

# **FEDERATION OF UGANDA EMPLOYERS**

## **RAPID ASSESSMENT REPORT**

**ON**

### **THE NATURE, PREVALENCE, AND OTHER DYNAMICS OF CHILD LABOUR WITHIN THE COFFEE AGRICULTURAL SECTOR IN UGANDA: EMPLOYER'S PERSPECTIVE**

#### **Research Team**

Mr. Swizen Kyomuhendo	Lead Consultant
Mrs. Rosemary Ssenabulya	Co-Investigator
Mr. Micheal Matovu	Co-Investigator
Mr. Joseph Kiwanuka	Research Synthesizer

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## Acronyms

FGDs	Focus Group Discussions
FIDA	Federation of Women Lawyers
FUE	The Federation of Uganda Employers
GoU	Government of Uganda
ILO	International Labour Organization
IPEC	International Program for Elimination of Child Labour
KII	Key Informant Interview
LC1	Local Council One
MoAAF	Ministry of Agricultural, Animal Industry and Fisheries
MoGLSD	Ministry of Gender, Labour and Social Development
MoLG	Ministry of Local Government
NCC	National Council for Children
SPSS	Statistical Package for Social Scientists
TC	Town Council
UBOS	Uganda Bureau of Statistics
Ug.Shs	Uganda Shillings
UPE	Universal Primary Education

## **Acknowledgement**

This Rapid Assessment Study on “the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda: Employers’ Perspective”, would not have been successfully conducted without the assistance and contribution of a number of individuals, organisations and communities. The task of obtaining information and a detailed account of the experiences of child workers, the prevalence of practices constituting child labour, experiences and perspectives of employers, necessitated traversing vast areas of the country where child labour in the coffee sector is pronounced.

We are therefore grateful for the support of the District Labour and Child Care/Probation Officers, Production, Education as well as other district officials who provided entry points in the districts for the Research Team during the conducting the study.

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**R.N.Ssenabulya**  
**EXECUTIVE DIRECTOR**  
**FEDERATION OF UGANDA EMPLOYERS**

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## **Executive Summary**

This Rapid Assessment Study on “the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda: Employers’ Perspectives”, was commissioned by The Federation of Uganda Employers (FUE). The overall objective of the rapid assessment was to collect baseline data to help FUE in the formulation and implementation of policies that could contribute towards the elimination of child labour in the Coffee Agricultural Sector.

Using a quantitative design, the magnitude and other dynamics of child labour from the employers’ perspective were analyzed. This was triangulated with other methods to gain an in-depth descriptive account of the experiences of child workers, prevalence of practices constituting child labour, experiences and perspectives of employers, both employing children and those that do not. A sample of 197 Employers in the coffee agricultural enterprises irrespective of whether or not they are involved in child labour activities and at least 148 child workers was successfully interviewed. These were drawn from various communities in the districts of Masaka, Rakai, Mpigi, Mubende, Wakiso and Mukono in the Central region, Jinja and Mbale in the East as well as Mbarara and Bushenyi in the Western region. Nine (9) Focus group discussions were held with employers in the different districts of study. A total of 26 other key informant interviews were conducted with local and district officials, and other civil servants such as Head Teachers, and the Police: Child and family protection department. EPI-INFO for data entry and SPSS for further analysis were used for questionnaire data while all FGDs notes and key informant interviews were analyzed using a thematic and content approach.

### **Summary of findings**

#### ***Prevalence of child labour***

Study findings of the rapid assessment on the nature, prevalence, and other dynamics of child labour within the coffee agricultural sector in Uganda reveals that although the trends have considerably changed for the better that is prevalence declining, the phenomenon of child labour is considerably big and requires urgent action by FUE and other stakeholders. The rate of prevalence of child labour in the coffee agricultural sector

has dropped from 81% as established in the 1999 FUE study of child labour in formal agriculture sector to 54%. Majority (70%) of the child workers are male. Although majority of child workers (89.7%) are between 12 - 17 years, findings reveal that there are some who are much younger; the youngest child worker was found to be 5 years of age. Over half (59.6%) of child workers reported to have started working for a wage or salary when they were between the ages of 5 – 14 years. Further, although only 46.2% of the child workers are currently in school, almost all (92.6%) child workers interviewed have ever attended school. Among those who have been to school, majority (91%) stopped at primary school level. About half (50.4%) did not go past Primary Five, only 18% reported to have completed Primary Seven.

The phenomenon of child workers in the coffee enterprises is more prevalent in Central and Western Uganda, particularly in the districts of Masaka, Mbarara, Jinja, Mbale, Mpigi and Bushenyi. Over 90% of employees in the plantations/enterprises selected for participation in the survey, are not unionized and an equally bigger proportion (91.4%) are not members of FUE. Further, findings reveal that organized work place committees are generally uncommon in the coffee agricultural sector, 88.9% of firms visited during the survey have no workplace welfare committees.

### ***Factors compelling children to work***

The problem is multifaceted; that is perpetuated by orphanhood, broken homes, absolute poverty, affinity to take advantage of cheap labour, poor law enforcement, ignorance of convention and rights of children, etc. Over a ¼ (28.5%) of the child workers interviewed indicated that they are either looking for school fees or money for buying scholastic materials. A significant proportion (31.1%) of the child workers are orphans many of them currently living with other relatives in the extended family or one biological parent after death of the other. Slightly over half (57.4%) of child workers live with at least one biological parent. Further, a significant proportion (17.8%) lives in a female headed household. Almost half (46.6%) of child workers said that they are either looking for money to help their parents or buy basic needs for the home. In their short lifetime, slightly over a ¼ of the child workers interviewed have had between 2 – 4 employers.

### ***Parents' contribution towards child labour***

Many parents enroll their children into child labour unconsciously with the ambition of training and/or grooming them to take over the family line of work in the event of the elders passing away. This implies that sensitization about the difference between child work and child labour is inadequate. On average, families with child workers constitute 4–7 people per family. Majority (66.4%) of the parents of child workers are peasant farmers, only 14% are engaged in business. Findings also show that families with child workers have an average of between 2–3 people working. Over half (56.7%) of the child workers interviewed reported to have enjoyed the support of their parents or guardians at the time of getting their current jobs. The employers also acknowledge that 52.9% of child workers work with full knowledge of their parents or guardians. Further, it was established that some parents are indifferent about working children and a number of parents (54%) greatly encourage their children to get jobs not taking into consideration their age and the law.

### ***Employers' Contribution to Child Labour***

Besides parents/guardians of the children, child labour is also perpetuated by employers who either employ the children or allow them to work alongside their parents in a bid to realize higher output. Although almost all employers (91.3%) deny having children in their premises working on behalf of their parents, data from child workers shows that a third (33%) reported to be working on behalf of their parents. Further, almost  $\frac{3}{4}$  (70%) of child workers informed the Research Team that they work with full knowledge of employers.

### ***Occupational Health and Safety for Child Workers***

The conditions under which children work are clearly hazardous; do not auger well with physical and moral safety of children. Especially in coffee processing plants, children are expected to work under a lot of noise, dust and in structures with poor ventilation. Almost half (45.4%) of the child workers interviewed reported to have suffered injury or illness directly resulting from the nature of their work. About a third (1/3) reported that at least once on a month they would feel a headache or chest pains resulting from the noise and heavy loads carried respectively. However, despite the high rate of occurrence of injuries or illnesses as a result of work, majority (95.6%) of coffee enterprises visited have no First Aid Kit for treating employees who have got injured on duty(see figure 8).

Furthermore, about  $\frac{3}{4}$  (72%) do not offer protection to the child workers against contingencies they are likely to face at work.

### ***Future Options among Child Workers***

Over half (67.4%) of child workers expressed interest in leaving their current work which clearly shows that they are not happy. However, of those interested in leaving, only 37.2% expressed interest in re-joining formal education. A significant proportion (30.2%) is for vocational training not formal schooling while others want to venture into other sectors altogether.

### ***Awareness about the Laws governing Child Labour***

Findings reveal that slightly over half (53.4%) of employers in the coffee agricultural sector are aware of the laws governing child labour; 36.3% acknowledged that according to the law, children below the age of 18 should not work or be engaged in activities that deny them opportunity to access education. However, only a few (27%) have plans or arrangements to get children out of the labour force hence eliminating child labour. A quarter (25%) is indifferent, they say let children continue working because, they will eventually grow up, get married or simply go away.

Generally, it is poverty, orphanhood and defiance, though in some cases ignorance of the laws governing child labour which compels and hence contributes to prevalence of the phenomenon of child labour. The situation is further compounded by poor enforcement of the laws regarding child labour.

### ***Employers' Suggestions and Way Forward***

In order to curb and eventually eliminate child labour, employers suggested that FUE needs to collaborate and network with all stakeholders in the world of work and children's welfare that is the employers themselves, the Trade Unions, Parents of the children and Government Departments mandated to make policies regulating the sector. Further, employers suggested that FUE gets involved in sensitization of employers about consequences of child labour, this was supported by almost half (45.8%) of the employers who participated in the rapid assessment.

**Specifically the following actions were suggested to be undertaken:**

- Put more emphasis on promotion of children's rights to basic services e.g. education, food etc.
- Set up vocational schools to target school drop outs and child workers who are reluctant to re-join formal education
- School managers should make school more interesting such that the children enjoy their stay while acquiring knowledge and skills
- Conduct on-spot assessments and impose heavy fines to perpetrators of child labour
- Initiate a program for rewarding best practices among employers regarding elimination of child labour as well as the children themselves leaving child labour
- FUE should initiate activities and reach out to other sectors such as fishing where child labour is observed as abundant
- Mainstreaming child labour issues in all other activities
- Lobby government to:
  - ◆ Support duty bearers such as labour officers and inspectors and other law enforcement agents at community level
  - ◆ Implement macro economic programs designed to alleviate poverty
  - ◆ Re-examine the UPE policy and make provisions for post primary education
  - ◆ Revamp structures that protect and champion children's welfare at the community level namely the Secretaries for children's affairs
  - ◆ Harmonize the operations of the probation officer and community development officer
  - ◆ Give tax incentives to employers in the coffee agricultural sector such as relaxed taxes on machinery etc.

## **Section One: Background and Methodology**

### **1.0 Introduction**

This report contains the findings of “The Rapid Assessment Study on the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda: Employers’ Perspectives”, which was commissioned by The Federation of Uganda Employers (FUE). The report provides a detailed background and objectives of the study, methodology used, findings and conclusions.

### **1.1 Background**

FUE is the sole national representative body for Employers in the public and private sector in Uganda, and it was found 1958. FUE has been involved in the “fight” against Child Labour in Uganda, partly to fulfill one of its key objectives of promoting the observation of fair and equitable conditions of employment (among employers), and also partly due to its other important objective of initiating and promoting measures affecting (or likely to affect) the interests of Employers in line with the ILO Convention No. 182 Of 1999.

#### ***1.1.1 International Regulations Governing Child Labour***

The ILO Convention No. 182 Of 1999, (ratified by Uganda in 2001) calls for the prohibition and immediate Action on the elimination of the worst forms of child labour. The Convention calls for effective measures towards the elimination of the worst forms of child labour and, under Article 3 (d) the worst forms of child labour covers “work which by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children”. The term “child” (under ILO Convention N0 182) applies to all persons below the age of 18. The same Convention provides for the identification and reaching out to children found at special risk.

Supplementing on ILO Convention No. 182, ILO Recommendation No. 190 of 1999 (under Article 15), provides for informing, sensitizing and mobilizing the public on the measures aimed at the prohibition and elimination of the worst forms of child labour. The

Recommendation further calls for monitoring and giving publicity to the best practices (on eliminating child labour), and the need for sensitizing parents about the problem of children working under such conditions.

ILO Convention No 138 of 1973 (ratified by Uganda in 2003) requires of States to pursue a national policy designed to ensure the effective abolition of child labour and to raise progressively the minimum age of admission to employment or work to a level consistent with the fullest physical and mental development of young persons. The provisions of this Convention are equally applicable to most of the economic sectors (including agricultural undertakings and plantations) mainly producing for commercial purposes. ILO Convention No. 138 excludes family and small scale holdings producing for local consumption, and not regularly employing hired workers. Other ILO Conventions related to Child Labour which have been ratified by Uganda include ILO Convention No. 124 of 1965 which covers medical examination of young persons involved in underground work and the ILO Minimum Age Convention No. 123 of 1965.

### ***1.1.2 National Laws Governing Child Labour in Uganda***

At national level, the Constitution of the Republic of Uganda (1995), under the section on Rights of Children, Article 34 (4) clearly stipulates that “children are entitled to be protected from social or economic exploitation and shall not be employed in or required to perform work that is likely to be hazardous or to interfere with their education or to be harmful to their health or physical, mental, spiritual, moral or social development” (GoU 1995).

Similarly, the Uganda Employment Act (1977) under Section 55 (1) concerning unsuitable employment, provides that “no young person may be employed in any employment which is injurious to health, dangerous or otherwise unsuitable”. Under Section 55 (2) it provides that “no person may, after being notified in writing by the Commissioner that the kind of work upon which a young person is employed is injurious to his/her health, dangerous or otherwise unsuitable, continue so to employ him or her”. The same Act obliges Employers to keep a special register of the young persons employed containing the particulars of age, date of commencement and termination of employment and the conditions and nature of employment.

Furthermore, the Uganda Employment Act stipulates, in Section 57, that “no person may employ a person under the age of 12 except on such light work as the Minister may from time to time, by Statutory order, prescribe.” Concerning the employment of children in underground work, Section 52 of the same Act provides that “no person may employ a person under the age of 16 underground at any time except under an apprenticeship training.”

Likewise the Uganda Children’s Statute (1996) under Section (9) on the Rights of the Child equally clarifies that “no child shall be employed or engaged in any activity that may be harmful to his/her health, education, mental physical or moral development.” However, despite tremendous effort and the existing law, the challenge of child labour remains enormous among Employers in Uganda.

### ***1.1.3 Child Labour in Uganda***

According to the Uganda Bureau of Statistics Demographic and Health Survey Report of the year 2000/2001, it was estimated that the total number of children in Uganda aged between 5-17 years was about 7.9. Million (approximately 36% of the total population of Uganda i.e. 20 million), and the central region alone had more children than the rest of the Regions in the country (i.e.2.5 million). Most children in Uganda were found to be living in the rural areas.

Furthermore, the survey revealed that one in every five children in Uganda was an orphan and that out of the four regions in the country, the central region had the highest number of orphans followed by the western region. Orphans were found to compose the highest number of working children.

Concerning Child Labour, the report estimated that there were about 2.7 million working children in Uganda, and that more than half of the working children (54%) were between 10-14 years. The report established that about a third of the working children are less than 10 years old. The report also observed that more than 300,000 children in Uganda Aged between 5-17 years had no formal education, and that the Eastern Region had a higher proportion of working children aged between 5-9 years as compared to other three regions of the country.

Regarding other work related conditions and circumstances, it was observed in the report that boys were more likely to work than girls, and that children with either one or both parents were equally participating in Child Labour. The majority of children were found to be working at the Employers plantations or premises and at times for more than a duration of ten hours per day. The report also established that many school drop outs join Child Labour at an early stage.

Similarly, in 1999, FUE conducted another study in the Commercial Agriculture Sector but action focus was limited to the Tea Agriculture sub sector which involved sensitizing 412 managers in the Tea Agricultural enterprises and Training 712 Change Agents among the Tea Enterprises on the problem and challenges of Child Labour. However, during the FUE 1999 study, it came out clearly that child labour in the Coffee Agricultural Sector, was prevalent (81%). But even with that revelation, FUE could not formulate policies that could contribute towards the elimination of child labour in the Coffee Agricultural Sector without baseline data, hence the rationale for the rapid assessment.

## **1.2 Overall and Specific Objectives of the Rapid Assessment**

The overall objective was to collect baseline data to help FUE in the formulation and implementation of policies that contribute towards the elimination of child labour in the Coffee Agricultural Sector. Specifically, the objectives of the rapid assessment were:

1. To describe the nature and forms of Child Labour within the Coffee Agricultural Sector in Uganda
2. To assess the trends and prevalence of different forms of Child Labour within the Coffee Agricultural Sector in Uganda
3. To examine the factors that contribute to the existence of child labour within the Coffee Agricultural Sector in Uganda with a view to identifying the interventions which FUE should deploy in handling the problem
4. To collect and analyze data that could help FUE in the formulation and implementation of policies that contribute towards the elimination of Child Labour in the Coffee Agricultural Sector In Uganda
5. To come up with any other relevant recommendations that could help FUE in the elimination of Child Labour in Uganda.

## 1.3 Methodology

### 1.3.1 Overall research design

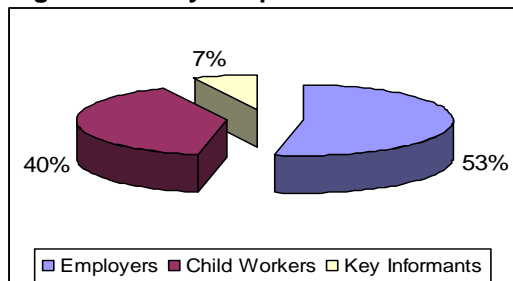
This was essentially a descriptive, cross-sectional study using a triangulation of methods to obtain information from the various categories of study participants mainly employers and children engaged in practices and situations clearly categorized as constituting child labour. A rapid assessment was done to gain an in-depth descriptive account of the experiences of child workers, prevalence of practices constituting child labour, experiences and perspectives of employers, both employing children and those that do not. Extensive review of the existing literature and reports concerning child labour in Uganda was also undertaken.

### 1.3.2 Study areas and respondents

The Rapid Assessment was national in nature covering three regions of the country where coffee is grown namely Central, Western and Eastern. In order to collect relevant data and information to address the problem of Child Labour in the Coffee Agricultural Sector, particular focus was put on the districts in Uganda where anecdotal information points child Labour to be more pronounced in the Coffee Agricultural sector. Particularly, the districts of Mpigi, Mukono, Jinja, Mbale, Masaka, Rakai, Mbarara, Mubende, Wakiso and Bushenyi were covered.

Respondents were selected to provide quantitative and qualitative data. For quantitative data, a sample of respondents was randomly selected. A sample of 197 employers irrespective of whether or not they are involved in child labour activities and at least 148 children was deemed large enough to yield representative quantitative data against which the nature, prevalence and trends of child labour in the Coffee Agriculture Sector were assessed.

**Figure 1: Study Respondents**



A systematic random selection technique was used to ensure adequate coverage and representation to selected study sites. This was made possible by use of sampling frames constructed with assistance of District Labour

and Child Care/Probation Officers.

**Table 1: Selected socio-demographic characteristics of Child Workers and Employers**

<b>Characteristic</b>	<b>Frequency (n)</b>	<b>Percent</b>	<b>Total (N)</b>
<b><i>Sex of respondent</i></b>			
<b><i>Employers</i></b>			
Male	155	78.9	<b>197</b>
Female	42	21.1	
<b><i>Child Workers</i></b>			
Male	104	70.3	<b>148</b>
Female	44	29.7	
<b><i>Age when started working for a wage/salary</i></b> (years)			
0 – 14	68	59.6	<b>114</b>
15 – 18	46	40.4	
<b><i>Current Age</i></b> (years)			
0 – 14	63	42.9	<b>148</b>
15 – 18	85	57.1	
<b><i>Level of Education</i></b>			
Never attended school	11	7.7	<b>147</b>
Primary	124	84.0	
Post-primary	12	8.3	

In the spectrum of employers, the Research Team interviewed Managers, Directors, Administrator, Entrepreneurs, Work supervisors, Farmers and Coffee agents/brokers drawn from the different activities in the coffee sub-sector namely:

- Coffee farming including picking & drying
- Processing
- Transporting
- Nursery preparation
- Trading

Any shortfalls in the sample selection and composition were catered for by qualitative data, which were collected from purposively selected key informants. Below is a table showing the Key informants interviewed.

**Table 2: Key Informants Interviewed**

<b>Category</b>	<b>Number</b>
Agriculture Officer	3
Community Development Officer	1
Director of FIDA	1
District Coffee Coordinator	1
District Production Officer	2
Head Teacher	4
Labour Officer	4
LC1 Chairperson	2
Police: Child and family protection	3
Probation Officer	4
Sub county Chief	1
<b>Total</b>	<b>26</b>

### **1.3.3 Methods of Data Collection**

*Quantitative data:* This were collected from sampled respondents using a personal interview schedule (annexed to this report). The interview schedule, among others, captured the socio-demographic characteristics of the individual respondents, experiences of child workers, prevalence of practices constituting child labour, experiences and perspectives of employers, both employing children and those that do not. Trained interviewers who are fluent in the local dialect in the different areas of study administered the personal interviews.

*Qualitative data:* Qualitative data were collected through focus group discussions (FGDs) and key informant interviews. FGDs were conducted with only employers. In order to empirically assess the problem of child labour on ground, observing on-going practices during on-spot visits made to various coffee enterprises and coffee processing factories was deemed essential.

## **1.4 Data management**

For quantitative data all the filled questionnaires/interview schedules were verified, edited and coded by the interviewers. The coded questionnaires were entered into the

computer using EPI-INFO software, which generated descriptive raw-frequencies. The data was then converted in SPSS for further analysis aimed at establishing possible causal-effect relationships between and among relevant variables.

With regard to qualitative data, all FGDs notes and key informant interviews were analyzed using a thematic and content approach. All collected data were used to produce the draft report which was shared and discussed during the validation workshop of findings of Child Labour in Coffee Enterprises held on 27<sup>th</sup> August 2004. The workshop helped validate the findings and make recommendations for eliminating child labour in the coffee agricultural sector.

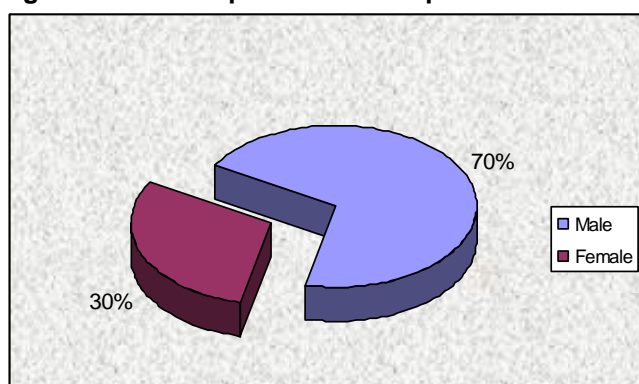
A Typical Commercial Coffee Plantation in Uganda

## Section Two: Magnitude and Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda

### 2.1 The nature and forms of Child Labour

One of the main objectives of the rapid assessment was to describe the nature and forms of child labour within the coffee agricultural sector in Uganda. Findings indicate that majority of child workers in the coffee agricultural sector are boys. They constitute 70% of the total labour force of child workers (see figure 2). This finding is validated by Key informants who emphasized that boys take up the bigger proportion because in the case of girls, their first option is usually getting married.

**Figure 2: Sex composition of sample of children engaged in child labour**



Although majority of child workers (89.7%) are between 12 - 17 years, findings reveal that there are some who are much younger; the youngest child worker was found to be 5 years of age.

A significant proportion (31.1%) of the child workers are orphans many of them currently living with other relatives in the extended family or one biological parent after death of the other(see table 3 below). Over half (57.4%) of child workers live with at least one biological parent.

**Table 3: Person Child Worker currently Lives with**

Person child worker lives with	Frequency	Percent
Both parents	37	27.4
Mother only	24	17.8
Father only	6	4.4
Grand parent	24	17.8
Other relatives	38	28.1
Siblings	6	4.4

Further, as can be seen from the table above, although over half lives with one biological parent, in-depth analysis reveals that a significant proportion lives in a female headed household which has implications on possibility of meeting all the basic needs of children.

On average, families with child workers constitute 4–7 people per family. Majority (66.4%) of the parents of child workers are peasant farmers, only 14% are engaged in business. Findings also show that families with child workers have an average of between 2–3 people working.

Regarding education, findings reveal that almost all (92.6%) have ever attended school, though only 46.2% of child workers are currently in school. Among those who have been to school, majority (91%) stopped at primary school level. But even within that spectrum of primary, about half (50.4%) did not go past Primary Five, only 18% reported to have completed Primary Seven (see Table below).

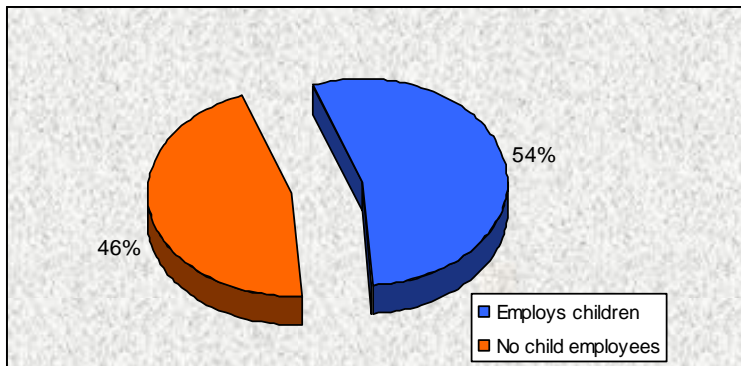
**Table 4: Highest level of Education attained**

<b>Level attained</b>	<b>Frequency (n)</b>	<b>Percent (%)</b>
Primary 1-3	23	17.4
Primary 4-5	44	33.0
Primary 6-7	54	40.6
Senior/Form 1-2	10	7.5
Senior/Form 3-4	2	1.6

### ***2.1.1 Prevalence of Child Labour by Locality***

The study sample included all employers in the coffee agricultural sector regardless of whether they employ children or not. Findings reveal that over half (see figure 3) of employers approached during the survey are engaged in child labour or at least were engaged in activities that tantamount to child labour.

**Figure 3: Proportion of Enterprises Employing Children**



Furthermore, quantitative findings reveal that over 90% of employees in the plantations/enterprises selected for participation in the survey, are not unionized and an equally bigger proportion (91.4%)

are not members of FUE. Further, findings reveal that organized work place committees are generally uncommon in the coffee agricultural sector, 88.9% of firms visited during the survey have no workplace welfare committees. However, where such committees exist, their tasks range from solving disputes among workers, championing workers' rights to supervision of fellow employees.

The phenomenon of child workers is more prevalent in some parts of Western, Central and Eastern Uganda, particularly in the districts of Masaka, Mbarara, Jinja, Mbale, Mpigi and Bushenyi. Few cases of child labour were established in Mubende, Wakiso and Mukono districts. Probably because of the heavy blow coffee wilt dealt the plantations in those districts. In case of Wakiso, the Research Team established that only one moderately large coffee plantation is operating in Masulita, the big processing plants (renown for child labour) closed down. Today, many families just have small gardens with a few coffee tress requiring only family labour but not jeopardizing the school program of children. It was reported that children only come in to re-enforce family labour at the weekend when they are not required to go to school. Therefore, theirs is child work not labour. In the case of Mukono, the Research Team established that the coffee agricultural sector is overshadowed by Vanilla which pays higher rates than coffee; although no wide assessment was done but child labour is apparent in Vanilla. In the case of Rakai no single case of child labour in the coffee agricultural sector was recorded.

The study established that the phenomenon of child labour is more prevalent in the rural communities. Study respondents testified that the problem is apparent and it is mainly boys of between 9 and 17 years who are working in coffee related activities ranging from

picking the ripe beans in the gardens/plantations, drying, transporting from farmers to coffee agents, to working in the enterprises engaged in processing. Being a seasonal product, key informants emphasized that child labour is more apparent during the peak season:

*During peak season, children are forced to forego education and to work in coffee plantations and then resume classes in off-peak season. The rate of school attendance drops during the peak season* (Head Teacher, Mbale).

However, some of the key people in the communities who are expected to be better placed were apparently ignorant of any cases of child labour in their communities. The case of a community development officer merits quotation:

*I do not know, I have never visited those coffee plantations I do not know what takes place there* (KII, Bushenyi).

### **2.1.2 Nature of Assignment and Level of Training**

Findings of the rapid assessment reveal that children are mainly engaged in various activities depending on where they are employed. Particularly, child workers are engaged in:

- Weeding and Picking
- Transporting from farmers to processing plant
- Drying
- Sorting and packing
- Loading and/or off-loading from trucks

Child Workers Drying Coffee

Child Workers packing coffee

Data on nature of tasks assigned to children in relation to their age indicates a violation of children's rights. Given the amount and magnitude of tasks child workers are expected and/or were observed undertaking, it goes without saying that absence of organized work place welfare committees has greatly contributed to compromise of welfare of child workers. Through observation and testimonies of key persons in the communities visited indicates that child workers are treated as though they are adults:

*Some employers are not mindful of age, children are assigned tasks which essentially should have been reserved for old people like lifting heavy sacks/bags of coffee beans (Employer, Bushenyi).*

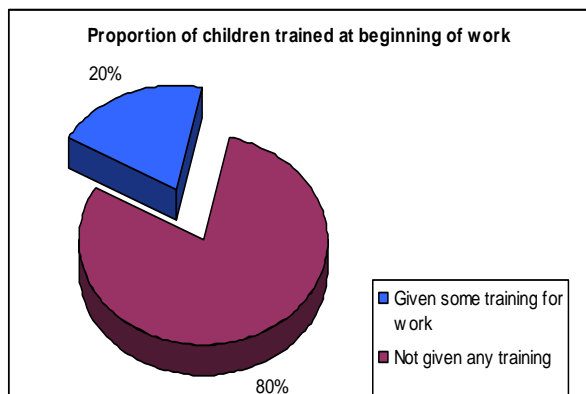
Child worker at work; carrying a bag of coffee (nature of tasks)

Although over half (57.1%) of current child workers are between the age of 15 and 17, the majority reported to have started working for a wage or salary when they were between the ages of 0 – 14 years. Slightly over a third (37.6%) reported to have been working for 2 years at those plantations/enterprises where they are currently employed. This implies that the phenomenon has been prevalent for a long time and the perpetrators of child labour see nothing wrong in employing children in their coffee plantations, business or enterprises.

Child worker carrying a bag of coffee on his back

Child workers were observed to be working in appalling situations. One of the key informants testified to that effect, that children work under harsh conditions, without food sometimes for a whole day and yet they work under too much sunshine and dust. In case of those working in the processing plants, it was observed that child workers are also charged with feeding of coffee beans to the huller. However, what is alarming is that a big proportion of child workers currently employed in the coffee agricultural sector did not receive any form of training prior to taking up the assignment (see figure 4 below). The few who chanced to receive training, reported to have been trained by employees already conversant with the activities and desired quality of product. This is especially among child workers engaged in sorting and picking of coffee beans that is at the processing plants and garden/plantation respectively. No child workers reported to have been cautioned about the dangers of the coffee huller and the precautions one in close proximity needed to take to avoid potential accidents.

**Figure 4: Proportion of Children trained at beginning of work**



### 2.1.3 Time of Work and Terms of Employment

A normal working day for child workers in the coffee agricultural sector starts at 7:00am and ends at 6:00pm. However, during busy days or what is known as the peak season between the months of September to December, all workers adults and children alike are expected to begin the day as early as 6:00am and retire well past 9:00pm and sometimes 11:00pm. Findings also show that child workers do not benefit from weekends as their employers grant them no rest days; they are required to work everyday of the week.

While at work, findings reveal that almost  $\frac{3}{4}$  of child workers are allowed sometime to take a break off work; 71.1% agree that in the course of a working day there are specific times set aside for a break usually for not more than one hour (see figure 5).

**Figure 5: Nature of Working Day for a Child Worker**

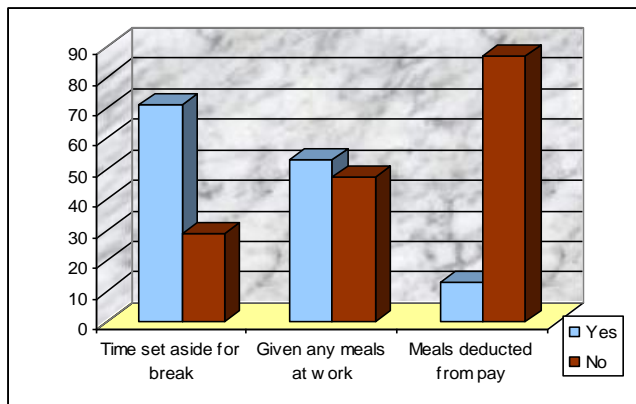


Figure 4 also shows the proportion of child workers who reported to be receiving meals at their work place. Over half (52.8%) indicated that the management of the coffee plantation/enterprise where they were working provided them with a meal which means that almost half

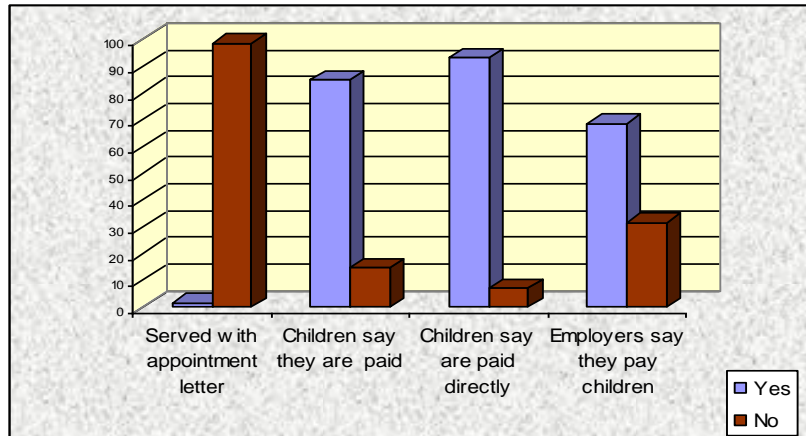
are not given any meals. Findings indicate that some employers provide lunch for the workers free of charge. Only in a few plantation/enterprises, are meals deducted off the child worker's wage/salary. Findings show that a big proportion (87%) enjoy meals without worry of infringing on their remuneration.

### 2.1.4 Mode of Payment

Regarding remuneration for work done findings reveal that a significant proportion of employers (68.5%) pay child workers for work done. Figure 6 below shows data on number of children acknowledging receiving payment for work done from their employers and the employers who pay their child workers. The figure also shows the proportion of child workers who received letters of appointment acknowledging that they

are formal employees of the coffee plantations/enterprises where they had got a job. The practice of serving child workers with appointment letters is almost non-existent, data shows a paltry 1.4% who received such letters.

**Figure 6: Terms of Employment for Child Workers**



Qualitative findings show that at the family level, children are paid indirectly through buying of clothes, paying school fees and cherished foods like beef at home. Looking at the figure, it is

evident that the proportion of child workers who say they are paid for work done differs from that of employers who reported to be paying their child workers for work done, this probably is explained by the scenario of a family, buying things for children as a form of payment. From the employers at the level of processing, it was established that given the nature of their work, child workers are paid per piece-meal done as opposed to the monthly payment system, for instance, most employers pay children Ug.Shs1,000 (USD 0.56) per 60kg of coffee sorted. On a positive note however, almost all child workers (93.2%) reported that management pays them directly not through their parents/guardians or siblings.

Overall, it was established that child workers are generally exploited, they are paid less than what an adult would have been paid:

*Children are paid peanuts, its always very little money, some are paid in form of materials like clothing, e.g. T-Shirts, trousers (KII, Bushenyi).*

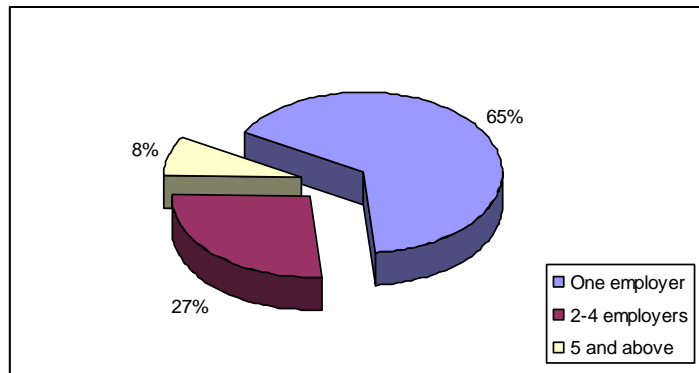
### **2.1.5 Mode of Supervision**

Findings show that while at work child workers are mainly supervised by their parents and by themselves i.e. 37.1% and 25.8% respectively. The employers affirmed that the nature of tasks does not require periodic reminders and supervision so in most cases after initial orientation, child workers are left to work without any immediate supervision.

Regarding disciplinary action taken in event of misbehavior or performance not pleasing to the employer, almost half the employers (48.3%) cited dismissal or suspension. The other immediate actions include salary cuts or no pay. This was especially reported by employers in the processing plants, however, at the family level particularly for child workers in the plantations, guided counsel is reported to be done and only in extreme circumstances are the children subjected to canning. Only 3 employers reported not to subject their child workers to any form of punishment/disciplinary action.

In terms of employment history of children in the study, it was established that child workers are also engaged in changing employers for one reason or another. In their short lifetime, slightly over a ¼ of the child workers talked to have had between 2 – 4 employers (see figure below).

**Figure 7: Number of Employers child ever worked for**



## **2.2 Trends and prevalence of different forms of Child Labour**

### **2.2.1 Prevalence of different forms of child labour**

The situation of Mukono is somewhat unique; child workers not only work in coffee plantation but also in vanilla plantation. The Research Team established that child workers work twice in a day; in the morning they work in the coffee plantation and in the evening they work in the vanilla plantation and it is their own parents sending them. Some of them have sustained wounds on their hands while pollinating vanilla. Although some told the Research Team that they had come to stay with their Aunts for school holidays, they were found working during school time.

In Mubende, besides the common forms of child labour, there is also a category of child mothers who live with their husbands, most of whom are motor cyclists commonly known as *Bodaboda*, but also engaged in child labour in the neighbouring coffee plantations/enterprises.

Still in Mubende, some employers set the requirement of a Graduated Tax ticket as a condition for being recruited to work. Through interaction, it was established that some of the child workers pay Graduated Tax even before attaining the mandated age of 18 years in order to get employment.

### **2.2.2 Occupational Health and Safety for Child Workers**

Through observation and interaction with both child workers as well as their employers, it was evident the issues of occupation health and safety have not received the necessary

attention as provided for in the ILO Convention No. 138 and No. 182 for rights of the child workers. The Convention states that child labour is any work that threatens the health, safety, physical growth and moral development of children. In the processing coffee plants, cases of children removing husks from the exit pipe to avoid blockage were apparent. Such points of work are characterized by a lot of dust which is injurious to the children's health. Asking child workers what constitutes hazardous work among the tasks they perform at the coffee plantations/enterprises, revealed a number of characteristics which they associated with hazardous work. The characteristics include:

- Polluted environment (a lot of dust)
- Poor ventilation
- A lot of noise
- Carrying heavy loads
- Insect bites
- Operating machines without protective gear
- Working without food
- Lack of protection in case of accident/injuries

Almost half (45.4%) of the child workers interviewed reported to have suffered injury or illness directly resulting from the nature of their work. About a third (1/3) reported that at least once on a month they would feel a headache or chest pains resulting from the noise and heavy loads carried respectively.

From carrying heavy loads child workers suffer chest pains

According to the child workers, sometimes the illness or injury is so serious that it keeps them away from work for about a week. Data from employers on frequency of occupational health and safety related cases collaborate that of child workers; see table 5.

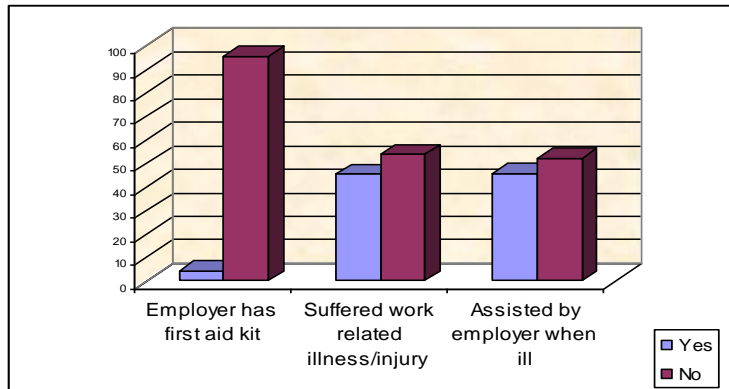
**Table 5: Frequency of OHS for child workers as observed by employers**

<b>Frequency of OHS</b>	<b>Percent</b>
Never suffered anything	51.9
Every Month	31.7
Every Week	15.4
Everyday	1

However, despite the high rate of occurrence of injuries or illnesses as a result of work, majority (95.6%) of coffee enterprises visited have no First Aid Kit for treating employees who have got injured on duty(see figure 8). Furthermore, about  $\frac{3}{4}$  (72%) do not offer protection to the child workers against contingencies they are likely to face at work.

A Typical Coffee Processing Plant in Uganda

**Figure 8: Protection from Contingencies**



Many of the child workers that suffer from work related injuries or illnesses are not assisted by their employers since it is not a company policy. One child worker testified that they only receive insults and abuses

when they get injured while on duty. However, those who reported to have received assistance from their employers indicated that it was in form of medical care. Details of what kind of medicine were not documented as prescription depends on magnitude of the problem or injury suffered.

Overall, although the trends have gradually gone down from the alarming figures of the late 1990s, the phenomenon of child labour is still prevalent and rampant in the coffee agricultural sector. Child labour is more apparent at the plantations and processing plants as opposed to transporting and the nursery/mother gardens for coffee seedlings. Employers still subject children to tasks that do not befit their age and yet provide no protection against contingencies in event of injuries or illness as a result of work. The conditions under which children were found working are appalling and clearly detrimental to their health. The need is for urgent action and particularly enforcing legislation against any work that is or likely to be hazardous or injurious to the health of child workers.

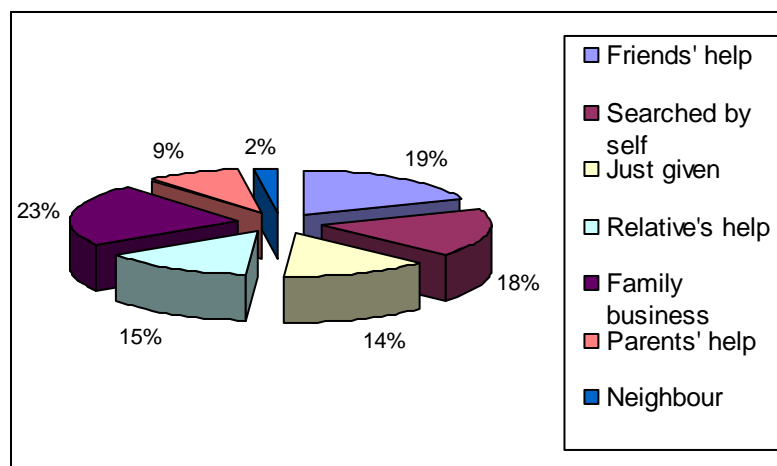
## Section Three: Factors Contributing to Existence of Child Labour within the Coffee Agricultural Sector in Uganda

### 3.1 Factors Compelling Children to Work

#### 3.1.1 Children's Perspective

Regarding means of getting a job, a significant proportion of the child workers informed the Research Team that they got their jobs either through the help of friends who were already employed at those coffee plantations/enterprises or by themselves through the usual jump hunting procedure. As can be seen from the figure below, an equally big proportion indicated that they are working in family businesses.

Figure 9: Means through which Children got jobs



Drawing from qualitative data and the employers' perspective, the issue of children searching for jobs is more common during the peak season. One employer testified having about 10 child workers. She indicated that during the busy

season when there is a lot of coffee to be picked, a lot of children go to her in search for work.

Regarding factors compelling children to engage in child labour, commonly the issue of orphan-hood and lack of school fees is cited. Over a  $\frac{1}{4}$  (28.5%) of the child workers indicate that they are either looking for school fees or money for buying scholastic materials. The other major factor cited by child workers as attributing to their taking on child labour is poverty manifested in low family incomes especially in female headed households. Almost half (46.6%) of child workers said that they are either looking for money to help their parents or buy basic needs for the home. With death of parents many have assumed the role of breadwinners as they are heading families. During the

workshop for validating the Rapid Assessment findings on child labour in the coffee agricultural sector, it was pointed out that culture also has a significant role it plays in influencing children especially boys into child labour. Traditionally an heir to a family becomes the breadwinner and consequently, his siblings become his children. So in order to meet their obligations boys who become heir choose to search for work even when they are still children.

Mr. Kyomuhendo (standing) one of the facilitators at the workshop sharing the preliminary findings of the Rapid Assessment (27/08/2004)

The other factor cited is mistreatment and negligence by step mothers. In the traditional African culture, on death of parents, the orphans are usually shared among the extended family members and in case of those with both parents still living, sometimes it is the abuses inflicted on them by their step mothers that force them to leave home and engage in commercial agricultural work in the coffee sector. Domestic violence was also cited as a factor compelling children to child work by some key informants:

*Domestic violence is another big factor. If these children are abused at home, they get disgusted and decide to leave home, and they end up in child labour* (KII, Bushenyi).

### **3.1.2 Employers' Perspective**

The employers cite almost the same issues as compelling factors to child labour. They also cite lack of school fees, poverty mainly due death of parents but add peer pressure and love for money. According to them children sometimes work not because they are orphans or they are very poor at home but because they want to have their own money which they can spend as they wish. Therefore although in most cases it is poverty, the desire for money forces children to engage in some kind of work:

*The main reason is poverty and need for money to watch films* (KII, Buwenge)

Participants at the workshop for validating the Rapid Assessment findings on child labour in the coffee agricultural sector were in agreement with the desire for money and peer pressure as major compelling factors. They shared that, through observation it is apparent that most coffee processing plants are located within or on the outskirts of towns/trading centres with a variety of entertaining activities like films which children

would wish to enjoy. In order to be able to watch the films being showed in the neighborhood, many children see the coffee enterprises as an opportunity hence seeking for work to be able to meet their needs. It was also observed that around coffee processing plants especially, other vices crop up like prostitution which again involves young girls.

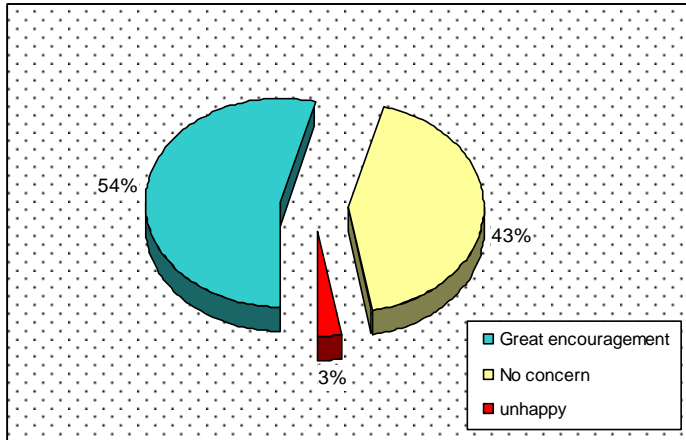
Lastly, the employers informed the Research Team that religious convictions are another factor compelling children to work. They indicated that some faiths prefer business to formal education.

### **3.2 Parents' Contribution to Child Labour**

Findings show that child labour is further perpetuated by the culture of families wanting to propagate the family profession. A significant proportion of children are currently engaged in child labour on instruction by their own parents on the pretext of passing on skills to the young generations so as to continue the family line of work in the event of death of the household head. Therefore lack of clear cut distinction between child labour and child work has greatly contributed the prevalent problem of child labour in the coffee agricultural sector.

Further, findings from both child workers and employers show clearly that parents are contributing to the problem of child labour. According to child workers, over half of them (56.7%) enjoyed the support of their parents or guardians at the time of getting their current jobs. Similarly, the employers also acknowledge that 52.9% of child workers work with full knowledge of their parents or guardians. Further, it was established that some parents are indifferent about working children and a number of parents (54%) greatly encourage their children to get jobs not taking into consideration their age and the law. The figure below shows reaction of parents towards employment of their children in activities that constitute child labour.

**Figure 10: Common reactions of parents towards employment of their children**

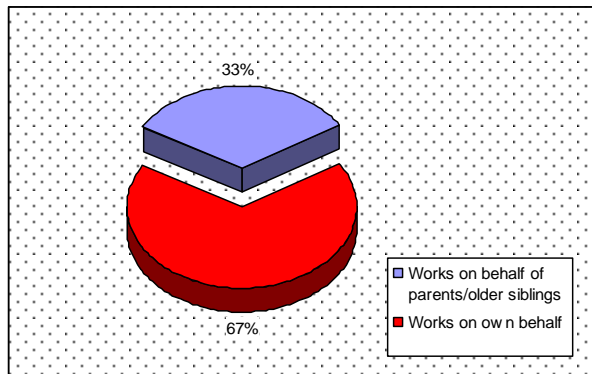


However, some parents are not aware that their children are engaged in any form of child labour. It was established that some children leave home with intentions of going to school but sneak into coffee plantations/enterprises to earn some quick money. The concern of some key informants to that effect is worth quoting:

*Some children disguise to be going to school but do not reach; rather they go to coffee processing plants to work* (KII, Buwenge TC).

Although almost all employers (91.3%) deny having children in their premises working on behalf of their parents, data from child workers shows that a third (33%) reported to be working on behalf of their parents. The figure below shows the proportion of child workers who are working on behalf of either their parents or siblings.

**Figure 11: Children working on behalf of parents/older siblings**



Regarding care facilities at work for children of the employees, findings show that majority (90.9%) of employers have no such provisions. During the dissemination workshop of the preliminary findings it was established that although a significant proportion of coffee enterprises turn a blind eye on the children who come along with their parents to transact some business with the enterprise and end up working, others have however, set strict rules to ensure eventual elimination of child labour. Such enterprises meriting mention include Bugisu Cooperative Union whose management has restricted entry of parents with their children to work even when the children are not going to work.

The School Teachers are also cited among people contributing to child labour:

*We teachers also contribute to child labour because of the insensitive language especially to children who have outgrown the classes they are in. Such things like 'Jjaja wabana' literally translated as grand parent of the children, while asking for contribution makes school a horrible place to be, consequently such children drop out of school joining the working class at an early age hence contributing to the existing numbers of child workers (Head Teacher- Kaweeri).*

Overall, it was established that the parents who are supporting child labour sometimes do not do so cautiously, but induced by abject poverty. Some parents have been forced to withdraw their children from school where they would gain skills to contribute to family income but unfortunately through engaging in child work which tantamount to child labour going by the definition. Due to abject poverty it was established that some parents even with Universal Primary Education (UPE), still cannot afford school requirements

such as exercise books, pens, pencils, and uniforms, consequently, children drop out of school and venture into working:

*Some parents especially those who are sickly and without formal employment, send their children to look for work for survival of the family* (KII, Mubende).

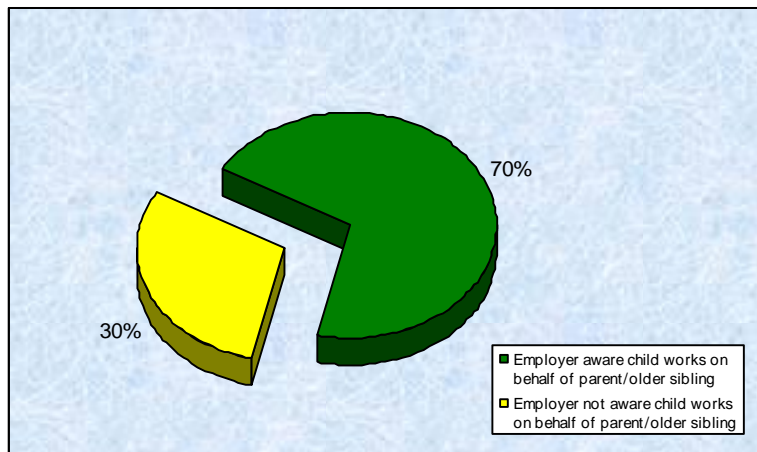
### **3.3 Employers' Contribution to Child Labour**

Findings reveal that in addition to parents/guardians, child labour is also perpetuated by employers who either employ the children or allow them to work alongside their parents in a bid to realize higher output. It was also established that some employers recruit child workers by themselves because they consider that kind of labour force to be cheap. As the quotation below rightly shows, some employers exploit child workers:

*When coffee is ripe, I employ some children on my plantation to pick it. The young ones pick a tin of around 2 Kg for a "chapatti or mandazi" but the older ones are paid in cash* (Employer, Mbale).

A significant proportion of employers especially in Bushenyi and Masaka were reported to have denied/refused acknowledging they are engaged in employing children to work in their coffee plantations/enterprises. This was further confirmed from a statement made by one employer attending the dissemination workshop where the preliminary findings of the rapid assessment were being shared. He emphasized that if anybody was to check in the employers' books showing categories of employees at the plantation/enterprise, no case of children would be found recorded as employees but the practice is for parents to bring along their children to help them and therefore contribute to the income of the family. However, almost  $\frac{3}{4}$  (70%) of child workers informed the Research Team that they work with full knowledge of employers (see figure 12).

**Figure 12: Children saying employers are aware they work**



Participants at the workshop for validating the Rapid Assessment findings on child labour in the coffee agricultural sector added another dimension that is weak law enforcement; lack of appropriate facilitation of the people engaged in coffee activities for instance, that in-charge of the nursery/mother gardens especially during long spells of draught as some of the additional factors contributing to existence of child labour. A participant from Mubende shared with organizers of the workshop experiences of his district for the six months preceding the workshop saying that they have been under a dry spell for a long time which has forced some farmers with nursery/mother gardens to suspend school activities for their children to fetch water for the coffee seedlings.

Such Coffee Nurseries require a lot of water for irrigation

The other factor cited as contributing to child labour is lack of cooperation from the parents of the children found working for coffee plantations/enterprises. It was mentioned that usually because those parents benefit from their children's employment, they refuse to cooperate with the local leadership to sue the employer for engaging in child labour activities:

*We have had cases where you take a child to court to testify against an employer engaged in child labour, but when the Judge asks for the age, the child because he was couched by the parents will state age above 18 years. When parents are asked to confirm the child's statement some start saying that although he looks young but actually he is that old. That statement alone is enough for the complainant to lose the case (Sub-county Chief, Sekanyonyi, Mubende).*

A section of Participants at the Dissemination workshop for the findings of the Rapid assessment (27/08/2004)

### **3.4 Future Options among Child Workers**

Over half (67.4%) of child workers expressed interest in leaving their current work which clearly shows that they are not happy. However, of those interested in leaving, only 37.2% expressed interest in re-joining formal education. A significant proportion (30.2%) opted for vocational training not formal schooling while others want to venture into other sectors altogether. Some pointed out that because they have responsibility of providing for their families, the idea of going back to school is not feasible rather if they can get trained and therefore acquire skills like in motor mechanics, carpentry etc. that would suffice.

### **3.5 Awareness about the Laws governing Child Labour**

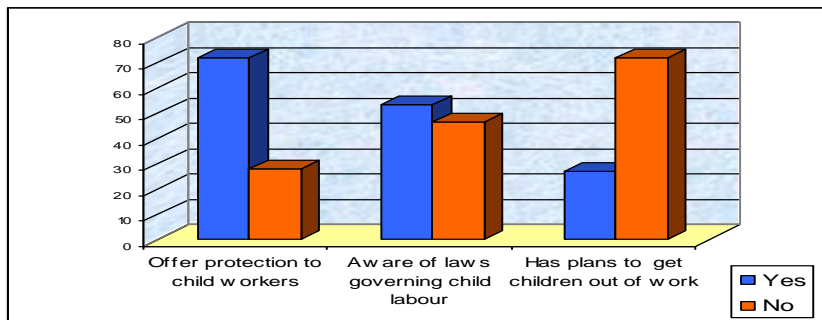
Although the structures championing children's welfare at the community level have since collapsed, it is acknowledged that in the past a lot of sensitization was done especially to Local Government council Secretaries for children's affairs regarding the rights of children. This is collaborated by findings of the rapid assessment which showed that a number of employers and parents are aware of the law regarding child labour, but simply do not care:

*What I know is that some parents are aware of the labour laws and there has been sensitization on this e.g. the Children's Statute (1996) stresses need for education though many parents and employers are reluctant about children's education (KII, Bushenyi).*

Data from employers on the issue of knowledge about the law reveals that slightly over half (53.4%) are aware of the laws governing child labour; 36.3% acknowledged that according to the law, children below the age of 18 should not work or be engaged in activities that deny them opportunity to access education. Therefore the right to education was emphasized. Secondly, right to basic services, rest and play were underscored. They rightly stated that it is criminal to employ children. Arguments as to whether children could work part-time particularly in the evenings after school were not

acknowledged on grounds that it would in the end compromise a child's future as many would opt to work rather than stay in school.

**Figure 13: Knowledge of Laws Governing Child Labour**



Although a significant proportion as can be seen from figure 13, are aware of the laws governing child labour, few (27%) have plans or arrangements to get

children out of the labour force hence eliminating child labour. A quarter (25%) are indifferent, they are of the view that children should continue working because as nature provides, they will eventually grow up, get married or go away. So according to them no arrangements are needed.

Generally, it is poverty, orphanhood and defiance though in some cases ignorance of the laws governing child labour which compels and hence contributes to prevalence of the phenomenon of child labour. Another issue worth noting is the inadequacy of the laws. Although Uganda ratified the ILO Convention on the worst forms of child labour, this convention is not being observed. Uganda has no specific law under which an employer or parent can be charged for child labour. The recent round-up of child workers by Police in Mbale serves as an example.

## **Section Four: Conclusions and Recommendations**

### **4.1 Conclusions**

Study findings of the rapid assessment on the nature, prevalence, and other dynamics of child labour within the coffee agricultural sector in Uganda reveal that although the trends have considerably changed for the better, as indicated by the decline in the prevalence rate, the phenomenon of child labour is still considerably big and requires urgent action by FUE and other stakeholders.

The problem is multifaceted; that is perpetuated by orphanhood, broken homes, absolute poverty, affinity to take advantage of cheap labour, poor law enforcement, ignorance of convention and rights of children, etc. Another weakness worth noting is the inadequacy of the law. According to the Police the current provisions on the rights of children in their Penal Code are limited to issues of shelter, food and health omitting child labour. Consequently, no employer or parent engaging children in child labour can be charged in courts of law.

Failure to draw a clear distinction between child work and child labour is apparent. Many parents enroll their children into child labour unconsciously with the ambition of training and/or grooming them to take over the family line of work in the event of the elders passing away. This implies that sensitization about the difference between child work and child labour is inadequate. The need therefore is for sensitization and training programmes involving all stakeholders. Stakeholders should be trained on issues of child labour and equipped with skills especially the Local Council leadership on how to address the problem. Sometimes it may not be feasible to just arrest employers of child workers or outright banning of child labour. Such a decision might create more problems; hence the need for sensitization to gradually eliminate the problem of child labour.

The rapid assessment also reveals that the conditions under which children work are clearly hazardous and do not auger well with physical and moral safety of children. For instance, in coffee processing plants, children are expected to work under a lot of noise, dust and in structures with poor ventilation.

Lastly, findings reveal that there is a problem with the recruitment procedures in the coffee agricultural sector. There are no clear policies regulating recruitment and probably that is why some employers, as is the case of Mubende set their requirement as a Graduated Tax ticket.

## **4.2 Suggestions and Way Forward for FUE**

In order to curb and eventually eliminate child labour, employers suggested that FUE needs to collaborate and network with all stakeholders in the world of work and children's welfare that is the employers themselves, the Trade Unions, Parents of the children and Government Departments mandated to make policies regulating the sector.

Further, participants at the validation workshop of the findings of the Rapid Assessment on child labour in the coffee agricultural sector suggested that FUE gets involved in sensitization of employers about consequences of child labour, this was supported by almost half (45.8%) the employers that participated in the rapid assessment.

Specifically the following actions were suggested to be undertaken:

- Put more emphasis on promotion of children's rights to basic services e.g. education, food etc.
- Set up vocational schools to target school drop outs and child workers who are reluctant to re-join formal education
- School managers should make school more interesting such that the children enjoy their stay while acquiring knowledge and skills
- Conduct on-spot assessments and impose heavy fines to perpetrators of child labour
- Initiate a program for rewarding best practices among employers regarding elimination of child labour as well as the children themselves leaving child labour
- FUE to reach out to other sectors in agriculture such as fishing
- Mainstreaming child labour issues in all other activities
- Lobby government to:
  - ♦ Support duty bearers such as labour officers and inspectors and other law enforcement agents at community level
  - ♦ Implement macro economic programs designed to alleviate poverty

- ◆ Re-examine the UPE policy and make provisions for post primary education
- ◆ Revamp structures that protect and champion children’s welfare at the community level namely the Secretaries for children’s affairs
- ◆ Harmonize the operations of the probation officer and community development officer
- ◆ Give tax incentives to people in the coffee agricultural sector such as relaxed taxes on machinery etc.

## Way Forward

**Matrix 1: Points of action and Responsible Agency/Institution**

Point of Action	Specific target	Responsible
IEC strategies		FUE, Government, ILO/IPEC, Employers, other Stake Holders
Training	Employers, Parents, District and civil leaders, Children	FUE, ILO/IPEC, MoGLSD, Local Government
Law enforcement and guidance		MoGLSD, other sectors like MoLG, MoAAF and service boards like district service board, NCC
Advocacy and lobby	Resource allocation, law and policy, poverty	FUE, National Farmers Association, MoGLSD, ILO/IPEC
Improved market for coffee	Incentives	Government
Identification of agencies with best practices and motivation	Employers	FUE

Overall, eventual elimination of child labour in the coffee agricultural sector is feasible but requires more political will that is why it is still prevalent. Therefore the need is for more political support from the highest Office.

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Wakhweya et-al (2002), Situation Analysis of Orphans in Uganda, Applied Research for Child Health (ARCH)

The ILO Convention No. 182 and ILO Recommendation No.190 of 1999.

## **Annex I: The Core and Team of Research Assistants**

<b>Name</b>	<b>District Visited</b>
1. Barbra Kanyange	Mukono
2. Raymond Lwere	Wakiso
3. Monica Mbabazi	Mpigi
4. Ali Jjingo	Masaka
5. Eugene Ssemakula	Rakai
6. Mathias Mulumba	Mubende
7. George Tamale	Jinja
8. Shaffic Manafa	Mbale
9. Patience Agaba	Mbarara
10. Ibrahim Kasozi	Bushenyi

### **The Core Research Team**

1. Swizen Kyomuhendo	Lead Consultant
2. Rosemary Ssenabulya (Mrs.)	Co-Investigator
3. Micheal Matovu	Co-Investigator
4. Joseph Kiwanuka	Research Synthesizer

## Annexes

### Annex II: Data Collection Instruments

#### FEDERATION OF UGANDA EMPLOYERS

##### Employers Questionnaire

##### Rapid Assessment questionnaire

###### Introduction

My name is .....I am working with Makerere University, Department of Social Work and Social Administration as an Interviewer, which is undertaking a study in conjunction with Federation of Uganda Employers (FUE); the sole national representative body for Employers in the public and private sector in Uganda. The main objective of this study is to gain an understanding of the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda. The study is targeting children aged between 12 and 17 years, engaged in fulltime employment within the coffee sector. The intent is to examine the factors that contribute to the existence of child labour with a view to identifying interventions which employers in the sector should undertake to handle the problem. You are free to choose to participate or not to participate although we would so much want to share your views. However, we pray that you participate and share with us your views and experiences regarding children in fulltime employment in the coffee agriculture sector. We thank you in advance for your participation in this study and assure you that any information you avail us will be kept strictly confidential.

###### 1.0 Identifiers

Qn.	Questions		Codes	Skip
	Date of Interview _____ Time interview started _____ Ended_____			
	Identification No. _____ <i>(for Office use only)</i>			
100	a. Region	Central.....1  Eastern.....2  Western.....3	b. District  Bushenyi.....1 Jinja.....2 Masaka.....3 Mbale.....4 Mbarara.....5 Mubende.....6	

Qn.	Questions	Codes	Skip
		Mukono.....7 Mpigi.....8 Rakai.....9 Wakiso.....10	
101	Sex of Respondent	Male.....1 Female.....2	
102	What is the name of your coffee plantation/enterprise?	..... ..... .....	
103	What position do you hold in this coffee plantation/enterprise?	..... .....	
104	What are the activities this coffee plantation/enterprise is engaged in?	..... ..... .....	
105	How many years has this coffee plantation/enterprise been in existence?	_____years	

## 2.0 Issues of employment in the coffee plantation/enterprise

Qn.	Questions	Codes	Skip
201	What is the total number of Employees in your coffee plantation/enterprise?	Number _____	
202	Are your workers unionised?	Yes, all are..... 1 Some are unionised.....2 None is unionised .....3	
203	Is your coffee plantation/enterprise a registered member of the Federation of Uganda Employers?	Yes..... 1 No..... 2	
204	Is your coffee plantation/enterprise a member of ( <i>Interviewer read codes</i> )?	UMA.....1 UNCCI.....2 PSFU.....3 Others (specify).....	
205	How old is your youngest employee? ( <i>Interviewer probe whether</i>		

Qn.	Questions	Codes	Skip
	<b>enterprise employs children)</b>	Age _____ Employs children ... ..1 No Child employees.....2	→  Qn.
206	How many children are currently working in your coffee plantation/enterprise?	Number _____	
207	What sex are the children working in your coffee plantation/enterprise? <b>(Probe number according to sex)</b>	Male ...1 Number _____  Female .. 2 Number ____	
208	How old are the children working with your coffee plantation/enterprise? <b>(tick all mentioned)</b>	Under 12 years... .. 1 12 – 14 years ... .. 2 15 – 18 years ..... 3	
209	How often do children come to seek employment in your coffee plantation/enterprise?	Everyday..... 1 Every week ..... 2 Every month..... 3 Quite rarely ..... 4	
210	<b>(Check 205 if Enterprise employs children. If No, ask 212)</b> Do children work with full knowledge of their parents/guardians?	Yes, all do ..... 1 Some do, others do not...2 No, all don't..... 3 Not sure ..... 4	
211	What are some of the common reactions of parents/ guardians towards employment of their children?	..... ..... .....	
212	Do you allow your workers to be assisted by their children during work?	Yes ..... 1 No..... 2	
213	What do you think compel children to work with your coffee plantation/enterprise? <b>(Probe most compelling reason as well)</b>	..... .....	
214	What are some of the tasks that children are assigned to perform?	..... ..... .....	
215	<b>(Check 205 if Enterprise employs children. If No, ask 223)</b> How are children at work supervised on your site(s)?	..... ..... .....	

Qn.	Questions	Codes	Skip
216	Do you pay children for work done?	Yes ..... 1 No ..... 2	
217	How much is paid to children in your workforce? ( <i>estimate month</i> )	_____ Ug.Shs	
218	Does this coffee plantation/enterprise offer protection to children against contingencies they may face at work? ( <i>probe for accidents, bereavement, invalidity, death, etc</i> ) .....	Yes ..... 1 No..... 2	
219	What particular contingencies are/do you cover?	..... .....	
220	What kind of disciplinary action do you take when performance or conduct of child workers does not please you?	..... .....	
221	How commonly do child workers suffer illnesses/injuries that you would attribute to the nature of work they do?	Every day . . . . . 1 Every week. . . . . 2 Every month. .... 3 Never suffer anything. . 4	
222	Are you aware of any laws governing issues of child labour?	Yes..... 1 No. .... 2	
223	What are some of the laws governing issues of child labour you are aware about?	..... .....	
224	Do you have any arrangements in place for gradually getting children out of work?	Yes ..... 1 No..... 2	
225	What arrangements are in place for gradually eliminating child labour from your work place?	..... .....	
226	Generally what suggestions would you like to make for addressing issues of child labour in the coffee sub-sector?	..... ..... .....	
227	What else would you like us to talk about/or to know particularly concerning child labour?	..... .....	

**Thank you very much End**

## FEDERATION OF UGANDA EMPLOYERS

### Rapid Assessment questionnaire

#### CHILDREN (10-17YEARS)

##### Introduction

My name is .....I am working with Makerere University, Department of Social Work and Social Administration as an Interviewer, which is undertaking a study in conjunction with Federation of Uganda Employers (FUE); the sole national representative body for Employers in the public and private sector in Uganda. The main objective of this study is to gain an understanding of the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda. The study is targeting children aged between 10 and 17 years, engaged in fulltime employment within the coffee sector. The intent is to examine the factors that contribute to the existence of child labour with a view to identifying interventions which employers in the sector should undertake to handle the problem. You are free to choose to participate or not to participate although we would so much want to share your views. However, we pray that you participate and share with us your views and experiences regarding children in fulltime employment in the coffee agriculture sector. We thank you in advance for your participation in this study and assure you that any information you avail us will be kept strictly confidential.

##### 1.0 Identifiers

Qn.	Questions		Codes	Skip
	Date of Interview _____ Time interview started _____ Ended _____			
	Identification No. _____ ( <i>for Office use only</i> )			
100	a. Region	Central.....1  Eastern.....2  Western.....3	b. District	Bushenyi.....1 Jinja.....2 Masaka.....3 Mbale.....4 Mbarara.....5 Mubende.....6 Mukono.....7

Qn.	Questions	Codes	Skip
		Mpigi.....8 Rakai.....9 Wakiso.....10	
101	Sex of Respondent	Male.....1 Female.....2	
102	How old are you now (in complete years)?	_____ Years Do not know.....99	
103	Have you ever attended school?	Yes.....1 No.....2 →	<b>Qn.200</b>
104	Are you currently in school?	Yes.....1 No.....2	
105	What is the highest level of education you have attained?	1. Primary 1 2 3 4 5 6 7 2. Secondary 1 2 3 4	

## 2.0 Family Background

No.	Questions	Codes	Skip
200	Are your biological parents still living?	Yes.....1 No.....2 →	<b>Qn.202</b>
201	Do you live with any of your biological parents?	Yes.....1 No.....2	
202	With whom to do you live (at home)?	Both parents.....1 Mother Only.....2 Father Only.....3 Grandparent.....4 Other relatives.....5 Siblings.....6	

No.	Questions	Codes	Skip
203	Where is your usual place of residence?	Trading centre.....1 Village.....2 Staff quarters.....3	
204	How many are you in your family?	_____	
205	<i>If yes to Qn. 200 then ask</i> What is the main occupation for your parent (s)?	Peasant farmer.....1 Salaried worker.....2 Commercial/Business....3 Fishing.....4 Driving/Cycling.....5 Housework.....6 Others (Specify).....	
206	<i>(If parents still alive)</i> Where do your parents go to work?	..... .....	
207	How many people in your family are currently working?	_____	
208	How old are those other people in your family who work besides you?	_____	

### 3.0 Job description and working environment

No.	Questions	Codes	Skip
300	What are your particular assignments at this coffee plantation/enterprise?	..... ..... .....	
301	How long have you been working at this coffee plantation/enterprise?	..... .....	
302	Were given any kind of training when you were beginning to	Yes.....1	

No.	Questions	Codes	Skip
	work at this coffee plantation/enterprise?	No.....2	→Qn.304
303	What kind of training were you given when you were beginning to work at this coffee plantation/enterprise?	..... ..... .....	
304	How did you get a job at this coffee plantation/enterprise?	..... ..... .....	
305	What are the reasons that have led you to work?	..... ..... .....	
306	Did your parents/guardians support you to get a job at this coffee plantation/enterprise?	Yes.....1 No.....2	
307	What time are you required to arrive for work in the morning?	_____	
308	What time are you required to depart from work in the evening?	_____	
309	During the course of a working day are there specific times set aside for a break from work?	Yes.....1 No.....2	→Qn.311
310	What time do you take break off work? How long are the breaks? _____minutes	_____	
311	While at work are you given any meals by the management of the coffee plantation/enterprise?  If yes, what meals?_____	Yes.....1 No.....2	→Qn.313
312	Are the meals eaten deducted from your emoluments?	Yes.....1 No.....2	

No.	Questions	Codes	Skip
313	How many days are you required to work in the week?	Monday – Friday..... 1 Monday – Saturday.....2 Everyday of the week...3	
314	Does this coffee plantation/enterprise operate through out the year?	Yes.....1 No.....2	
315	Are you paid for the work that you do at this coffee plantation/enterprise?	Yes.....1 No.....2	→ Qn.320
316	What is the mode of payment at this coffee plantation/enterprise? <b>Interviewer probe using codes. If in kind, specify</b>	Per day worked.....1 Per month.....2 Per piece.....3 In Kind.....4	
317	How much money are you paid as your wage/salary?	_____ Ug.Shs	
318	Does the management pay the money to you directly or through your parents/relatives?	Directly to me.....1 Parents/relatives.....2	
319	How old were you when you started working for a wage/salary? <b>If under 12 years please specify</b> _____	0-14 years.....1 15 - 18 years.....2	
320	What benefits are you entitled to as a worker at this coffee plantation/enterprise? <b>Interviewer probe using codes</b>	Medical .....1 Transport.....2 Education.....3 Shelter.....4 Other (specify).....5	
321	<b>Interviewer ask if coffee plantation.</b> How do employees earn a living when the harvesting season for coffee has ended?	..... ..... .....	

No.	Questions	Codes	Skip
322	Does the coffee plantation/enterprise have first AID kit for treating people who have got injured on duty?	Yes.....1 No.....2	
323	What do you consider to be hazardous work among the tasks you are expected to perform at this coffee plantation/enterprise?		
324	Have you ever suffered any injury or illness as a result of your work?	Yes.....1 No.....2	→ Qn.328
325	What illness/injury have you suffered as a result of your work?	..... ..... .....	
326	When was the last time you fell ill/injured as a result of your work?	..... .....	
327	How many days did you stay off work due to the illness or injury?	Less than 7days.....1 1 to 2 weeks .....2 3 to 4 weeks.....3 Over 1 month.....4	
328	At the time you were ill, what assistance did you get from your employer?	..... ..... .....	
329	What does your employer do to you whenever you are considered to have done something wrong?	..... .....	
330	Under what circumstances is an employee's services terminated at this coffee plantation/enterprise?	..... .....	
331	Does the management of this coffee plantation/enterprise serve you with letters of appointment when joining work?	Yes.....1 No.....2	
332	How many employers have you had in your life?	One employer.....1 2 - 4 employers.....2	

No.	Questions	Codes	Skip
		More than 5.....3	
333	What are the reasons for your change of employment?	..... .....	

#### 4.0 Future of the child and general perspective about education

No.	Questions	Codes	Skip
400	Would you like to leave this kind of employment?	Yes.....1 No.....2 → END	
401	What else would you like to do?	..... .....	
402	Would you like to go back to school or get some training?	Yes, go back to school..1 Yes, get other training..2 Yes, both the above...3 None of the two.....4	
403	What is preventing you from returning to school or doing some training?	..... .....	

Thank you very much

END

## FEDERATION OF UGANDA EMPLOYERS

### Rapid Assessment on the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda: Employers' Perspectives

#### KEY INFORMANT AND FOCUS GROUP DISCUSSION GUIDE

(Labour Officers, Trade union leaders, Local Government Officials, Teachers, Child Care/Probation Officers, Religious, Community leaders)

My name is .....I am working with Makerere University, Department of Social Work and Social Administration as an Interviewer, which is undertaking a study in conjunction with Federation of Uganda Employers (FUE); the sole national representative body for Employers in the public and private sector in Uganda. The main objective of this study is to gain an understanding of the Nature, Prevalence, and other Dynamics of Child Labour within the Coffee Agricultural Sector in Uganda. The study is targeting children aged between 12 and 17 years, engaged in fulltime employment within the coffee sector. The intent is to examine the factors that contribute to the existence of child labour with a view to identifying interventions which employers in the sector should undertake to handle the problem. You are free to choose to participate or not to participate although we would so much want to share your views. However, we pray that you participate and share with us your views and experiences regarding children in fulltime employment in the coffee agriculture sector. We thank you in advance for your participation in this study and assure you that any information you avail us will be kept strictly confidential.

1. Are children commonly employed to work in coffee plantation/enterprise-related activities as part of the labour force in this area?
2. What category of children mainly provides labour in coffee plantation/enterprise-related activities? (**Probe for education, income, family, sex, age, etc**)
3. How prevalent are situations of child labour in the coffee agriculture sector related activities in this area?
4. What are the reasons you think compel children to work as labourers in coffee plantation/enterprises?
5. What are some of the tasks that children in coffee plantation/enterprises perform?

6. How would you describe the conditions under which children work in the coffee plantation/enterprise-related activities you have mentioned?
7. How much awareness about laws/conventions governing issues of child labour exists among employers, parents and the community in general?
8. In your opinion, what would you consider to amount to child labour in the coffee agricultural sector?
9. What strategies/suggestions would you recommend for addressing issues of child labour in the coffee agriculture sector in Uganda?

**FEDERATION OF UGANDA EMPLOYERS**

Rapid Assessment on the Nature, Prevalence, and other Dynamics of Child Labour within the  
Coffee Agricultural Sector in Uganda: Employers' Perspectives

**Observation checklist for work sites**

- 1. Description of the work place i.e. coffee plantation/enterprise in terms of noise levels, ventilation, water, lighting facilities, toilets, first AID box, fire extinguishers, insulated electric power cables etc.

.....  
.....  
.....

- 2. Geographical/physical accessibility to the coffee plantation/enterprise

.....  
.....

- 3. Nature of entry; is it free entry to the premises or with notice?

.....

- 4. Shelter for workers

.....

- 5. Conditions under which children work

.....  
.....

- 6. The way children are handled at work

.....

- 7. a. Number of children employed by the coffee plantation/enterprise.....  
b. Specify the age brackets of the children.....  
c. The kind of work they are engaged in.....  
d. Their education background.....

- 8. Other observable features/characteristics at site