
Wankole	2,883	1,850	4,733
Baitambogwe	2,642	5,925	8,567
Imanyiro	2,165	5,122	7,287
Wairasa	2,867	4,350	7,217
Total	63,416	43,893	107,309

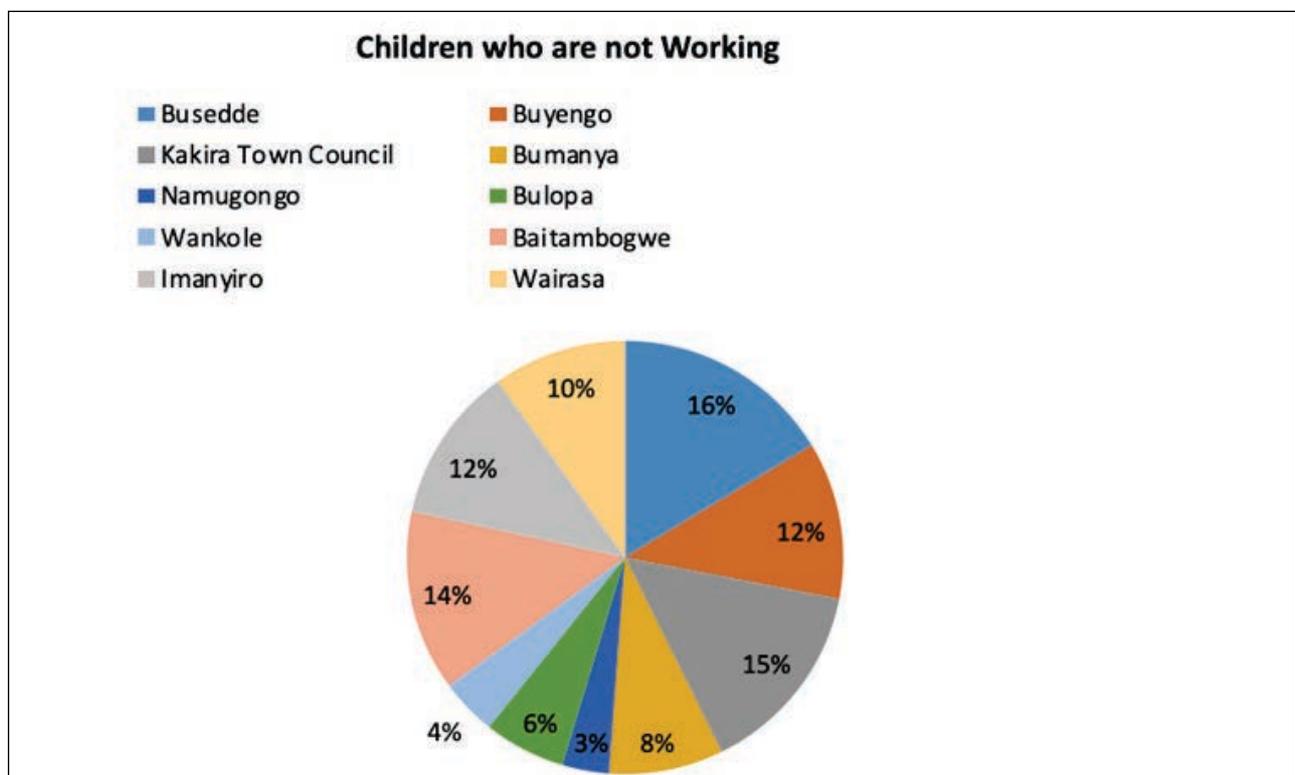
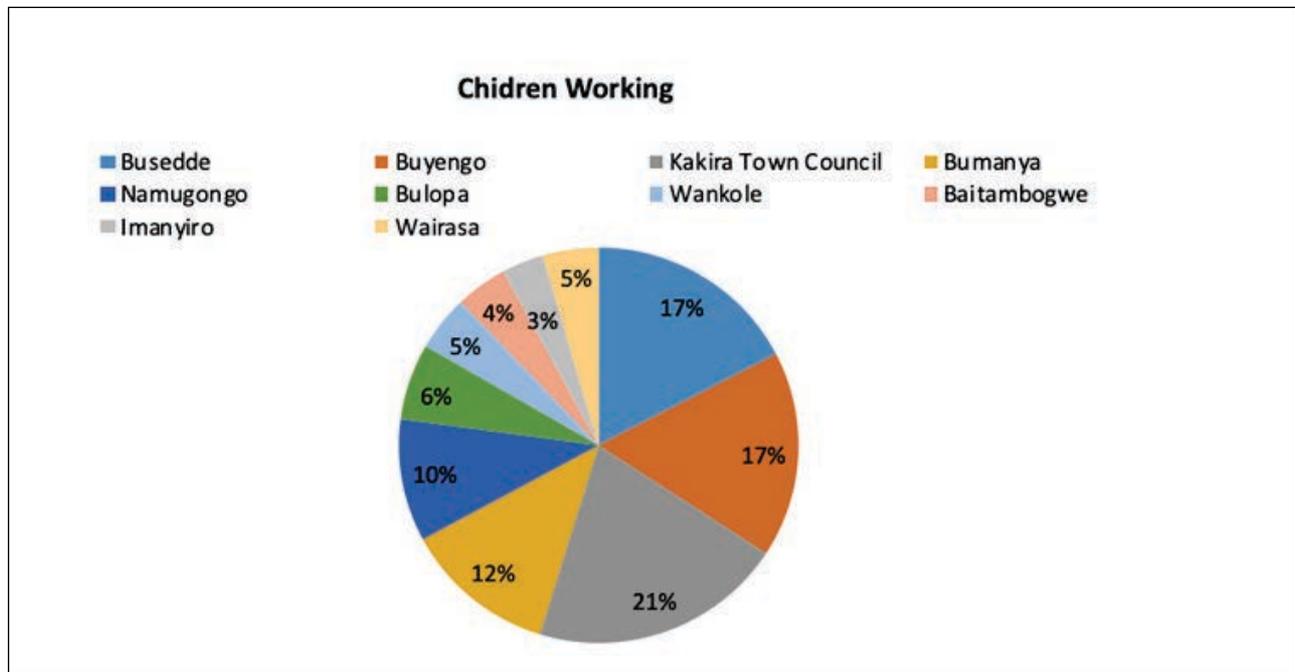
Source: Author's extraction from the national population and housing census 2014, report

Figure 4.1. Graphical illustration of working status of the population by selected age group and sub-county; in 10 sub-counties of the study area, 2014 (children aged 10-17 years)



³⁰ In 2014 census, the study area had only ten sub counties. Two sub-counties that is; Budomero and Magogo were established after 2014

Figure 4.2. Comparative illustration using pie chart showing the working status of the population by selected age group and sub-county; in 10 sub-counties of the study area, 2014 (children aged 10-17 years)



With respect to activities involving child labour, Jinja district labour officer noted that,

“Besides child labour in sugarcane growing, there are many children involved in rice production, like keeping rice fields especially during times of going to school”. Children also get involved in vending food items like ground nuts, boiled maize and bogoya (sweet bananas). Scrap collection is another growing activity involving child labour. They engage in collecting scrap materials both plastic and steel. This is common in Kakira Town Council, Masese and Kikaramoja village in Jinja district. The boys concentrate on scrap collection while the girls work in food and cereal market centres sorting groundnuts, maize and beans.”

*“Children are also involved in coffee production, especially at the time of harvest and processing. You may find many young children at the coffee factory. Many more are engaged in informal sectors like street vending and child domestic work, with the girls working either as house, restaurants or bar maids in urban centers of Jinja municipal and 3 town councils of Bugembe, Kakira and Buwenge. Besides, there is increasing level of child labour involvement trends in the sand mining, gold and border trade”.
(District Probation Officer for Mayuge)*

The prevalent activity involving child labour also varies depending on the main livelihood and economic base of the area. For example, the study established that there is child labour on many fish landing sites located in the study area where children engage in fishing, loading and unloading, net sorting and boat cleaning. Fishing is done mainly by boys even during school time. Other activities involving child labour include fetching water for income, using bicycles and wheel barrows, brick laying, grazing animals, charcoal burning, house construction work and car washing.

*“Generally there is more concentration of child labour in sugarcane growing. Rice growing is another child labour involving activity that I would rank second to sugar cane growing in Busoga region. A common trend is that child labour in rice growing is going down due to preference for sugarcane growing”.
(Mayuge District labour Officer)*



Children selling roasted maize on the roadside near Kaliro Sugar factory, Kaliro District (Top), girls collecting firewood in Kakira (middle), boys cutting sugarcane in Immanyiro sub-county, Mayuge district (down left) and children carrying sugarcane bundles in Busede sub-county, Jinja District (down right)

4.1.2 The production and supply chain of sugarcane

Figure 4.3: The common structure of the production and supply chain of sugarcane in the study area



The sugarcane supply chain (Figure 4.3), starts from land preparation and input provision. The study established that sugar factories provide farm support that include land ploughing using tractors, planting materials and fertilizers to contracted or aided outgrowers.³¹ Land preparation is largely mechanised since most of the outgrowers use tractors for ploughing, with the exception of a few cases that use hoes (manual ploughing). A series of activities follow after land preparation and these include; planting, first weeding, application of fertilizers, second weeding, harvesting, tying sugarcane into bundles, carrying to the truck, loading and transportation to the factory for processing sugarcane into sugar which is packed and sold to vendors.

Besides, sugarcane is also processed through home-based/informal work level to produce jaggery (Figure 4.3, Processing 2), which is often used as a replacement for refined sugar. It is produced using traditional methods. The thick black form of jaggery is one of the ingredients used to make alcohol.

Study findings revealed that children are very actively involved in child labour in a number of stages of the sugarcane production and supply chain. In the production stage, child labour occurs in planting sugarcane, weeding, cutting and loading, while in transportation of sugarcane, trucks are used hence children are more involved in carrying sugarcane from the farm to the truck or main road especially in the very wet seasons when trucks cannot enter the sugarcane farms.

³¹ Key informants interview with Brian Kazimoto-Human Resource Manager, Kaliro Sugar Industry

Within the home-based/informal work level, respondents reported that children are involved in several activities based on the division of tasks performed by girls and boys. The girls are allocated less physical intensive work for example fetching water, washing and cleaning the metallic containers (drums) used for brewing alcohol, while boys are compelled to do much more hard labour activities that include sugarcane cutting, collecting, transportation to jaggery milling site, fetching and preparing firewood required in heating or boiling the sugar concentrate. Where jaggery is one of the ingredient used in the local alcohol brewing, there is child labour as noted by one of the respondents.

“There are some sugarcane farmers that do not sell their sugarcane to factories but directly process sugarcane into other products that include jaggery. These farmers in many cases employ children in their production and supply chain. For example in the production of alcohol, jaggery is one of the key raw materials”
(Yusuf Mutaasa- Youth councillor Kakira town council)

This is one of the indirect ways where children are engaged in child labour in the production and supply chain of sugarcane.

The outgrowers use child labour provided either by their own children or mostly hire children to provide the required labour. This has got similarities with child labour in coffee growing. The high level of children involvement in the coffee sector, especially in the rural areas, is attributed to the fact that a significantly large portion of coffee growers/producers are small holder farmers who cannot afford to pay for increasingly costly hired labour and consequently, they resort to the use of cheap labour available – employing children hence, child labour.³²

4.1.3 Gendered labour and child labour in the production and supply chain of sugarcane

The study findings show that in the sugarcane production and supply chain, boys and girls are involved in different activities. A male participant in the FGD at Bulopa Village in Kamuli District noted that the boys are more involved in sugarcane cutting compared to other members of the family stating that “this work is mostly done by boys because they are still young and very energetic”, implying that it is now the main occupation for boys here in this village.

“The girls do not have a lot of energy required in sugarcane growing. The boys are naturally gifted with the energy required for the activities of the sugarcane supply chain”
(Female participant in focus group discussion in Namagongo village, Kaliro district)

³² Kizito, H. & Kibuukamusoke, M. (2017) Report for a study on child protection policies/regulations and risk areas in coffee growing regions in Uganda. Research report to UTZ, 2017.

The gender division of labour traditionally allocates domestic production to girls and women, involving activities that include providing subsistence as well as care to their families.³³ The shift from labour exchange to a monetised economy tends to leave women with tasks and responsibilities that are not paid and therefore are excluded from national accounts. Opportunities for boys and men to earn money are more plentiful but may require migration for short or long periods of time, weakening family cohesion and kin networks while changes in traditional status hierarchies as well as income paths increases insecurity.

Much of the work that female smallholder farmers engage in is unpaid and they are often burdened with numerous responsibilities, including sowing, weeding and harvesting; processing food after harvesting; making food for their families and collecting firewood and water. In addition, women usually take care of children and the elderly, and are the ones responsible for food security in the home. When food is limited, it is women who often receive the smallest portions within the family, and mothers are the ones most likely to miss out on a nutritional diet or access to medical care.

In order to purchase needed commodities or pay school fees, women are pushed to combine earning income with carrying out domestic responsibilities. This tends to limit their income opportunities and have generally resulted in women earning less than men.

4.1.4 Hazards associated with child labour in the production and supply chain of sugarcane

There are both direct and indirect hazards associated with child labour in the production and supply chain of sugarcane. Direct hazards affect primarily those working in the production chain of sugarcane, while indirect hazards are a result of interaction with those working in the production and supply chain of sugarcane. The study established that growing, planting, harvesting and transporting sugarcane are among the hazardous activities and this is similarly reflected by the national list of the hazardous occupations and activities not permitted for employment of children.³⁴

Direct Hazards

When children are engaged in activities involving child labour, their moral development will change and will be different from that of the normal school going children. Their mood swings make them believe they have the ability to live on their own. Yet this is one of the critical stages, when they require continuous, adequate counselling and guidance from parents or caregivers.

The physical development is also at risk when the child is exposed to hazardous work since they do not wear body protective gear. Children harvesting sugarcane develop rough body skin and suffer from multiple body injuries when exposed to harsh weather conditions that include

³³ Tinker, in International Encyclopedia of the Social & Behavioral Sciences, 2001

³⁴ The employment (employment of children) regulations 2012, the national list of hazardous work.

scorching sunshine for a long period of time. These children who are in most cases school dropouts load, off load, cut and work in the sugarcane outgrowers farms most of the time. They are never free because sugarcane harvesting is not seasonal. This has caused body strain and will have adverse health effects in the long run. There are also cases of death reported due to accidents at the workplace.

The study further established that children have been exposed to dangers of learning social vices. They cut sugarcane with pangas and become so used to routine cutting activity. Accordingly, the District Production Officer for Kaliro stated that:

“They are a potential threat in that they could easily get involved in criminal activities including cutting human beings and theft when there is no more sugarcane to cut. They may become more destructive in future.”

There are also risks associated with the application of fertilizers.

“The fertilizer commonly used is NPK. It is a hazardous chemical, dangerous and harmful³⁵ if applied without putting on body protective gear.” Notwithstanding the positive effect NPK has on the soil and plants, there is a significant health effect to the soil and to humans particularly if humans or animals drink water high in nitrate”
(Mayuge Agriculture Officer)

Indirect Hazards

The study established that because many households in the region are poor, families resort to involving their children to earn some money and make a supplementary contribution to family income. This is a common increasing trend and as a result, families send girls to trading centres in the evening to sell pancakes, food items and petty basic needs like soap, matchbox and paraffin. The time girls go to the trading centres coincide with that of boys or young men’s leisure time characterised by free and joyous interaction moments for community members. This has placed girls in situations where they are easily deceived by men who entice them with money in return for sexual exploitation.

In addition, girls are at risk of being defiled when they go to sugarcane farms to offer vendors food services and interact with boys or men. Sexual harassment and defilement especially for the girl child is common and is associated with risks that include exposure to sexually transmitted infections, HIV/AIDS, teenage or early pregnancy and child marriage. This situation was further expounded by the Gender Officer for Jinja District.

³⁵ <https://www.smilinggardener.com/sale/n-p-k-fertilizer/>

“One of the sugar companies brings casual labourers who work in the plantation. They are compelled to leave their wives behind. They certainly go for the young girls for sex. In most cases they engage in unprotected sex. This is one of the reasons for increased sexually transmitted infections and HIV/AIDS in this area”

4.1.5 Challenges and consequences associated with child labour

Child labour in the sugar production exposes children to social vice that includes drug abuse and commercial sexual exploitation.³⁶ They easily learn and begin using ‘vulgar’ language and violent means of settling their peer group misunderstandings. The longer they stay with their peer groups, the more they get influenced and through commercial sexual exploitation, some of them get infected with urinary tract infections (UTI), while girls in particular risk both getting UTI and often get pregnant.³⁷ They eventually drop out of school and sooner or later, they become child mothers. The boys are tricked into thinking that the money they earn from sugarcane is enough to start a family consequently marrying among their peer groups, embracing the duty of fending for a family without enough means and resources to make a decent living. Their families are very vulnerable and are at risk of breaking down and oftentimes associated with domestic violence.

Findings from this study show that child labour, spoils the mentality of children and deviates them from valuing education. When children start earning some money, they feel they can be able to take care of their socio-economic welfare and gradually start to consider education to be an opportunity cost. Since the children have to combine work with education, they do not get enough time to focus on their studies, are unable to concentrate in class due to inadequate rest and in most cases the school performance of such children is poor. Eventually, the children lose interest in education, drop out and become full child labourers. Study findings further revealed that children use dangerous tools and machinery, load sugarcane, and move on top of lorries or tractors, risking getting endangered through accidents. Children are also affected by cuts, wounds, fractured limbs and in extreme cases they encounter death³⁸.

“First of all, the work children do is not age appropriate, it damages their growth, they lose interest in studies and drop out of school after being tempted with the money they earn at a tender age. In addition, there is death due to accidents since many boys move on top of lorries that transport sugarcane. The girls get exposed too as they interact with adult people with different behaviours, they are at risk of being defiled, they drop out of school because they cannot concentrate on their studies.”
(Social worker, ANPPCAN Jinja)

³⁶ The social economic context of child labour in Uganda. Accessed in the National Child Labour Policy 2006

³⁷ Dr. Doris Kakuru, M and Kizito Hamidu (2017), Consequences of gendered child labour. Accessed in Summary of the National and Regional level studies on the Child protection policies/regulations and risk Areas in Coffee growing. Research report to UTZ, 2017.

³⁸ Testimony from Senior labour officer Jinja District.

Sometimes fights erupt among these child labourers and they end up hurting each other. This promotes violence and juvenile delinquency. Some of the children are at times arrested by police or become juvenile offenders after impregnating girls. In the sugarcane farms, innocent children interact with a number of people who lure them into drug abuse. The study further established that according to community moral standards, children interact with notorious people who corrupt them and make them use 'obscene words', which results in moral decay. This destroys their moral fabric, creating uncertainties about their future and resulting in their involvement in the increasing criminal activities in the area.

"Child labour itself is against the law, there are many school dropouts and many children have started to provide less value to education, some have died like in Jinja."It is creating...I should say a group of criminals or law breakers something like that because those children are uncontrollable.....defilement cases have increased. They meet in those sugarcane farms"
(Field Officer -Platform for Labour Action)

There is an element of child trafficking³⁹ within the districts producing sugarcane. The children are collected by powerful outgrowers and transported to far districts like being ferried from Jinja to Kaliro. They are smuggled from different places and trafficked from Luuka, Buyende to Kamuli. This subjects them to health hazards, coupled with working without adequately catering for their needs and protecting their rights. Some of them are misguided by being encouraged to take drugs to gain extra energy which is required in sugarcane farming. These children are denied the rights to education leading to an increase in the school dropout rate.

4.1.6 Existing knowledge gaps on child labour in the sugarcane industry

The study established that there varied understanding among the respondents with respect to their knowledge levels about child labour. The meaning of child labour is understood differently by the respondents that participated in this study. In this regard, sugarcane outgrowers quoted as below:

"Child labour means involving anyone who is conducting hard and labour intensive activities like harvesting and spraying in sugar cane production."
(Outgrower in Magogo Village in Kamuli District)

"I personally have a sugarcane plantation and always employ people who are above 18 years of age. It (child labour) means involving children who are under age (below 18 years) in doing very heavy work."
(Respondent in Buzaaya village in Kamuli district)

³⁹ Testimony from chairman LC 111 Imanyiro sub-county, Mayuge District

However, some respondents define child labour differently. Some believe that, as long as a child goes to school, even if he or she is given overload work in the evening, or on weekends and during school holidays, for them, that is not child labour. One member from Busoga Sugarcane Outgrowers Association in Kakira town council had this to say;

"We use mainly local people, we use people from the lower teen to adults of up to 60 year. By lower teen I mean children aged 12 to 13 years. We have a resolution. We don't use children during school time. We also tell our people not to use children during school time. So we use children when they come back home after school, during weekends (Saturday or Sunday) and school holidays. Being part of the traditional African society, children have to work, particularly those aged 8 - 11 years."⁴⁰

The field officer for Platform for Labour Action agrees that some community members are not aware that child labour is a problem.

"Ignorance is one the causes,... we should say some of the community members are not aware that child labour is a crime. And that it is against the law, those who employ them, the children and the parents themselves are not aware"
(Field Officer -Platform for Labour Action)

The study therefore established that either because of a mixed understanding of the meaning of child labour or due to the benefits that are gained by those who exploit children, very few cases of child labour are reported to the police or even brought to the attention of child focused non-governmental organisations working in the area.

"The most common cases reported here is child torture.....there is also child neglect, men abandoning their homes. Child labour here is a key form of child abuse. But it is rarely reported. Children are abused in sugarcane production and the parents decide to keep quiet about it. When you receive such a case and you want to investigate, the politicians come in. Most of the politicians here are sugarcane growers"
(Mayuge District Officer in charge of Child and Family protection unit of Uganda Police)

"The perpetrators of child labour conceal information, while parents who are expected to report the cases are among the 'beneficiaries'. The challenge is about reporting and since the community is not very supportive, the law enforcers encounter challenges with making arrests of the culprits. It is very hard to apprehend those children. You cannot be everywhere. In most cases, there is no money to make instant action. The labour department is both financially constrained and poorly equipped."
(Mayuge District Labour Officer)

"They do not report child labour, what they report just in case they are reporting child labour is in form of seeking for assistance, saying that... 'my child has refused to go to school, he is in sugarcane farm, do you have any institution where you can take him"
(Field Officer -Platform for Labour Action)

⁴⁰ Simon Rubaale Mugote - Busoga Sugarcane growers Association

The fact that the respective study districts do not have statistics on child labour, the number and sex of children working in the production and supply chain of sugarcane is not known. There is denial and disguised child labour calling it child work or light work. This happens mostly when children work on family outgrower sugarcane farms. Child labour is even more difficult to trace because it is under the informal home-based/informal work level which may not be easily monitored or inspected.

4.1.7 The Sugar Bill 2016

The policy behind the Sugar Bill 2016, is to provide for the development, regulation and promotion of the sugar industry to provide for the establishment of the sugar board and for related matters. The main objective of the bill is to ensure that there is a sustainable, diversified, harmonised, modern and competitive sugar sector to meet domestic, regional and international sugar requirements.⁴¹ At present, there is no comprehensive law regulating the sugar industry and as a result, there is lack of proper regulation and hence disharmony among the key players in the sugar industry. The Sugar Bill does not have any clause on child labour. The Bill is not sensitive to child labour, yet as established by the study, there are very many children working in sugarcane growing. According to clause 24 (1), of the sugar bill, in order to streamline the management of the sugar industry, growers, millers, outgrowers associations and other relevant parties, shall enter into agreements referred to as a “sugar industry agreements” setting out their respective rights, duties and obligations. This can be one of the areas to amend and include a clause on child labour. The study established that there are mixed reactions, suspicion, limited knowledge and awareness about the Sugar Bill 2016. In this respect, Jinja District Senior Labour Officer had this to say”.

“The sugarcane bill became so political. The speaker of parliament is in support of free movement of goods and services in the sugar industry. This allows fair investment in the industry basing on the forces of demand and supply. The proponents of the bill however advocate for promoting elements of economic protectionism to some of the key players in the industry. This will promote monopoly and exploitation of the other stakeholders.”

The study also registered individual views and opinion from those that support zoning with the thinking that this will improve the sugar industry regulatory measures including combating child labour by enabling sugar companies have effective control over the contacted outgrowers.

*“..I would request that the sugar bill is enforced with the element of zoning and as such those factories that are near shall be merged to Kakira Sugar Limited and the pressure on communities due to high demand of sugar cane will reduce”.
(District Agricultural Officer, Mayuge.)*

⁴¹ Bills Supplement ,Bill No.18, 30th December 2016

The Principal Industrial Officer, also the sugar trade focal person in the Ministry of Trade, Industry and Cooperatives says that the issue of zoning is okay and should not be misunderstood.⁴²

“You need to understand what it is all about. First, the factories need to ensure the cane availability capacity needs are fulfilled. Secondary, sugarcane growing is capital intensive. Usually the investors help to develop areas for planting, support farming, give them loans, fertilizers, may be support them with weeding to make sure these farmers come up and the agreement is that, when the cane is ready, it is sold to that particular mill that has been aiding the farmers. Zoning will make sure there is an agreement between the investor who has been aiding this farmer and the farmer has an obligation to serve back until the loan is paid. To ensure you have enough area to supply sugarcane to this factory so that it runs to its maximum economic viability “

In support of zoning, the President of Uganda returned to Parliament the Sugar Act of 2019 citing that “failing to implement the zoning policy is already destroying the sugar industry. It is therefore a big mistake to destroy our sugar industry in the interest of small parasite newcomers and undermine the big historical actors, Kakira, Lugazi and Kinyara”.⁴³

Regulations and enforcements of existing laws on issues related to child labour

Some of the respondents noted that there are a number of laws that can be used to combat child labour like the Penal Code, Children Act and Employment Act. The challenge is about weak enforcement and implementation of the law. For example, when the district steps up activities to combat child labour, politicians interfere with their work on the pretext that they are protecting their voters.

The respondents expressed lack of awareness of the existing legislation that could support the campaigns against child labour, although there are laws like the Employment Act 2006, which prohibits children from hard work and allows them to get gainful employment. However, the law enforcers are deterred by corruption and political interference.

“We can’t easily enforce these laws, because we are afraid that we may not be voted again by the people.”

(Local council leader in Kisule village, Mayuge District)

“There is too much corruption in this industry, sugarcane outgrowers are rich and can easily pay police officers to release the arrested children from prison. “What fails the enforcement of these laws is that if I arrest any child, the owner of the child starts conflicting with me. He can even ask you that “are these your children?” are you affected in “anyway if they don’t study?”

(Local Council three Chairman for Magogo Sub-county in Kamuli District)

⁴² Key Informant interview with the Principal Industrial Officer, Ministry of Trade, Industry and Cooperatives

⁴³ Inclusion of zoning in the sugar Act 2019, Presidential Communication to Speaker of Parliament.

"The lower political structures like the local council 1 and 2 have not done much. There are hindrances like corruption by the enforcement agencies. This undermines the effective implementation of local council's activities." (Remark from FGD in Mamugongo sub-county Kaliro District.)

Also, local politicians interfere with the implementation of elimination of child labour activities. At times, they obstruct the smooth running of the stop child labour interventions⁴⁴ by stating that "man, don't interfere with my vote."

4.2 Push and pull factors of child labour in the production and supply chain of sugarcane (Causes of child labour)

Study findings revealed that there are two categories of child labourers in the sugar growing communities. On one hand, you have those that willingly or voluntarily get attracted and enter child labour. This category emerges because of the pull factors. Children volunteer into child labour after admiring short-term benefits acquired by their peers who are already working. On the other hand, there are children who are induced or forced to join child labour. This category is influenced by the push factors.

4.2.1 Push factors

Child labour in Busoga region is attributed to social cultural, economic and political factors. Like many regions in Uganda, Busoga is still largely a deep rooted patriarchy nature of society.⁴⁵ The children are groomed at a tender age to learn, appreciate and begin to take on their family roles and responsibilities depending on their sex. The society in the study area is also patrilineal, meaning that property and title in most cases are inherited by the male lineage. In this respect, a district labour officer noted that;

"It is common here that a 10 year old builds a hut besides the family house. These are children that in the short run start fending for the family. Eventually, they end up totally depending on themselves. "I have a scenario in the Magamaga area where a 12 year old started fending for the family. The biological mother could send him into exploitative work to earn some income used for taking care of his siblings" (Mayuge- District Labour officer)

"Some of us marry when we are still very young and that's why we end up doing very hard work to get money" says, one of the participants. I married at the age of 15 when I was in my primary seven vacation but when I realised that things were very hard, I cancelled the marriage. The girl I had married was my classmate in primary seven. When we finished primary seven examinations, we just decided to start staying together. (Children's FGD both boys and girls Mayuge district, Wairasa sub-county, Buyemba village.)

⁴⁴ Child focused organisations like Platform for Labour Action (PLA) and African network for the Prevention and Protection against child Abuse and Neglect (ANPPCAN) have intervention that withdraw, rehabilitate and resettle children who are victims of child labour.

⁴⁵ Kaduuli, Stephen Charles, Kwandhula - Cultural Engagement and Marriage in Busoga and Buganda (October 1,2006).
Stephen Kaduuli (2010) Kwandhula: Cultural Engagement and Marriage in Busoga and Buganda [Paperback]

The study findings further established that poverty is one of the main reasons why children go for child labour. People are living below the poverty line and the only way to survive is to sell out labour and get money. Sugarcane being a family business, parents tell their children to go and look for money to buy some food. When these children are interviewed, they say that “it is my dad who sent me to look for some money to buy soap”. Due to poor standards of living, when the heads of the households cannot afford to provide the necessary and essential items at home, the children are forced into child labour to get money for buying books, school fees, pens and food at home.

“When children engaging in child labour on sugarcane outgrowers farms complete the day’s assignment, they go back home since the parents are waiting for the income earned by the children. Most parents allow their children to work in sugarcane farms optimistic that they will earn and bring home some supplementary money to feed the family. A child can come back home with at least three thousand Uganda shillings or approximately 0.9 US dollars.”
(Social worker, ANPPCAN Jinja)

Study finding also established that there is a high primary school dropout rate in the area partly because some parents cannot afford a number of school requirements. There are many school dropouts, who end up being engaged in some income generating activities for example working in the sugarcane outgrower’s farms. When children dropout of school, they have no other option but to engage in activities involving child labour to enable them get something to survive.

“Despite the fact that in Uganda there is Universal Primary Education (UPE), which is assumed to be ‘free’ and compulsory, there are additional fees or payments required by primary schools. Schools demand a top up ranging from twenty to one hundred thousand Uganda Shillings. Children from families that cannot afford are forced to drop out of school. Eventually the children will start working.”
(Kaliro District Education Officer)

Study respondents further revealed that there are many cases of domestic violence that cause separation of father and mother leaving children suffering which eventually forces the children to look for ways of survival. Domestic tensions usually arise due to misunderstanding within the families for example children who are mistreated by their stepmothers, opt to leave their home and start working. Secondly, because of polygamy, fathers at times abandon their homes when overwhelmed by family requirements. This leaves the abandoned family in a very fragile condition forcing children to work as a way of meeting their own needs but at the same time, provide some financial support to their families. The mothers from the abandoned families who have become single parents usually tell their children that:

".. for today you can go and cut sugarcane because we don't have food, you will go to school tomorrow." (Local council official)

There are many single parents headed households who have limited resources and this is one of the factors that force them to send their children to work. There are two dimensions to this; first is the lack of enough resources as a single parent on one hand, while on the other hand, being unable to provide adequate decent care and control of the children because as established by the study, single parents spend more time looking for means of family survival and less time for good parenting.

Box 1: Creation of new generations : "without roots"

By Yusuf Mutaasa- Councilor representing Youths at Kakira Town Council, Jinja District

"After a routine period of 3 years, two thousand (2000) new young and energetic men are brought to work as casual labourers by the sugar companies. When these workers earn their monthly salaries, they come to Kakira town council to buy basic personal requirements like clothing, mobile phones and radio sets. They 'spend and enjoy a good life'. They also promote commercial sex in this area. Many teenagers and young girls are attracted to cash on and reap out of this venture. Many get pregnant and the fathers do not take responsibility. When the sugarcane casual workers contract expires, they abandon and leave the children behind with their mothers. They then become single parents."

Source: Study report

The unfortunate phenomenon cited in Box 1, leads to the creation of new generations "without roots". The single parents and their families are very vulnerable. It is a growing population in new locations with little opportunities. The children grow up without attaining the basic right to decent care, shelter, nutrition and education. Their chances of getting decent employment are very minimal and many end up in child labour. This is yet another way that sugar companies indirectly contribute to the child labour in sugar growing communities.

It was anticipated that family livelihood enhancement and empowerment programs like the Uganda Women Empowerment Program (UWEP)⁴⁶ and Youth Livelihood Program (YLP) of the Ministry of Gender, Labour and Social Development would be of some help. However, programmes that have targeted only women have resulted in empowerment of women leaving men feeling economically subordinate leading to increased gender based domestic violence cases and family instability.

⁴⁶ The Uganda Women Entrepreneurship Programme (UWEP) is an initiative of the Government of Uganda that is aimed at improving access to financial services for women and equipping them with skills for enterprise growth, value addition and marketing of their products and services. Accessed at <https://mglsd.go.ug/uwep>

Gender-based violence continues to be a major national scourge.⁴⁷ A big number of girls and women in Uganda suffer from this form of violence and its consequences because of their gender and their status in communities which believes are inferior to men and boys. In many instances, this form of violence results into marginalisation and deprivation of equal opportunities. In this study for example, it was established that there are many cases of both child and under marriages. Many girls that drop out of school are in child labour related activities and have very limited chances of continuing with their education compared to boys.

Orphanhood resulting from loss of parents has also forced children into child labour due to lack of strong social support systems that could sustain their livelihoods in the absence of the parents and inevitably have to work as their survival strategy. The study also established that some children who are orphans and staying with their extended family members or grandparents are usually responsible for looking for food as their material contribution in return for their caregivers' support.

*"Much as we have conducted some sensitisation meetings for parents in regard to child labour being illegal, they can't stop it because they think it's the only way of survival even if it is very dangerous. They keep saying that this is the way this boy gets money to pay school fees and survival. We have told them that the Children's Act, Employment Act 2006, Child Labour Policy and overall the Constitution outlaws child labour, but for them they think it's the only way to survive."
(District Gender officer for Kamuli)*

Through this study, it was found out that the concept of child rights and responsibilities was not clearly understood. Some children are very stubborn and unruly in homes. They become defiant and leave their home to start working and living on their own. As a result, many parents fear to be apprehended in case they go against the law while administering disciplinary action to the defiant children.

4.2.2 Pull factors

During the years 2016 to 2018, the sugar industry experienced a trade boom when one tonne of sugar was sold at UGX 170,000 to 180,000 (USD 48.6 - 51.4).⁴⁸ Many more poor households decided to hire out their land to sugarcane investors for a period of 4 harvest seasons which is approximately 6 years of harvesting. Poor households remained with very little portion of land dedicated to food production. The study revealed that one of the factors attributed to the rising level of child labour in sugarcane growing is the booming sugar manufacturing business.

⁴⁷ Violence against women in Uganda: a crisis of health, education and opportunity, November 25, 2018

⁴⁸ Calculated at an average exchange rate of 1 United States dollar being equal to three thousand five hundred (3,500) Uganda Shillings.

“You cannot talk about rice or maize. People are cutting down their shambas (gardens) to plant sugar cane, the demand for labour especially child labour is very high. In Uganda there is high investment in the sugar manufacturing sector. Those who have resources are investing more and are able to earn good profit margin. While the poor have remained poor after renting out their land to rich outgrowers for a minimum of six years”- (Mayuge- District Labour officer)

“This is because of the high prices of sugarcane at times. This has led many people to plant sugarcane leading to a great need of labour for cutting sugar cane. Many farmers demolished their coffee and cocoa gardens and started planting sugarcane with an assumption of getting quick money yet sugarcane takes 1.5 years to grow, whereas coffee takes only 6 months to be harvested per season.”⁴⁹

Study findings revealed that besides the high demand for labour as a result of a booming sugar trade industry, children are cheaper to employ and exploit. The payment for sugarcane cutting depends on the size and type of sugarcane. For cutting 10 bundles of 12 sugarcane each, children are paid UGX 1000 only (USD 0.3). While an adult person is paid UGX 2000 (USD 0.6).⁵⁰ In this regard, a District Labour Officer in one of the study districts stated that:

“Children do not complain a lot about poor working conditions. They are easier to exploit than adults and readily available, a condition that makes them vulnerable to exploitation by the rich merchants. Some children have fewer demands like they just want to get some money for eating snacks like chapatti, soda and mandazi sold in our trading centers” (Kamuli District Labour Officer.)

Through peer pressure, children are enticed by fellow peers luring them to enter into child labour. For instance, children who are not able to carry packed snacks for break or lunch time need pocket money to buy something to eat at school. They are attracted into child labour to meet this ultimate need. In this regard, the District Labour Officer for Kamuli said:

“Children are just ‘stubborn and spoiled’. When they go to cut sugarcane and earn some money, to the tune of UGX 10,000 (USD 3.5), they think it’s the end of the world. They don’t look to the future and think that earning ten thousand shillings is much better than going to school”.

There are a few but rare instances where children from economically better households, are attracted to child labour because of the desire for money. Such children are usually responding to peer pressure. For example, a 14 year old teenage boy would like to own a smartphone, buy a music system and wear trendy fashionable clothes.

⁴⁹ Key Informant interview with District Agricultural Officer, Mayuge.

⁵⁰ Focus group participant Immanyiro subcounty Mayuge district

4.3 Gender-based challenges and differences with respect to lived labour realities and its relation to child labour

Gender dynamics seen in different aspects such as division of labour, roles and responsibilities, access to and control over resources, and their relative condition and position in society, indicate the respective roles and strategies surrounding child labour in sugarcane production and supply chain activities. Specifically, the study identifies and analyses three dimensions: the socio-economic activity profile, answering the question 'who does what, when and for how long?'; the access and control profile, answering the question 'who has access to and control over resources and benefits?'; and the factors that influence the gender differences identified, addressing the opportunities and constraints in the political, social, economic and cultural spheres.

Two methods of the Gender Roles Framework were used in order to address some of the above dimensions and questions, the activity profile and the daily activity clock.

4.3.1 Roles and division of labour - Activity profile

The activity profile was used to collect data on what men, women, boys and girls do at the various nodes of the sugarcane production and supply chain. This was done through a participatory process where the participants were engaged in FGDs to establish the intensity, the roles, and the resources that exist at household levels to the out growers in the sugarcane production.

The focus groups' participants were given standard scale of 0-10 marks to distribute among the respective sex taking into account, the roles and division of labour in different tiers of the production. 0 marks represents no contribution, while 10 is the highest contribution in terms of resources by men, women, boys and girls. In the FGDs, the study explored the gendered differences in the performances of roles between different sexes in the sugarcane supply chain.

All the scores are graded out of 10, The FGDs were for men, women, girls and boys in the four districts of Eastern Uganda. The FGDs were organised separately for men, women, boys and girls to provide a free environment for discussion. The activities along the sugarcane production and supply chain were generated by the participants based on their experience. The results of the FGDs are provided in the following tabulations.

Table 4.2: Division of labour in the sugarcane supply chain in Busanga A village, Magogo Sub-County, Kamuli district. According to female respondents

Who does what activity?						
	Activities	Resources	Men	Women	Boys	Girls
1	Purchase or hire of land	Money	5	5	0	0
2	Buying seed	Money	6	4	0	0
3	Slashing	Slashers, pangas, hoes	3	0	7	0
4	Remove tree stumps	Hoes, axes, pangas	3	0	7	0
5	Ploughing - one time	Hand hoes, ox plough, Tractors	3	2	5	0
6	Make ridges for planting sugar cane	Hoes, ox ploughs	3	2	4	1
7	Cutting the seed	Pangas	3	0	5	2
8	Transporting seed	Manually with hands, bicycle, motorcycle	2	0	8	0
9	Putting seeds in ridges	Manual with hands	1	4	3	2
10	Chopping the seed into pieces	Pangas	1	2	5	2
11	Spraying pesticide on seed	Spraying pump, pesticide	7	0	3	0
12	Covering the seeds with soil	Hoes	0	3	2	5
13	Weeding, 1 and 2 time	Hoes,	0	1	7	2
14	Weeding, 3 and 4 time	Hoes, Use of herbicides	5	0	5	0
15	Monitoring sugarcane for maturity	Walk to garden, money for transport if the garden is far	5	5	0	0
16	Selling sugarcane and looking for buyers	Airtime	5	4	1	0
17	Buyer cuts the sugarcane	Pangas	2	0	8	0
18	Buyer loads the sugar cane	Manual	0	0	10	0
19	Transporting sugarcane to factory	Cars, trucks	4	0	6	0
20	Buyer sells to the factory	Getting money	8	2	0	0
		Total	67	34	85	14

Source: Study report

Table 4.3 shows that the boys scored the highest marks (85). The boys contribute more than men, women and girls in the following activities along the sugarcane supply chain; land preparation (slashing, removing tree stumps, and making sugarcane planting ridges), seed cutting chopping, transporting and planting, weeding, harvesting, loading and transporting sugarcane. The girls scored the least marks (14). The information in table 4.3 is also presented using line and bar graphs (Figures 4.5 and 4.6)

Figure 4.4: Division of labour in the sugarcane supply chain in Busanga village A. According to female respondents

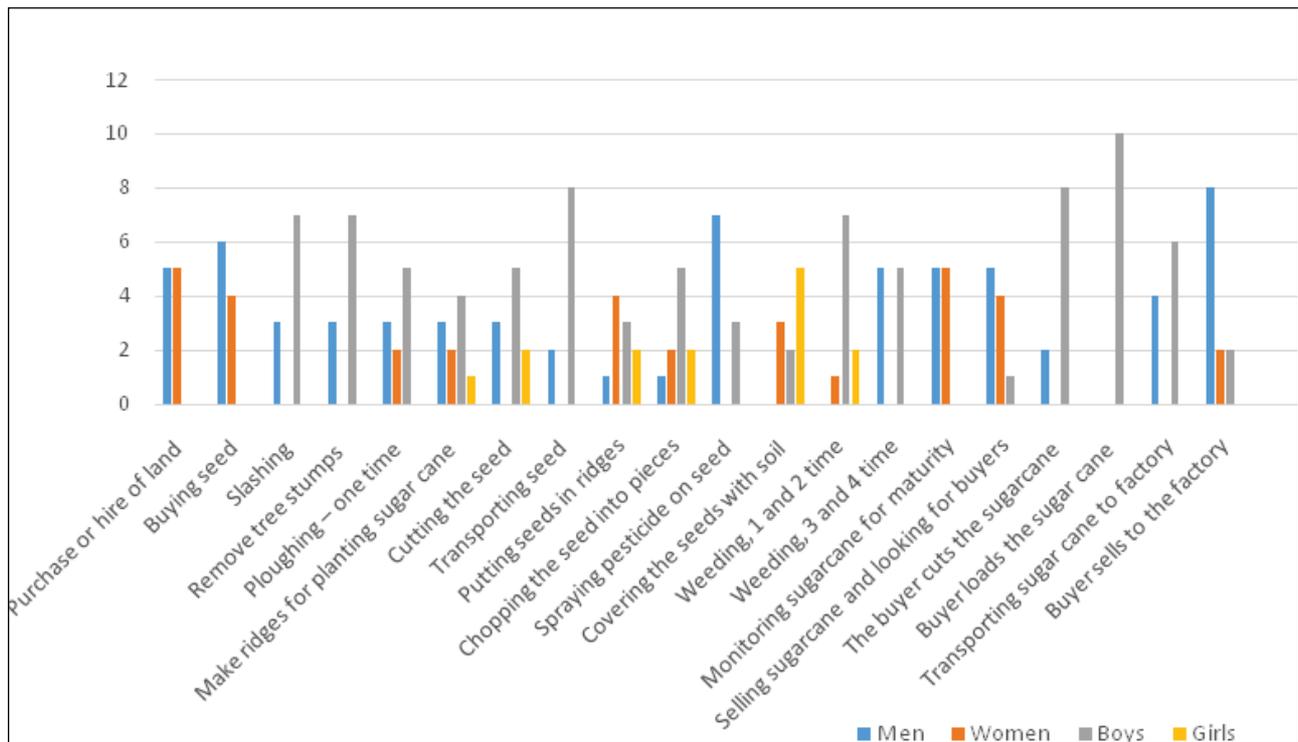


Figure 4.5: Division of labour in the sugarcane supply chain in Busanga village A. According to female respondents

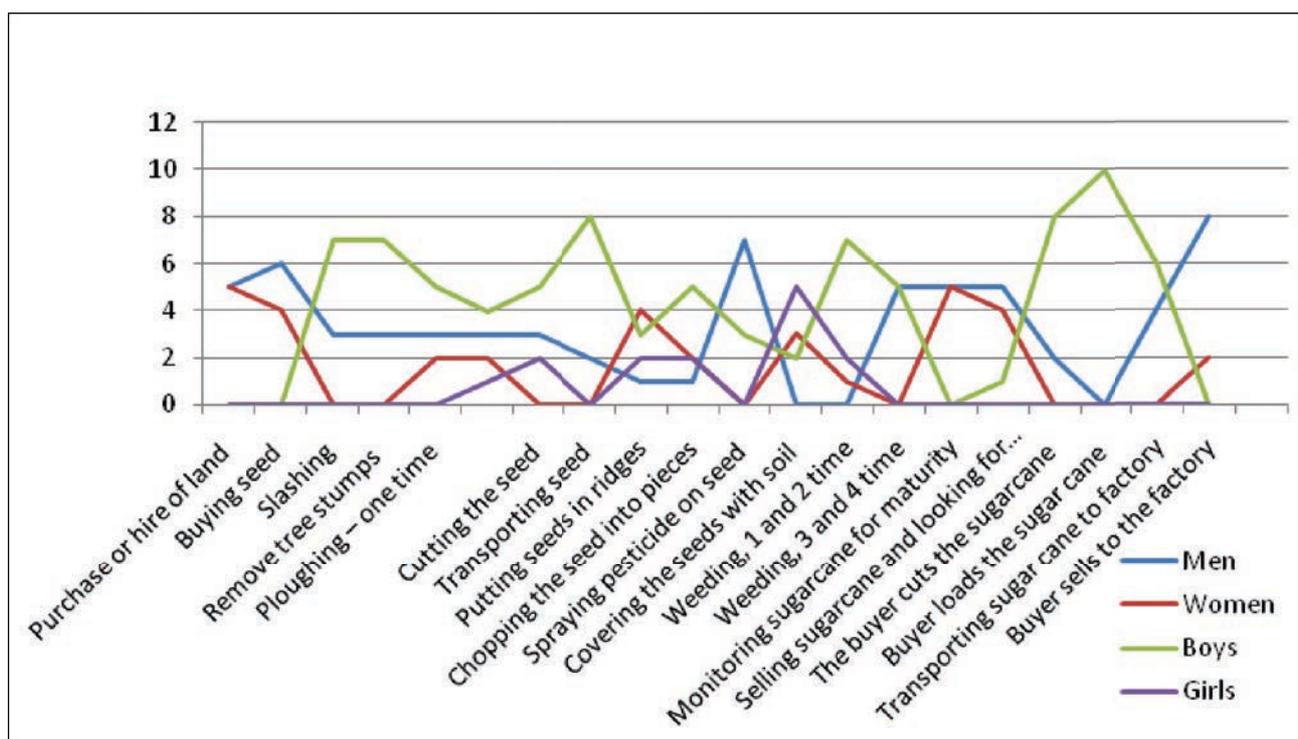


Table 4.3: Division of labour in the sugarcane supply chain in Wankole B village, Wankole subcounty Kamuli district. According to female respondents

Who does what activity?						
	Activities	Resources	Men	Women	Boys	Girls
1	Purchase or hire of land	Money	5	5	0	0
2	Land clearing-Slashing Remove tree stumps	Slashers, pangas, hoes and axes	3	0	7	0
3	Ploughing – one time	Hand hoes, ox plough, Tractors	3	3	2	2
4	Make ridges for planting sugar cane	Hoes,	2	3	3	2
5	Cutting the seed	Pangas	4	1	4	1
6	Transporting seed	Motorcycles, Manually with head transport and bicycle	2	2	3	3
7	Cleaning seed-prepare for planting	Hands	1	2	4	3
8	Putting seeds in ridges	Manual with hands	0	0	5	5
9	Chopping the seed into pieces	Pangas	3	2	3	2
10	Spraying pesticide on seed to control termites and strigahermothecca	Spraying pump, pesticide (we don't know the name of that pesticide)	4	2	4	0
11	Covering the seeds with soil	Hoes	3	3	2	2
12	Weeding, 1 and 2 time	Hoes,	0	4	5	1
13	Weeding, 3 and 4 time	Hoes, Use of herbicides	5	0	5	0
14	Selling sugarcane to buyers/brokers	Airtime to communicate to buyers	5	5	0	0
15	Buyer cuts the sugarcane	Pangas	3	0	7	0
16	Buyer loads sugar cane	Manual	2	0	8	0
17	Transporting sugar cane to factory	Cars, trucks	2	0	8	0
	Total		47	32	63	21

Source: Study report

Comparatively, findings tabulated in table 4.3 and 4.4 showing the division of labour in the sugarcane supply chain according to female respondents in Wankole B village, Kamuli District and Bwayuuya Village Kaliro district respectively, came out with similar results trend like table 4.5. The 3 tables show that the boys dominate activities conducted along the sugarcane supply chain, men dominate with respect to the control of resources, and women have limited control of resources, while girls participate in what respondents consider to be lighter activities along the production and supply chain of sugarcane.

Table 4.4 is further illustrated using Figure 4.6 below.

Figure 4.6 Division of labour in the sugarcane supply chain in Wankole B village. According to female respondents

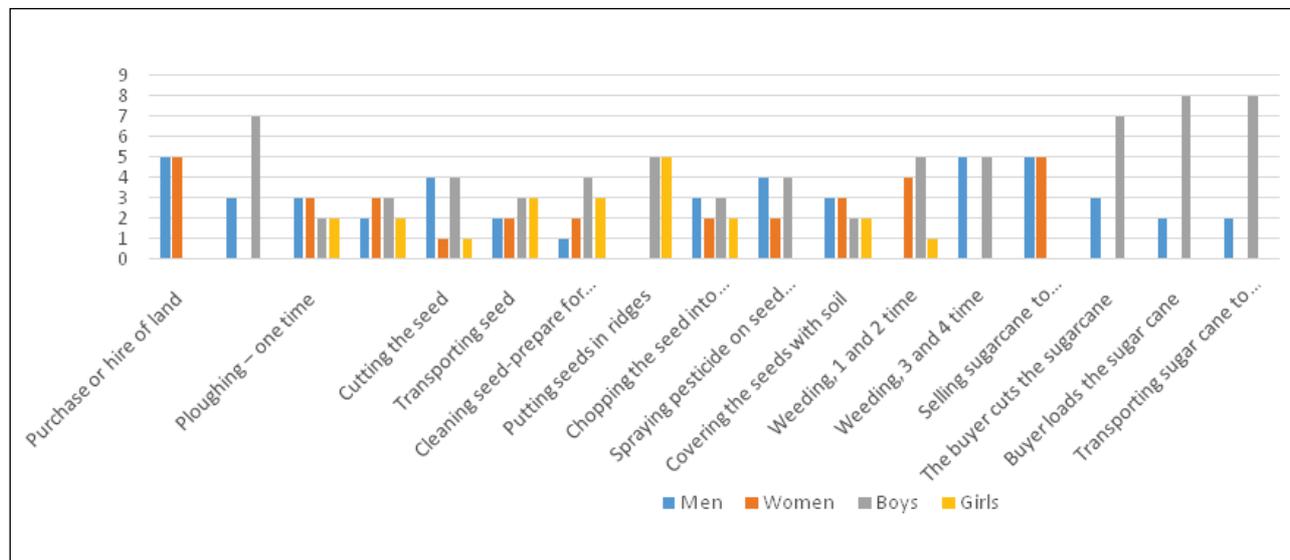


Table 4.4: Division of labour in the sugarcane supply chain in Bwayuuya Village Kalirodistrict. According to female respondents

Activities	Resources	Men	Women	Boys	Girls
Renting/ buying land	Money	5	3	2	0
Slashing	Slashes ,Pangs, axes	3	1	6	0
Remove tree stumps & Anti hill	Hoes, axes	5	0	0	0
1 st ploughing	Tractors,ox plough	5	2	3	0
2 nd Ploughing	Tractors, ox plough	5	2	3	0
Looking for Buying seed	Bicycle, cars, motorcycle, money	5	2	3	0
Making planting channels	Tractors,ox plough, Hoes	3	4	2	1
Sorting seeds (Removing peelings)	Using hands	3	2	3	2
Filling seed covers in water channels	Using hands	2	2	6	0
Planting (Cutting seeds)	Hands, Hoes, pangas ,cutting seeds	0	5	3	1
Spraying pesticides against termites	Spraying pumps, pesticides	5	2	3	0
1 ST weeding	Hand hoes, spraying with herbicides	1	3	5	1
2 ND Weeding	Hand hoes	1	3	5	1
3 ^d weeding	Pangas	3	0	7	0
Harvesting (Cutting sugarcane)	Pangas	2	1	7	0
Loading sugar cane	Human hands, labour	3	0	7	0
Transporting	Cars	5	0	5	0
Selling		5	2	3	0
Total		58	32	73	10

Source: study findings

Figure 4.7: Division of labour in the sugarcane supply chain in Bwayuuya Village Kaliro district. According to female respondents

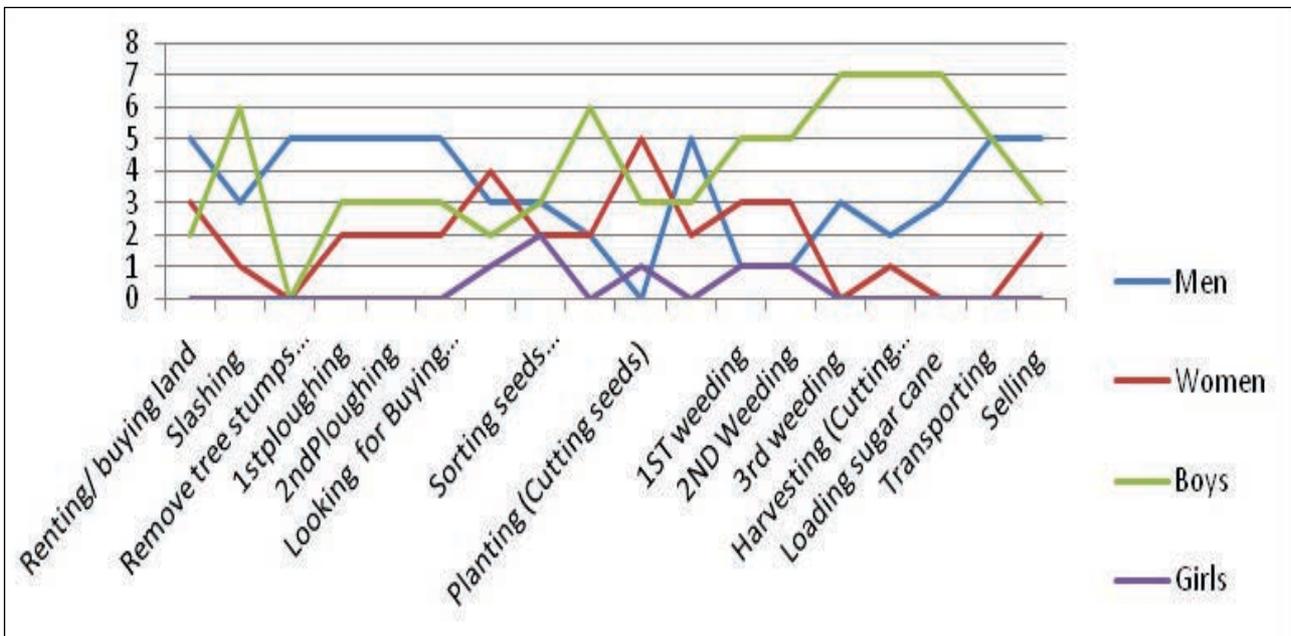


Figure 4.8: Division of labour in the sugarcane supply chain in Bwayuuya Village Kaliro district. According to female respondents

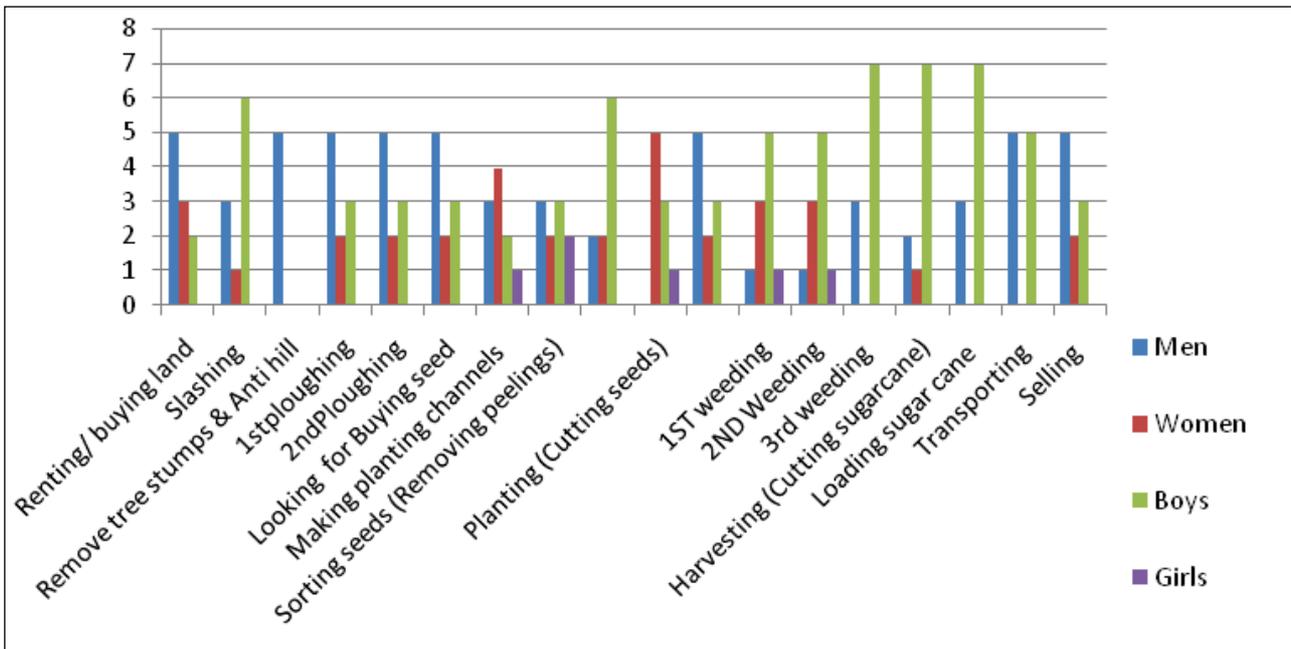


Table 4.5: Division of labour in the sugarcane supply chain in Bwayuuya Village, Kaliro district. According to male respondents

Activities	(Who does what)				
	Resources	Men	Women	Boys	Girls
Renting/ buying land	Money	8	2	0	0
Slashing	Slashes,Pangs, axes	7	0	3	0
Remove tree stumps	Hoes,axes	6	0	4	0
1 st ploughing	Tractors,ox plough	6	0	4	0
2 nd Ploughing	Tractors,ox plough	6	0	4	0
Buying seed	Money	10	0	0	0
Making planting channels	Tractors,ox plough, Hoes	4	3	2	1
Transporting seeds	Cars,Tractors, Ox-cart	10	0	0	0
Sorting seeds (Removing peelings)	Using hands	3	2	3	2
Filling seed covers in water channels	Using hands	0	0	6	4
Planting (Cutting seeds)	Hands, Hoes, pangas, cutting seeds	4	3	2	1
Spraying pesticides against termites	Spraying pumps, pesticides	6	0	2	2
1 ST weeding	Hand hoes,spraying with herbicides	6	0	2	2
2 ND Weeding	Hand hoes	4	3	2	1
3 rd weeding	Pangas	4	3	2	1
4 th weeding	Hand hoes	6	1	1	0
Harvesting (Cutting sugarcane)	Pangas	6	0	4	0
Loading sugar cane	Human hands,labour	10	0	0	0
Transporting	Cars	10	0	0	0
Selling		6	4	0	0
Total		122	21	42	14

Source: study findings

Tables 4.5 and 4.6 show that men scored the highest marks (122) and (90) respectively.

Figure 4.9: Division of labour in the sugarcane supply chain in Bwayuuya village, Kaliro district. According to male respondents

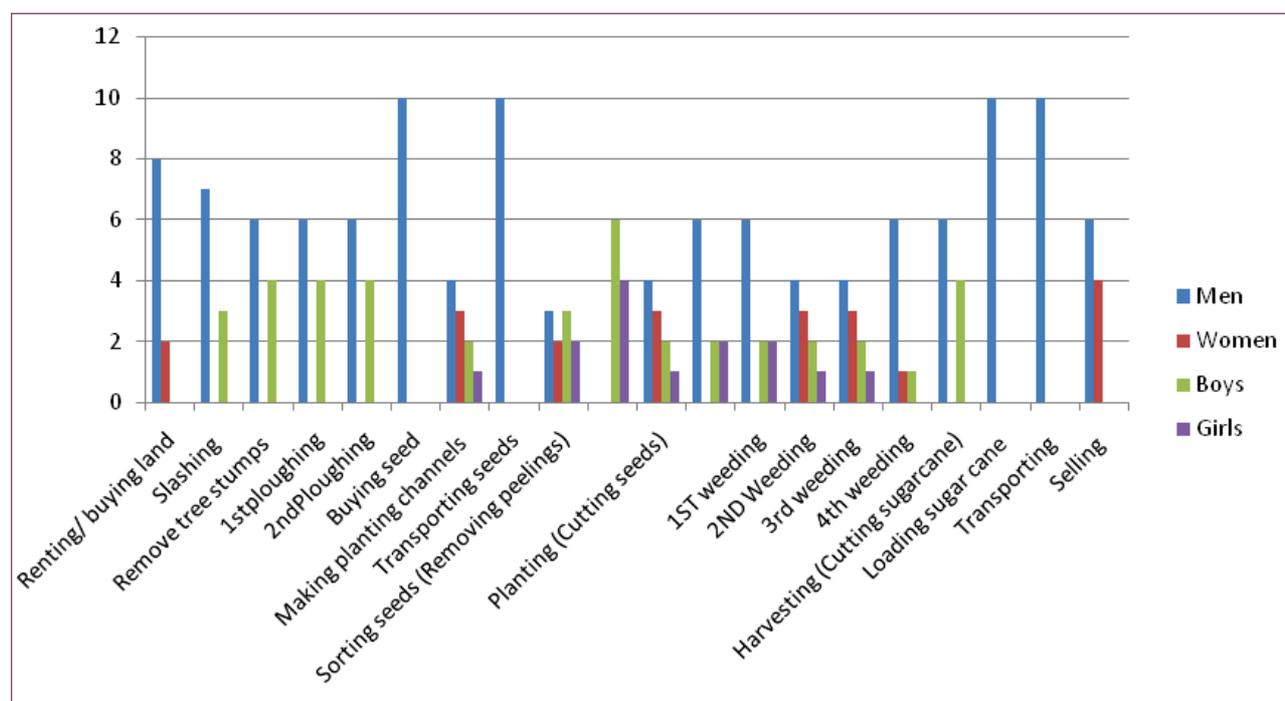


Table 4.6: Division of labour in the sugarcane supply chain in Budumbula Village, Jinja District. According to farmers male respondents

Activities	Resources	Men	Women	Boys	Girls
Land hire	Money	7	3	0	0
Slashing	Slashes, Pangas	8	2	0	0
Removing trees	Axes, hoes, spade	5	2	2	1
1 st ploughing	Tractor	7	3	0	0
2 nd Ploughing	Tractors	7	3	0	0
Making lines	Hoes , Tractors	4	3	2	1
Planting	Pangas ,Hoes	4	3	2	1
1st weeding	Hoes,Herbicides	6	2	1	1
2nd weeding	Herbicides, hoes	6	2	1	1
3rd weeding	Hoes, herbicides	6	2	1	1
4th weeding	Hoes, herbicides	6	2	1	0
Harvesting	Pangas, Human labour	7	2	1	0
Loading	Human labour	6	0	4	0
Transporting	Vehicles	10	0	0	0
Total		90	27	17	06

Source: study findings

All tables (4.2-4.6) show that the girls make minimal contribution to activities along the sugarcane supply chain in ways considered to be less labour intensive work for example making sugarcane planting ridges, seed cutting, chopping and putting sugarcane seeds in the ridges and weeding. They are alternatively more involved in household domestic chores. On the other hand, boys dominate the activities in tables 4.2, 4.3 and 4.4, such as cutting, harvesting and loading sugarcane.

4.3.2 Time use differences among boys and girls - The daily activity clock

The daily activity clock is a participatory 24 hours' time series constructed and conducted by the study team to establish how time is used by the boys in relation to the girls, evidencing their different lived (labour) realities.

Table 4.7: Time use frame for children out of school who are below 18 years of age (according to the children) Buyemba village, Wairasa sub-county, Mayuge district.

Activities				
Time	Boys			Girls
9:30pm -6:30 am	Sleeping, wake up at 6:30am			Sleeping, wake up at 6:30am
6:30am -7:00am	Washing my face, brush and sharpening my panga			Wash face, sweep compound
7:00am -8:00am	Going to the sugarcane plantation			Go to the garden.
8:00am -9:00am	Cutting sugarcane	weeding the sugarcane plantation	spraying pesticides and herbicides	Digging in my garden
9:00am -10:00am	Cutting sugarcane	weeding	spraying	Digging in my garden
10:00am -11:00am	Cutting sugarcane	weeding	X	Digging in my garden
11:00am -12:00pm	Cutting sugarcane	weeding	X	Digging in my garden
12:00pm -1:00pm	Cutting sugarcane	X	X	Go back home, cook food
1:00pm -2:00pm	Cutting sugarcane	X	X	Eating food
2:00pm -3:00pm	Cutting sugarcane	X	X	Relaxing
3:00pm -4:00pm	Cutting sugarcane	X	spraying	Going to the sugar cane plantation
4:00pm -5:00pm	Cutting sugarcane	X	spraying	Weeding
5:00pm -6:00pm	Going back home	X	spraying	Weeding
	home			Going back home
6:00pm -7:00pm	Bathing and having lunch			Looking for supper
7:00pm -8:00pm	Going to the trading center for shopping			Cooking supper
8:00pm -9:00pm	Going to cinema halls, catching up with friends and cooking or buying supper,			Having supper
9:00pm -9:30pm	Going back home to sleep			Go to bed

Source: Study findings

Note: Sugarcane loading is done any time of the day the truck comes to the plantation. Some people reported that they do it at night. Symbol: X, shows that a certain activity is not conducted at that particular time/hour of the day.

Table 4.8: Time use frame for children who are still in school (according to the children) Buyemba village, Wairasa sub-county.

Time	Activities	
	Normal activities/programs during school	Other activities conducted alongside school e.g. in sugar cane plantations
9:00pm -5:00 am	Sleeping	Sleeping
5:00am -6:00am	Bathing and organizing for school	
6:00am -7:00am	Helping parents with domestic work. Washing plates and mopping the house	
7:00am -8:00am	Having break fast	
8:00am -9:00am	Going to school	
9:00am -10:00am	At school-attending lessons	
10:00am -11:00am	At school- Break time	
11:00am -12:00pm	At school-attending lessons	
12:00pm -1:00pm	At school-attending lessons	
1:00pm -2:00pm	At school -Lunch time	
2:00pm -3:00pm	At school-revising books	
3:00pm -4:00pm	Going back home	Going to the sugarcane plantation
4:00pm -5:00pm	Fetching water, washing utensils	Tying sugar cane for the boys who have finished cutting. They pay some girls some little money for helping them to tie sugarcane.
5:00pm -6:00pm	Playing with friends	Cutting and tying sugarcane
6:00pm -7:00pm	Preparing supper	Cutting and tying sugarcane
7:00pm -8:00pm	Revising books	Coming back home
8:00pm -9:00pm	Having supper and Going to bed	NB: These activities are mostly done by a few people who pay their own school fees.

Source: study findings

From the time use table 4.12, it can be observed that boys in child labour are highly exploited because they work close to between seven to eight hours a day. This deprives them of the time for rest and has got implications for their safety and good health. These children are always over worked compared to those in schools. In time use table 4.13, it can be observed how the combination of school and work leaves less time for educational development which may end up affecting children's performance at school leading to drop-outs and risk of exploitation.

4.3.3 Factors that determine the gender-based challenges and differences observed

The Kisoga culture (culture of the people living in the study area) dictates that men as heads of household are supposed to do activities that support the welfare of the members of the household. Men have power to make critical decisions with respect to management of all family activities. Respondents reported that the situation is like this because women have very limited control over household resources. Besides, women's earnings are small and cannot adequately provide resources required to support activities of the sugarcane supply chain. In traditional African society, one of the key women's responsibilities is to perform household domestic work. This lays the foundation for socialisation of boys to grow up knowing that they will acquire the head of family status, with power to make decisions and control resources, while the girls are prepared to take on the responsibilities of mothers or housewives. This demonstrates how patriarchy and patrilineal values⁵¹ largely impact on the nature and intersections of (child) labour encounter in the sugarcane production and supply.

It is important to acknowledge that poverty affects men, women, girls and boys in different ways, and that gender is a factor - just like age, ethnic factors and geographical location, among others - which influences poverty and increases women's vulnerability to it. In that sense, "the probability of being poor is not distributed randomly among the population", Gita Sen argues (1998). According to the monetary approach of poverty⁵² (Ruggeri, Saith and Stewart, 2003), the study established that because many households in the study area are poor, having leased almost all their farmland to sugarcane outgrowers for a period of 6 or more years, families have no other option but resort to involving their children into child labour in sugarcane growing to earn some money and make a supplementary contribution to family income. This is a common and rising trend in the study area and in the Busoga region in general.

According to the social exclusion approach of poverty⁵³ (Ruggeri, Saith and Stewart, 2003), girls and women in the study area and Busoga region in general have narrower access to resources i.e. material assets, but also fewer social assets⁵⁴ and fewer cultural assets⁵⁵ all of which places them at greater risk of being poor in comparison with boys and men. This inequality of opportunities and access to resources can be seen as caused by the limited spaces assigned to women and girls, mainly the domestic sphere, through the gender division of labour and to the social hierarchies built up on the basis of this division. As a consequence, they encounter barriers and constraints in various domains, such as the labour market, the welfare or social protection system, and the participation in decision-making on political, economic and social issues.

⁵¹ Powers to control resources, make decisions and inheritance in the family being vested in the male lineage

⁵² defines poverty as a decline in consumption or income, and is based on a poverty line.

⁵³ the structural characteristics of society, engender processes and dynamics that exclude individuals or groups from full social participation. It makes particular reference to the distribution of opportunities and resources needed to overcome exclusion, and to the promotion of inclusion in both the labour market and social processes.

⁵⁴ goods and services to which people have access through their social relationships such as ownership of productive capital, paid labour, education and training. (Bravo, 1998)

⁵⁵ the formal education and cultural knowledge that enable people perform in the human environment. (Bravo, 1998)

4.4 The interrelationship between child labour, education and gender

The education sector is critical in enhancing the capacities of children and establishing responsibilities of the upcoming generation of Uganda. These children hold the future of the country and emphasis has been placed on encouraging children to go to school, ensure retention and completion, since this is regarded as a social vaccine to child labour. In this respect, the country is currently implementing the Universal Primary Education (UPE)⁵⁶ and Universal Secondary Education (USE) as a special focus on education for all as well as developing the education sector. The study established that Busoga region has been performing poorly in the last 5 years in the national examinations.

Table 4.9: School Enrolment and Dropout Trends (2019) for 2 Primary Schools in the Study Area

Ihagalo primary school Kaliro District

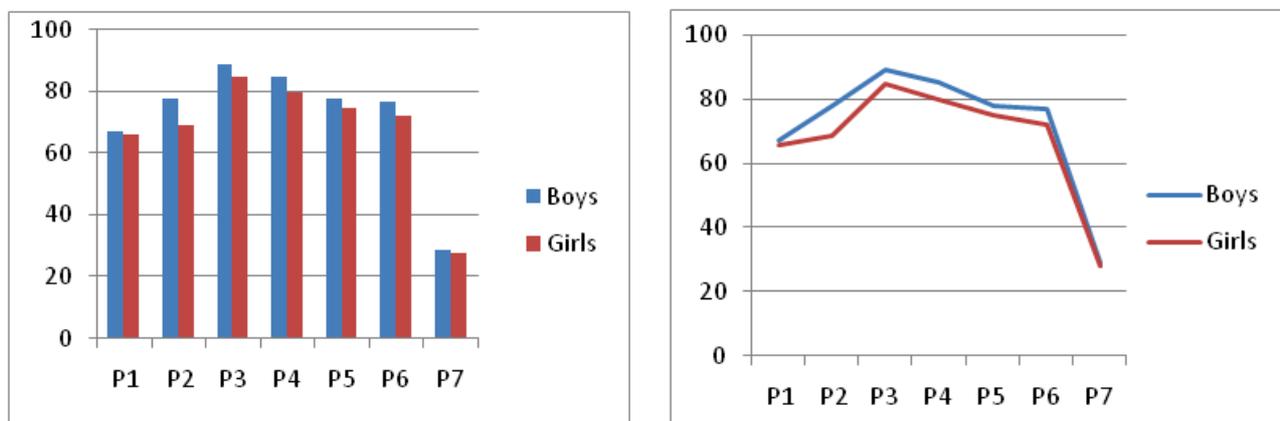
2019	Boys	Girls	Total
Primary one (P.1)	37	48	85
Primary two	30	28	58
Primary three	39	36	75
Primary four	36	47	83
Primary five	50	38	88
Primary six	18	17	35
Primary seven	19	23	42
TOTAL	229	237	466

Bulopa primary school- Kamuli District

Classes	Boys	Girls	Total
P1	67	66	123
P2	78	69	147
P3	89	85	174
P4	85	80	165
P5	78	75	153
P6	77	72	149
P7	29	28	57
Total	503	475	978

⁵⁶ State of Uganda Population report 2018. Universal Education, UPE and USE.

Figure 4.10: Bar and line graphical illustration of school enrolment dropout, and completion trends (2019) for Bulopa primary school in Kamuli District



Source: Study area schools records

The overall general and common trend observed and also established by information derived from respondents at schools, is that the number of children is high during enrolment in the lower primary section classes one up to four. The numbers progressively reduce in the upper primary section of class five to seven. This is the stage when many children in the age group of 11 – 14 years drop out and enter into child labour.

The study established that children who drop out of school are taken to provide cheap labour, in the neighbouring sugarcane outgrowers while others engage in child labour as house maids, vendors or attendants in local food kiosks in the trading centres.

The high level of school absenteeism has had serious negative impacts on the pupils' performance in the primary leaving examinations. Mayuge District Education Officer (DEO), attributes the decline in academic performance on school absenteeism since many children skip classes to work in sugarcane outgrowers farms.

"The number of children who sit the final exams is always smaller than those who register since many do not turn up to sit for their final exams"⁵⁷

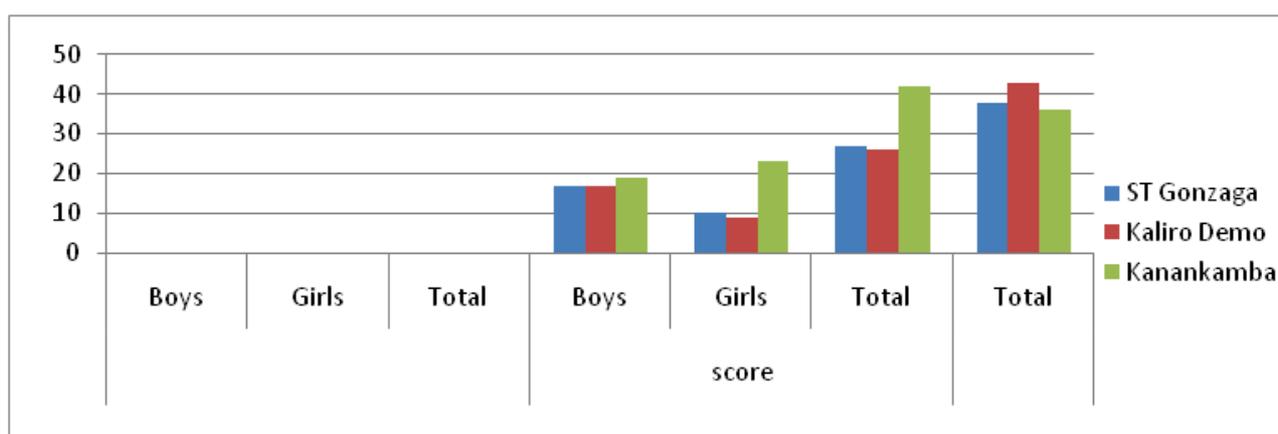
Tables 4.8, 4.9, and 4.10 below show the year 2018 PLE performance for some of the schools in the three study sub counties of Kaliro District.

⁵⁷ Key informants interview with Mayuge District Education Officer

Table 4.10: Primary school national examination performance for year 2018, Namugongo sub-county

Sub-county	Centre No.	School	Grade one score			Grade two score			Grade three Four, and Ungraded (U)
			Boys	Girls	Total	Boys	Girls	Total	Total
Namugongo									
	3644	ST Gonzaga	0	0	0	17	10	27	38
	3647	Kaliro Demo	0	0	0	17	9	26	43
	3658	Kanankamba	0	0	0	19	23	42	36
	Total		0	0	0	53	42	95	117

Figure 4.11: Primary school national examination performance for year 2018, Namugongo sub-county

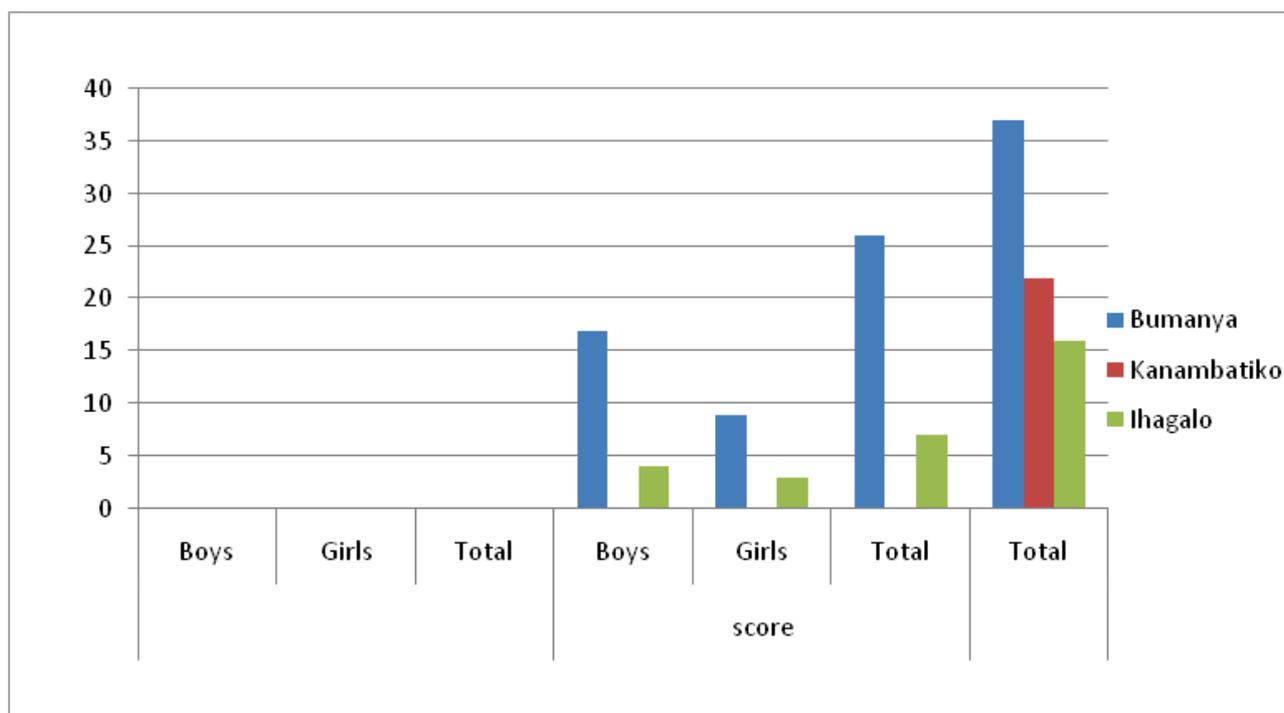


Source: Report on the PLE 2018 Results. Office of the District Education Officer, Kaliro

Table 4.11: Primary school national examination performance for year 2018, Bumanya sub-county

Sub-county	Centre No.	School	Grade one score			Grade two score			Grade three Four, and Ungraded(U)
			Boys	Girls	Total	Boys	Girls	Total	Total
Bumanya									
	3829	Bumanya	0	0	0	17	9	26	37
	3647	Kanambatiko	0	0	0	0	0	0	22
	146262	Ihagalo	0	0	0	4	3	7	16
	Total		0	0	0	21	12	33	75

Figure 4.12: Primary school national examination performance for year 2018, Bumamnya sub-county

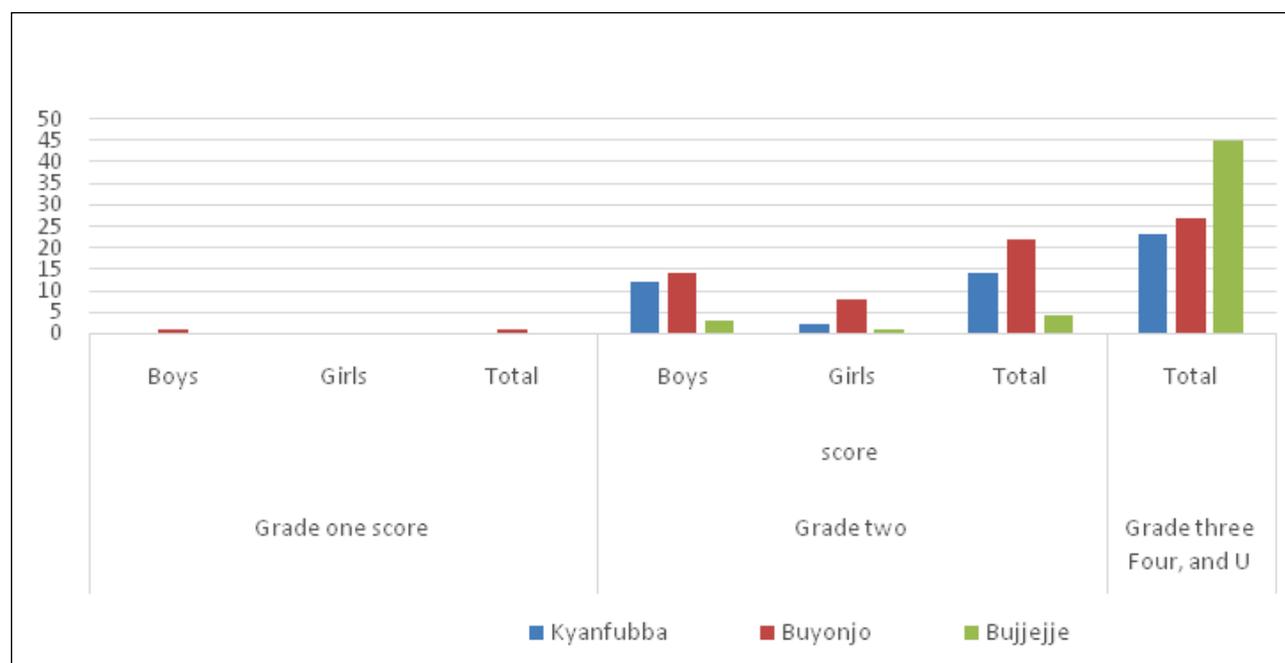


Source: Report on the PLE 2018 Results. Office of the District Education Officer, Kaliro

Table 4.12: Primary school national examination performance for year 2018, Bodomero sub-county

Sub-county	Centre No.	School	Grade one score			Grade two score			Grade three Four, and Ungraded (U)
			Boys	Girls	Total	Boys	Girls	Total	
Budomero			Boys	Girls	Total	Boys	Girls	Total	Total
	3625	Kyanfubba	0	0	0	12	2	14	23
	3626	Buyonjo	1	0	1	14	8	22	27
	146280	Bujjejje	0	0	0	3	1	4	45
	Total		1	0	1	19	11	40	105

Figure. 4.13: Primary school national examination performance for year 2018, Budomero sub-county



Source: Report on the PLE 2018 Results. Office of the District Education Officer, Kaliro

The data tabulated in the 3 tables and bar graphs above shows that in all the nine primary schools in the three study area sub counties, there was only one first grade score out of 475 candidates who sat for PLE in 2018. The total number of children who passed in grade 3, 4 and the non-graded (U) is 279 and is higher than those (168) in grade one and two. This implies that most of these children do not continue to secondary level and are a potential source of child labour in the sugar growing communities.

In all the nine schools, the number of boys scoring grade 1 and 2 is higher, implying that the boys have more chances of continuing to secondary level than girls. Many girls drop out after primary seven and end up in early marriages, becoming teenage mothers while others get trafficked to urban areas. This scenario is in perfect agreement with the findings of the State of Uganda Population report 2018⁵⁸.

A number of studies conducted to explore the relationship between gender and education in the country (UNICEF 1999, GoU 1999, MoES, 1995) describe the ways in which girls are found to be disadvantaged in relation to boys. For example, in a situation when schooling costs become a pertinent issue and a choice has to be made to send a boy or girl, the boy is usually given precedence. Perceived returns to parents of educating their daughters beyond primary school tend to be lower than for their sons, particularly in patrilineal systems where girls join their husbands.⁵⁹ Reluctance to educate girls for the other family into which they are expected

⁵⁸ Universal Education: Progression from Primary to Secondary schools. Accessed in the State of Uganda Population report 2018

⁵⁹ Paper commissioned for the EFA Global Monitoring Report 2003/4, 'The Leap to Equality'.

to marry is compounded by the opportunity costs which continue to get higher for poor households who depend considerably on the labour of their children in order to supplement household income.

The tabulation below shows the comparison of school enrollment and completion trends (2019) for 2 selected primary schools in the Jinja District. One school is near the Town council while another one is in a rural remote area. But both schools are located in the sugarcane outgrowers farming areas.

Table 4.13: School enrollment and completion trends for year 2019 of rural and urban schools

Kakira Child Development Centre Kakira Town Council, Jinja District (Urban)

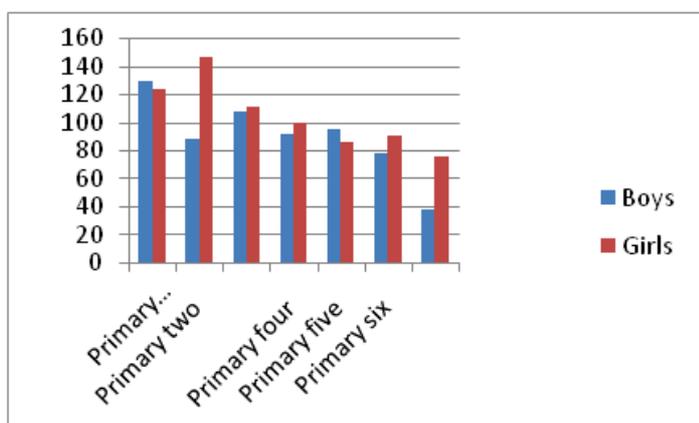
2019	Boys	Girls	Total
Primary one (P.1)	129	124	253
Primary two	88	146	214
Primary three	107	111	218
Primary four	91	100	191
Primary five	95	86	181
Primary six	78	90	168
Primary seven	38	76	114
TOTAL	626	713	1339

Narinabi Primary school- Buyengo Subcounty Jinja District (Rural)

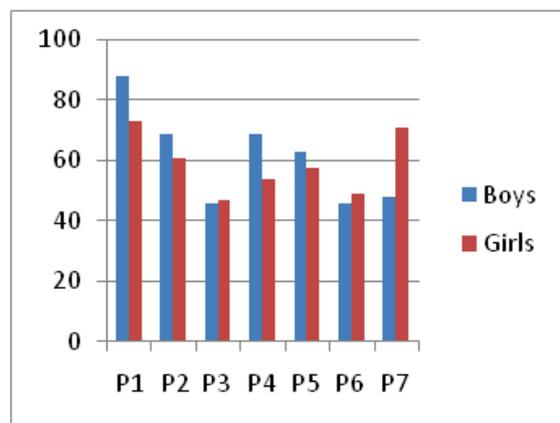
Classes	Boys	Girls	Total
P1	88	73	161
P2	69	61	130
P3	46	47	093
P4	69	54	123
P5	63	58	121
P6	46	49	095
P7	48	71	119
Total	429	413	842

Figure 4.14: Rural and urban schools' comparison

Kakira Child Development Centre Kakira Town Council, Jinja District (Urban)



Narinabi Primary school- Buyengo Subcounty Jinja District (Rural)



Source: Study area schools records

Study findings show that for both schools near urban centres like Kakira Town council in Jinja district as well as those in the deep rural areas like Narinabi Primary school- Buyengo Subcounty, many children enrol in primary one but a smaller number complete primary seven. The mandate of the Ministry of Education and Sports (MoES) is: "To provide quality education and Sports services in the country which are constitutional obligations for the Ugandan State and Government."⁶⁰ Striving that all school age going children are enrolled, retained and successfully able to complete the respective education levels.

According to the respondents on this study, the number of pupils dropping out increases as they go to higher classes. For example, findings show that a school can only have 30 pupils completing primary seven when the total number that was enrolled in primary one was 80.

*"This year we had only 34 who completed primary seven. We have had only three first grades for over a period of many years... (12) that is from 2006 to 2018."
(Deputy Head teacher, Ihagalo Primary School, Kaliro District)*

The MoES is concerned about the high number of children who do not complete primary education.

In this respect, 63% both girls and boys complete primary school, implying that 37% do not complete school. This is high and of concern to the nation.⁶¹

4.4.1 The causes on school absenteeism

There are a number of reasons that the teachers attribute to be the cause of school absenteeism. Child labour and parental negligence are some of the reason stated by the teachers.

*"It is mostly parents who have led to these cases of school absenteeism. While teachers stay at school as enforced by the government, some of the parents do not mind their children's school attendance. Child labour is not cited as a reason for absenteeism by children because there is some level of awareness that it is illegal."
(Deputy Head teacher, Ihagalo Primary School, Kaliro District)*

Respondents said that no laws have been set up about school absenteeism. Pupils have free entry because of the millennium development goals of equal access to education by all people. When a child takes one to two weeks without coming to school, the teachers take note of the child school absenteeism. There is a high level of absenteeism although some of the schools have a policy in regard to absenteeism. When a child misses school, he or she is compelled to come with the parents or a medical report in case of sickness.

⁶⁰ <http://www.education.go.ug/>

⁶¹ Key informant interview with Dr. C Tonny Mukasa-Lusambu .Assistant Commissioner for Primary Education. MOES

4.4.2 Contributing factors for school dropout

The study revealed that some children do not have a positive attitude towards education and therefore do not mind about attending school regularly. There is a general perception among the respondents saying UPE is of low standard since it is free. One respondent among teachers testified that although the education that government has provided is free, it lacks quality⁶². Some schools in the study area lack decent classroom structures.

“When it rains, some of the pupils don’t come to school because it is very cold yet we don’t have enough classrooms. Primary 3, 4, 5 and 6 don’t have classrooms, they study under those trees in the school compound. They shiver and feel very cold during rain seasons.”

(Deputy Headteacher, Ihagalo primary school, Kaliro District).

The study further established that lack of feeding at school is a very big problem. While the government provides capitation grants, textbooks, support the construction of infrastructure, classrooms and teachers houses, the parents are supposed to provide other basic services like school feeding. About 50% of the pupils are not eating at school and it is worse in the rural areas. In urban areas, the parents are more exposed to the high cost of education and tend to respond better to demands for acquiring quality education.

“Our mandate is to provide access to quality education. If children are at school, they must not be in child labour. We are also in charge of enforcement of the children Act and the Education Act 2008. In addition we ensure that schools are safe, without violence against children”⁶³

Some girls are also discouraged from attending school because of lack of sanitary pads-materials, bath rooms, changing dress and changing rooms. Oftentimes, the girls lack space to use and in case they experience menstruation periods, they always use their latrines.

“We can’t provide these materials (sanitary pads) even according to the way you see our setting. When these girls get such challenges, we tell them to go back home and change their clothing”.

(Senior woman teacher.)

⁶² The scheme (UPE) faces a myriad of issues: gender challenges, child labour, early marriages, less motivated teachers, and lack of awareness among parents. However, the biggest challenge is poverty. Accessed at <https://www.theguardian.com/global-development/2015/apr/23/uganda-success-universal-primary-education-falling-apart-upe>

⁶³ Dr. C Tonny Mukasa-Lusambu .Assistant Commissioner for Primary Education. MOES

There are competing options for children that forces them to enter child labour. Study findings show that a number of girl children that dropped out got married while there is a higher number of boys who drop out of school than girls.

4.4.3 Measures to ensure school retention and completion

Study findings revealed that the education department strives to ensure a high rate of school enrolment, retention and completion. A teacher in the study area shared their views with respect to boys and girls school retention levels.

Box 2: Measures put in place to ensure that both boys and girls stay in school

By Farida Kataike- Deputy headteacher Ihagalo Primary School, Kaliro District

Through support from the Ministry of Education and Sports, the education department is ensuring that more classroom blocks are constructed, availing more teachers in every school for example here, Ihagalo primary school has 14 teachers. More textbooks are being provided by the government for this year- 2019. Children are also provided with metallic boxes to keep their books especially those of Early Grade Reading (EGRA). Schools in Kaliro are creating a conducive and safe learning environment by appointing senior women teachers who advise girls about good hygiene and reproductive health. The teachers conduct sensitization and counseling session for the girls at least once a month (12 times a year) and also provide advice to pupils during the weekly school general assemblies. Some schools have appointed a senior male teacher. Teachers also conduct monitoring and supervision of children who are losing interest in school by providing guidance and counseling to children especially those who show signs of leaving school before they complete. Schools implement the free entry policy. Enroll a child at any time whether a child comes in second or third term. Even when they come towards the time of sitting for examinations it is permissible to enroll them. Some of the headteachers support children who come from very poor back grounds yet they are interested in school and are good performers. They help buy for them scholastic materials and link them to good schools for secondary level education. School authorities are engaging different partners who give support to girls in school for example straight talk and School Family Initiative, (SFI). With SFI, the school teacher becomes a parent and subsequently advises these children just like they would advise their own children. Straight talk provides sanitary pads, first aid to girls who are in their menstruation periods and train senior teachers on straight talk programs on how to advise girls.

Source: Study findings

STUDY CONCLUSION AND RECOMMENDATIONS

5.1 Study Conclusion

Although some studies on child labour have been carried out, there is limited knowledge on child labour and its effect in the sugarcane industry, while the actual number of children involved in child labour is not known. Respondents have a mixed understanding about what exactly constitutes child labour. They differ in distinguishing between child labour and child work as well as the line that crosses to hazardous work.

Child labour does exist in the study area especially in the production and supply chain of sugarcane. It is either direct, where children are working on outgrowers sugarcane farms particularly in planting, weeding, cutting and loading sugarcane or indirect, where children do ancillary⁶⁴ work supporting those who work in the production and supply chain of sugarcane. This includes vending food items and other necessities sold to the sugarcane workers. Child labour is more prevalent in cutting and loading sugarcane dominated by boys and minimal direct participation of girls cited in weeding and tying sugarcane bundles. Girls are also exposed to sexual abuse, making working in sugarcane growing hazardous in nature and hence, also a worst form of child labour. The variance in the child labour activities that boys and girls do is attributed to gendered differences⁶⁵ arising out of the deep rooted patriarchy and patrilineal traditional society of Busoga region.

Study findings also established that child labour in the production and supply chain of sugarcane is caused by push factors that include; patriarchy, cultural perception, high school dropout rate and poverty levels, gender based domestic violence, resource constrained single parenthood, misconception about child rights and responsibilities and lack of strong social support systems to sustain grassroot community livelihoods. While pull factors that attract children into child labour identified include; sugar industry trade boom, children being a cheaper source of labour and peer pressure where children are enticed by fellow peers to start work that involve child labour activities in order to earn some income.

⁶⁴ Ancillary work in the context of this study is where children are not specifically working on the sugarcane farms but do other activities involving child labour for example, vending, house, local kioks, bars attendants and food maids.

⁶⁵ The economic activities of girls and boys differ as a result of the patriarchal culture that characterises the entire country. Hence, in the sugarcane value and supply chain, girls are more involved in activities like weeding and tying sugarcane bundles, vending and providing catering services, while boys are more involved in land preparation activities, planting, harvesting and transporting sugarcane

5.2 Recommendations-Remedial measures and interventions for further prevention and mitigation of child labour in the sugarcane industry

This subsection provides a discussion of the emerging recommendations from the study. A number of observations were made and accordingly, a number of recommendations were deduced and discussed along the key research objectives of the study. One of the objectives was to recommend feasible measures to mitigate, prevent, eliminate the practice of child labour in the production and supply chain of sugarcane. The recommendation focused on remediation measures both at policy level and practice level.

5.2.1 National level recommendations, remedial measures and interventions

Conducting National level study on child labour in sugarcane growing

There is dire need to conduct research to determine the magnitude and dimension of child labour in sugar growing communities in Uganda. This will help inform and guide effective policy action against child labour in this sub sector. This is a mandate of the Uganda Bureau of statistics (UBOS). UBOS is responsible for coordinating the National Statistical System and providing quality demand driven statistics that supports policy, decision making, and research and development initiatives.

Increasing school capitation grant budget allocation

The government through the Ministry of Finance, Planning and Economic Development needs to increase the primary school capitation grant per term. Three thousand shillings per child per school term is not sufficient to cater for the child school needs. The government needs to revise the primary school grant which is currently at UGX 10,000 (or USD 2.8) per pupil, per year. This is the equivalent of UGX 3000 (or USD 0.9). At the inception of UPE in 1997, the overall unit cost was UGX 13, 000 (USD 3.7) as disaggregated by class levels, where pupils in lower classes of Primary 1, to Primary 3, were given UGX 5, 000 and UGX 8, 000 for pupils in upper classes of Primary 4 to Primary 7. The figure was however later revised and consolidated to a uniform per unit cost of UGX 7, 000 per pupil, from Primary one to Primary seven. During the Financial Year 2016/2017, the nominal value was raised to UGX 10,000 but the real value remaining at UGX 8,753⁶⁶.

It is ideal that the government increases the teacher's remuneration package and provides subsidies on the other school costs like scholastic materials, meals and uniforms. This capitation grant is inadequate given the changing economic trends in Uganda characterised by inflation and a very high cost of living.

⁶⁶ "Increase capitation grant for USE, UPE schools, CSOs ask government", Civil Society Budget Advocacy Group (CSBAG 253rd Edition).

Promoting guidelines for supplementary school requirements

With respect to attaining quality education for all children in the study area, apart from the tuition that is catered for by the government under UPE, extra school requirements by some government aided schools are not easy for poor families to manage. Government should ensure that existing guidelines for any other supplementary school requirements avoid exploitation of parents and caregivers.

Introducing apprenticeship programs of work in sugarcane growing

The government through the Ministry of Education and Sports, should introduce apprenticeship programs of work in the sugarcane production and supply chain that can be integrated in or along the education system so that children aged 14 to 17 years can study and at the same time gain skills of work in the sugarcane farms. Children who are allowed to work in this kind of arrangement can be able to work alongside their parents. During this time, parents should be sensitised about child rights.

Strengthening law enforcement

The government through the Ministry of Trade, Industry and Cooperatives should put in place a law that compels the sugarcane factory owners to monitor their suppliers or outgrowers operations and ensure they completely stop engaging children in the products they give. The sugarcane companies should have extended corporate responsibility to ensure that child labour is not used by outgrowers before they buy their sugarcane.

Improving access to free government aided vocational skills training

The MoES needs to streamline education policies to ensure child protection from hard labour agricultural activities. In 1997 Uganda government started Universal Primary Education, which is currently free and compulsory. In a similar way, children in sugar growing communities who are unable to join UPE or USE need to be provided with free government aided vocational skills training. These are more practical and interesting especially when children are involved and well guided in the selection of trade skills of their interest. This can keep these children away from child labour.

Withdrawing children from child labour

Children working in sugarcane farms should be withdrawn and rehabilitated by the Ministry of Gender, Labour and Social Development in partnership with child focused NGOs operating in Busoga region. At the rehabilitation centers, children should be provided with psycho social support services, and counseling. This is expected to gradually address the community termed 'bad habits concerns' like theft, alcohol problem drinking, drug abuse, watching pornographic pictures and movies. Since the children affected are still young, they can progressively experience positive behavioral change.

Increasing access to community livelihoods support schemes

Providing livelihood support through interventions like Uganda Women Enterprises Programme (UWEP) and Youth livelihood program (YLP) by government, as well as those supported by non-governmental organisations and the private sector will help to mitigate the impact of poverty and provide social security safety nets to the economically fragile and highly vulnerable poor households.

5.2.2 District level recommendations, remedial measures and interventions

Strengthening stakeholder collaboration in stopping child labour

Sugar companies need to collaborate with NUPAW, NOTU and the FUE to ensure compliance with the law and promote decent work. A public education program for the sugarcane outgrowers should be conducted and used as a platform to sensitise individual farmers on policies and laws in relation to the urgent need to stop child labour in the production and supply chain of sugarcane.

Enforcing stop child labour laws

There is need for arrest and prosecution of the perpetrators of child labour. The employers, brokers and parents who exploit children through child labour should be apprehended and prosecuted in the courts of law. This is a mandate of the labour inspectorate of the Ministry of Gender Labour and social development. The labour inspectorate is a decentralised function and is managed by the district labour officer under the local government structure.

Increasing inter-departmental collaboration and support

District labour officers are mandated with a lot of responsibilities but have meagre logistical support that cannot enable them to effectively execute their duties. Child labour is a multifaceted problem that requires multi-stakeholders' interventions. This should not be left to the labour department alone. In overcoming or mitigating the impact of this problem, other stakeholders like the line departments in charge of education, agriculture, health, trade, industry and cooperatives need to join effort to stop child labour.

Enforcing existing bye laws and ordinances

Enforcement of the Jinja district education ordinance which among others promotes retention of children at school through the school feeding policy and Mayuge Sugarcane ordinance alongside the National level Legislation on children. The sub-county and district local government authorities are respectively mandated to enforce the laws and ordinances.

Strengthening the district anti-child trafficking task force interventions

There is a need for the national anti-child trafficking task force led by the Ministry of Internal Affairs to effectively collaborate with the district local government of Jinja, Kaliro, Kamuli and Mayuge to address the problem of child trafficking in sugarcane growing areas. This will enable building synergies that will enable sharing information and resources for quick and swift action that is usually required in dealing with the problem of human trafficking.

5.2.3 Community level recommendations, remedial measures and interventions

Strengthening child labour monitoring and prevention mechanisms

Continuous monitoring of school attendance is necessary to ensure school retention and minimizing drop out. The District Education department and child focused organisations working in the area need to motivate teachers to make an extra effort to monitor the behaviour of children at school. A motivation approach that involves honouring exemplary teachers through annual awards package being recognised for example as child rights advocates, stop child labour champions or ambassadors, can be of some help in motivation teachers to monitor child labour. If a child is seen struggling and always tired, investigations should be carried out to ascertain that a child is not involved in child labour, as well as addressing the special school needs of the girl child. In addition, child focused NGOs working in the area also have established child protection committees that can jointly work with local councils and the child and family protection unit of Uganda Police to monitor and stop child labour.

Providing psychosocial support care and promoting youth friendly services

As established by the study, many children were attracted to join child labour in sugarcane growing through peer influence. Children in the adolescent stage need adequate guidance through counselling and psycho social support. Child focused NGOs working in this area in partnership with the village health teams and community development department need to either activate existing or establish centres that provide youth friendly services. This is where the youth can come together to learn and share life skills and experiences as well as accessing youth friendly reproductive healthcare services.

Short term community level skills training

Children withdrawn from child labour but are not able to continue with formal primary or secondary education need to be provided with the opportunity of joining short-term training in skills like carpentry, welding and metal fabrication, tailoring and hair dressing. Child focused NGOs like ANPPCAN and Platform for Labour Action have established some village level training centres or artisanal attachment posts where such children can be enrolled.

Promoting Village Saving and Loans Association (VSLAs)

In order to mitigate the impact of poverty. There is a need to promote village level community Savings and Loans Associations. These usually consist of thirty village members that join together forming a group that save and borrow money from a financial collection pool. Each member of the VSLA has the opportunity of accessing credit and can ably meet some of the basic household and school demands for example buying scholastic materials for their children.

Formal short term school level support package

Children withdrawn from child labour require a short-term start off package. The most vulnerable children whose families cannot afford school basics, need to be supported especially by child focused NGOs in kind or by giving some money to buy books, pens and uniforms. This should be done concurrently with facilitating such families to start income generating activities as well as joining village level community Savings and Loans Associations (VSLAs) to avoid the dependency syndrome and ensure that eventually the families will be able to support themselves.

Strengthen capacity for village level law enforcement agents

Community development officers and community based organisations working in the area need to strengthen the capacity of village local council officers, teachers and community policing agents from the child and family protection unit of Uganda Police by conducting refresher training on their mandate, role among others, with respect to child rights protection. This will make them more effective key ground level enforcing agents for stopping child labour.

Organising stakeholders livelihoods program public education meetings

Some community members, especially the men, believe that through the livelihoods program like UWEP, their wives have been economically empowered while the husbands are excluded. This creates tension and domestic violence. This requires that the respective livelihood support implementation agencies ensure involvement of beneficiary stakeholder parties in economic empowerment sensitisation programs.

Raising awareness and sensitising community members on child labour

There is need for more engagement of the media in Busoga region by officially bringing them on board through training on 'media reporting on child rights protection' with special focus on child labour. This will facilitate the respective duty bearers to partner with the media to reach out to the respective target groups using radio, television and print media. Use of non-broadcast media especially forum theatre, schools and community outreach film shows can be an additional package to the conventional media.

In addition, the local council leadership led by the vice chairperson who is mandated to ensure child rights protection at village level, need to conduct awareness sessions for community members with particular focus on child labour.

This will enable community members learn more about the existing laws, how and where to seek legal services with respect to child protection as well as making them more vigilant frontline advocates for stopping child labour.

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STUDY TOOLS

Key informants interview at National Level

Commissioner for Labour, Principal labour office

1. What is the magnitude (numbers) and dimension (spreadout) of child labour in your Uganda?
2. What are the numbers of children in child labour in terms of gender?
3. Being a key lead or line ministry, what is your role and mandate with respect to child protection and child labour in particular?
4. Being a key lead or line ministry, what policy intervention have you put in place to address child labour?
5. How do the legislation and policies cover the gender perspective?
6. What are your (line ministry) achievement with respect to child labour policy intervention?
7. Challenges encountered in child protection/child labour policy implementation as a lead or line ministry.
8. Recommendation in line with child protection/child labour legislation/policies using a gender lens

Commissioner for Agriculture, Principal Agricultural Office

1. What is the magnitude (numbers) and dimension (spreadout) of child labour in the agricultural sector?
2. What are the numbers of children in child labour in terms of gender?
3. Being a key lead or line ministry, what is your role and mandate with respect to child protection and child labour in particular?
4. Being a key lead or line ministry, what policy intervention have you put in place to address child labour?
5. How do the legislation and policies on child labour cover the gender perspective?
6. What are your (line ministry) achievements with respect to child labour policy intervention?
7. Challenges encountered in child protection/child labour policy implementation as a lead or line ministry.
8. Recommendation in line with child protection/child labour legislation/policies using a gender lens

Commissioner for Education

Principal Education Office

Key informants interview at National level- MOES

Assistant Commissioner Primary education

1. What is the primary school enrollment for Uganda?

2. What is the primary school enrollment for Uganda in terms of gender?
3. What is the school dropout rate for Uganda?
4. What are the reasons for the situation in (1,2 and 3) above?
5. What is the primary level completion rate for boys/girl children? Why is this so?
6. What do the existing laws say about school absenteeism?
7. Being a key line ministry, what is your role and mandate with respect to child protection and child labour in particular?
8. Being a key line ministry, what policy intervention have you put in place to address child labour?
9. How do the legislation and policies on child labour cover the gender perspective?
10. What are your (line ministry) achievement with respect to child labour policy intervention?
11. Challenges encountered in child protection/child labour policy implementation as a lead or line ministry.
12. Recommendation in line with child protection/child labour legislation/policies using a gender lens

Key informants interview at National level

Uganda National Teachers Union (UNATU)

1. What is UNATU? What is your country coverage?
2. Being a Teachers union, what is your role and mandate with respect to child protection and child labour in particular? Any statistical information with respect to number of children in child labour in Uganda?
3. What policy intervention have you put in place to address child labour?
4. What have you done to create a conducive environment for combating child labour in schools?
5. How does the conducive environment you have put in place cover gender perspectives?
6. What challenges have you encountered in child protection/child labour policy implementation as a Teachers Union ?
7. Recommend measures which can be applied to ensure boys and girls stay in school and complete school.

Key informants interview at National level

National Children Authority (NCA)

1. Being a key and lead children Authority, what is your role and mandate with respect to child protection and child labour in particular?

2. What is the magnitude of child labour in the country?
3. What intervention have you put in place to address child labour in the sugar production sector?
4. With special respect to the girl child what intervention have you put in place to address child labour?
5. What challenges do you encounter in child protection/child labour policy implementation as a key and lead children authority
6. Recommendation in line with child protection/child labour legislation/policies using a gender lens

INTERNATIONAL /UNITED NATIONS AGENCIES

INTERNATIONAL LABOUR ORGANIZATION (ILO) and FOOD AND AGRICULTURE ORGANISATION (FAO)

Question guide

1. What is ILO/FAO's mandate with respect to stop child labour interventions in Uganda?
2. What is ILO/FAO's current stop child labour intervention?
3. Why is it important for ILO/FAO to focus on the agricultural supply chain?
4. Any recommendation with respect to the need for stop child labour interventions to focus on agricultural supply chain.

Key informants interview at district level

District Labour Office , Probation Office , Gender Office

1. What is the magnitude (numbers) and dimension (spreadout) of child labour in your district?
2. What are the numbers of children in child labour in terms of gender?
3. What are the forms of child labour in your district ?
4. Which form of child labour has the highest prevalence? Why is this so?
5. In terms of gender who is most affected? What reasons explain this situation?
6. What are causes of child labour in this district?
7. With respect to the production and supply chain of sugarcane, at what nodes or stages do we find boys/girls ?

Go through the production and supply chain of sugarcane ,stages or nodes; (land preparation, cane seed cutting, sorting and selection, transporting cane seed,planting,weeding, irrigation, application of fertilizers,pesticides, harvesting, sorting II, collection , burning, loading, transporting to the industry or alternatively processing into jaggery.

8. Provide an explanation as to why this is so (in 7 above)?

9. What kind of work hazards that children encounter at the respective nodes or stages of production and supply chain of sugarcane?
10. What is the legislative and enforcement mechanism are you applying against child labour?
11. Suggest remedial measures and interventions for further prevention and mitigation of child labour in the sugarcane industry with a gender lens. At a practical level (on the ground with different stakeholders) and also policy measures.

District Education Office and School head Teachers

1. What is the primary school enrollment of your district?
2. What is the primary school enrollment of your district in terms of gender?
3. What is the school dropout rate of your district?
4. What are the reasons for the situation in (1, 2 and 3) above?
5. What is the primary level completion rate for boys/girl children? Why is this so?
6. What do the existing laws say about school absenteeism?
7. Using a gender lens, what measures has the education department put in place to address (the issues in 1,2,3) above

District Agriculture Officer/Production Office

1. What is the magnitude (numbers) and dimension (distribution) of child labour in the agricultural sector of your district?
2. What are the forms of child labour in this sector ?
3. Which form of child labour has the highest prevalence? Why is this so?
4. In terms of gender who is most affected by child labour? What reasons explain this situation?
5. What are causes of child labour in the Agricultural sector?
6. With respect to the production and supply chain of sugarcane, at what nodes do we find boys/girls ?

Go through the production and supply chain of sugarcane ,stages or nodes; (land preparation, cane seed cutting, sorting and selection, transporting cane seed, planting, weeding, irrigation, application of fertilizers, pesticides, harvesting, sorting II, collection , burning, loading, transporting to the industry or alternatively processing into jaggery.

7. Provide an explanation as to why this is so (in 6 above)?
8. What kind of work hazards that children encounter at the respective nodes or stages of production and supply chain of sugarcane?
9. What is the legislative and enforcement mechanism are you applying against child labour?
10. Suggest remedial measures and interventions for further prevention and mitigation of child labour in the sugarcane industry with a gender lens. At a practical level (on the ground with different stakeholders) and also policy measures

Child and family protection Police office

1. What is your mandate with respect to child protection?
2. What are the common cases of child abuse recorded in your area?
3. What are the causes of child abuse, especially the problem of child labour ?
4. What gender consideration would you attribute to cases of child labour?
5. With respect to sugarcane production , what cases of abuse are associated with production and supply chain of sugarcane ?
6. In terms of gender who is the most affected and why is it so? Using a gender lens, what measures have you put in place to address child labour in the production and supply chain of sugar cane ?
7. What measures would you recommend to stop child labour in production and supply chain of sugar cane ?

Employers Organisation - Federation of Uganda Employers (FUE) interview guide

1. What do you require of your membership companies or agencies to have in place with respect to labour relations?
2. Do you require your membership companies or agencies to have in place a policy on child labour? . If yes, What should the policy cover about child labour?
3. What is your assessment with regard to adherence by your members in the sugar production industry towards having a policy on child labour?
4. What are your achievements with respect to having your membership companies put in place a policy on child labour ?
5. What challenges do you encounter in ensuring that your membership companies adhere to the policy?
6. What penalties do companies or agencies face if they do not follow the policy on child labour?
7. Recommendations to ensure conformity to have and implement a company child labour policy by sugar production industries.

Workers Organisation (Unions) - Interview guide (NOTU)

1. What do you require of your membership companies or agencies to have in place with respect to labour relations?
2. Do you require your membership companies or agencies to have in place a policy on child labour? . If yes, What should the policy cover about child labour?
3. What is your assessment with regard to adherence by your members in the sugar production industry towards having a policy on child labour?
4. What are your achievements with respect to having your membership companies put in place a policy on child labour ?

5. What challenges do you encounter in ensuring that your membership companies adhere to the policy?
6. What penalties do companies or agencies face if they do not follow the policy on child labour?
7. Recommendations to ensure conformity to have and implement a company child labour policy by sugar production industries.

Private sector company interview guide for sugarcane producing companies

1. Does the company have a policy on labour relations? If Yes continue to question 2 .If No, continue to question 4
2. What issues does the policy contain or cover?
3. What does the policy say about child labour?
4. What intervention do you implement to discourage or stop child labour?
5. Tell us about the status and progress in implementing this policy?
6. Tell us about the achievements you have realised by implementing this policy?
7. What challenges do you encounter in implementing the policy?
8. Recommendations to ensure conformity to have and implement a company child labour policy.

Focus group discussion question guide (for Children and Parents)

1. What do you understand by the term child labour? Or what is child labour ?
2. Basing on your response to (1 above) do you have a problem of child labour in this area ?
3. What are the forms of child labour that you can identify in this area?
4. What is the cause of the forms of child labour that you have identified?
5. In your opinion, who is more affected by child labour (girls or boys)
6. What are the reasons for the situation in (5 above)?
7. With respect to the production and supply chain of sugarcane, at what nodes do we find boys/girls ?

Go through the production and supply chain of sugarcane ,stages or nodes; (land preparation, cane seed cutting, sorting and selection, transporting cane seed, planting, weeding, irrigation, application of fertilizers, pesticides, harvesting, sorting II, collection , burning, loading, transporting to the industry or alternatively processing into jaggery.

8. Provide an explanation as to why this is so (in 7 above)?
9. What kind of work hazards that children encounter at the respective nodes or stages of production and supply chain of sugarcane?
10. Suggest remedial measures and interventions for further prevention and mitigation of child labour in the sugarcane industry with a gender lens. At a practical level (on the ground with different stakeholders) and also policy measures



GLOBAL MARCH

**Against Child Labour
Contra el Trabajo Infantil
Contre le Travail des Enfants**

Global March Against Child Labour

Koningskade 30, 2596 AA
The Hague, The Netherlands

International Secretariat

23, Friends Colony (West),
New Delhi-110 065, India
Tel: +91 11 47511111

Registered Address

L-6, Kalkaji, New Delhi-110 019, India
Tel: +91 11 49211111-12

f /GlobalMarch **t** @kNOwChildLabour

✉ info@globalmarch.org **🌐** www.globalmarch.org