Occupational Health and Safety in the Sugar Industry of Kenya

IUF Global Sugar Program
and
Kenya Union of Sugar Plantation Workers (KUSPW)

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The IUF Global Sugar project in East and Southern Africa

This document compiles information on activities on Occupational Health and Safety (OHS) in the sugar industry in Kenya, developed by the IUF Global Sugar Program and the Kenya Union of Sugar Plantation Workers (KUSPW) in the context of the IUF Sugar Project in East and Southern Africa running from October 2007 to September 2012.

The IUF Global Sugar project had three main objectives:

- Poverty reduction through the strengthening of unions to defend/represent workers’ rights and concerns
- Improved union work with Gender and Equality-sensitive strategies
- Democratise process of change (trade agreements, new investments in the sector)

and covered eight countries in coordination with eight IUF-affiliated sugar unions:

- Kenya: Kenya Union of Sugar Agricultural Plantation Workers (KUSPW)
- Malawi: Sugar Plantation Agricultural Workers of Malawi (SPAWUM)
- Mozambique: Sindicato Nacional dos Trabalhadores da Industria do Açúcar (SINTIA)
- South Africa: Food and Allied Workers Union (FAWU)
- Swaziland: Swaziland Agricultural of Plantation & Agricultural Workers Union (SAPWU)
- Tanzania: Tanzania Plantation and Agricultural Workers Union (TPAWU)
- Uganda: National Union of Agricultural Plantation Workers of Uganda (NUPAW-U)
- Zambia: National Union of Plantation, Agricultural and Allied Workers Union of Zambia (NUPAAW)

The unions decided what national activities, with regional relevance, were to be developed by the project. Among the topics selected were Information Technology (IT) complemented by the acquisition of equipment, and training on Occupational Health and Safety (OHS), Gender Issues (Maternity Protection, Sexual Harassment), Casualisation and Outsourcing, and Labour Legislation. Regional networking helped the unions to be part of the IUF global sugar network.

The project was supported by the Social Justice Fund of the Canadian Auto Workers (SJF-CAW) with contributions from the Labour International Development Program (LIDP) of the Canadian Labour Congress and the Canadian International Development Agency (CIDA).

The document is divided in four sections. Section I describes the way the project was implemented with KUPSW, its challenges and achievements. Section II includes four testimonials from participants to the OHS workshops, and Section III contains the reports on the activities that were posted on the IUF Sugar site (www.iuf.org/sugarworkers/). In Section IV, there is a summary of an evaluation of the project by KUSPW, which was presented to the Regional Evaluation Meeting held from 18-20 April 2012 in Durban, South Africa.
Section I

Challenges and Achievements of the project in the area of OHS

To implement the IUF Sugar project KUSPW decided to focus on Occupational Health and Safety (OHS) issues, accompanied by IT training focusing on the use of Internet and computers and peripherals in the daily work of the union.

Occupational Health and Safety (OHS) is one crucial area of trade union work that encompasses several aspects: It is a workers' right to work in a safe environment, free from hazards and conducive to increasing productivity. Building a safer workplace is an ongoing task that requires the participation of management and employees, in a bipartite model based on knowledge and effective actions to eliminate hazards and/or reduce risks. From a societal viewpoint, any program of national development requires a labour force that is educated, motivated, and healthy. The latter is one main reason why OHS is included in the "Decent Job" Framework.¹

The OHS work with KUSPW was approached from a political angle, highlighting the ways in which an enterprise is run ("economic democracy"), where both management and employees have to be involved in deciding the use the company's resources when improving health safety conditions for everyone in the workplace, independently from their contract situation.² This allowed the project's activities to be organically integrated into the union's organising and mobilising actions. Secondly, they contributed to the empowerment of the union branches and workers at grass-root level as they became more proficient on OHS matters vis-à-vis management representatives.

At the estate level, some 180 KUSPW members were trained in 2008-2011, most of them members of the OHS Joint Committees in the sugar companies. They were exposed to a systematic (re)view of workplace conditions, and, along with improving their skills, it was also noticeable that they experienced a strong personal development; an important element to offset a common practice that imposes an "expert's view" on any situation displacing the experience of the people actually involved in the workplace.

An common example of the latter are noise levels. A OHS study of Nairobi factories found that workers exposed to noise levels above 85 decibels for eight hours per day would suffer some degree of hearing impairment. During the IUF Sugar/KUSPW OHS activities no participant

¹ The Decent Job Framework as defined by the International Labour Organisation (ILO) includes four areas: Social Protection, Social Dialogue, Workers' Rights and Employment Opportunities.

² The Kenyan Occupational Safety and Health Act of December 2007 stipulates that employers are responsible for the safety of everyone in the workplace, including all employees and the occasional persons (e.g. drivers of cane-delivering trucks) and visitors.
carried a decibel meter to gauge the noise level in the factories, especially in the noisy power houses, but they realised they were facing a problem when, standing farther than an arm's length from one another, they actually had to shout to make themselves heard. Participants didn't know how many decibels the noise reached, but identifying hazardous situations by using one's senses (and common sense) is usually a first step in resolving it. This approach makes workers actors in the workplace: it empowers them. There was never of course an attempt to invalidate a scientific analysis of OHS conditions; the message was that OHS is an area in which everyone ought to be involved and is able to contribute towards overcoming challenges.

An equally important achievement was the consolidation of the perspective on how hazards have to be dealt with in the workplace. The IUF Sugar workshops stressed that the correct approach is to try and eliminate the hazard first; in other words to eliminate anything that may harm people. This contrasts with a common approach that the first action to take is to protect the individual worker, hence the conundrum of the Personal Protective Equipment (PPE). The discussion is not meaningless, even when in some cases the only possible action to eliminate hazards is a complete rebuilding of the workplace. Focusing on PPEs, however, does not eliminate hazards, even when it has to be recognised that protecting the individual worker might be the only way to deal with risks in some specific circumstances. On the other hand, the perspective of eliminating hazards first contributes to build an unassuming way to face challenges: there's always room to improve because no situation is completely risk-free.

A third issue, and a very concrete one, was PPE procurement. It was a too common occurrence, when visiting the workplaces, that PPEs had indeed been bought but workers were not using them. While an OHS culture is seldom found in the sector - and all individuals have to take responsibility for their own and their colleagues' working environment - , it was also the inadequacy of PPE that prevented its use. We witnessed some tragic-comic situations, as for instance a factory worker who had been given ear-muffs, goggles and a hard helmet, but he simply couldn't wear them all at the same time because they were too big to fit together. If he had the ear-muffs on, he could hardly wear the goggles; if he put the helmet on, he couldn't fit the ear-muffs, and so on. At the root of the problem was the unilateral decision on procurement: neither the workers nor the union had been consulted before buying the PPE. When asked, the worker in question said he would have preferred the much less expensive ear-plugs instead of the ear-muffs, even when the latter do provide a better protection against high noise levels.³

The OHS activities developed under the IUF Sugar project, reported KUSPW in April 2012, were directly related to the union affiliating some 520 new members, and to its active presence in five new sugar companies. Tangible results were achieved in several areas, ranging from new structures built in factories to an increased union membership to an improved participation of

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³ While visiting field operations in other African countries, I found that cane cutters had been given, among others, shirts of a very heavy fabric and in a design that didn't allow their fluent movements. The workers then "redesigned" the shirt, cutting it here and there, but couldn't do much about the quality of the fabric. The expenditure had been made, but the workers hadn't been consulted.
workers in the Joint Safety Committees substantiating the positive impact of the IUF Sugar project on the work of KUSPW.

**Work Process with KUSPW**

The IUF Global Sugar Program and KUSPW started the project with a planning meeting in September 2007, attended by representatives of the six main sugar estates in the Nyanza and Western regions. The meeting identified the project’s objectives and developed a model for the activities, which was based on two features: workplaces or nearby facilities were to be the venues for workshops, and all programs were to start with observation visits to workplaces. The main objectives were, on one hand, to ease the participation of women, who face social and cultural constraints when travelling away from home and, secondly, that workshop discussions and recommendations had to be directly related to the working conditions of the participants.

The six sugar estates were divided in two groups of three each, with workshop venues for each group rotating on a yearly basis. All union members of the Joint Safety Committee of the host branch attended the workshops, in addition to three delegates from each of the two neighbouring estates, representatives of KUSPW national office and the IUF Global Sugar Coordinator. The local workshops run from 2008-2010, and in 2011 the project held an evaluation meeting in Kisumu with delegates from the six estates, plus a new branch organised in one of the new sugar factories.

### IUF Global Sugar Program and KUSPW

#### OHS Activities, 2007 – 2011

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Section II

Four Testimonials on the impact of the IUF Sugar OHS activities

1-
Rose Keter, Chemelil Sugar Estate

The IUF Global Sugar project has really impacted positively to us as OSH Committee members in the sugar factories, especially Chemelil OSH Committee.

In the past, we did not even have a basic information concerning OSH until the IUF project started. To me, I thought having PPE was enough to protect employees at workplace and to monitor accidents and report them to management for compensation. We had no idea of other safety measures.

The IUF project programs and training (visits to Chemelil, SONY and Muhoroni) made us better qualified to handle OSH activities. We identified risks and hazards, sit down for group discussions on how to resolve them. This was a practical work. Now, we know our duties and responsibilities as OSH Committee members.

Management now have confidence in the OSH Committee. Whenever an issue is raised, they call up on the OSH Committee to do an inspection and give a report up to the managing director. From the training and experience we got from IUF Sugar project we can do inspection and audit reports without any complication. We find out at some time that we are more informed than management.

The workers are sensitised on Health and Safety at their workplace and this has reduced the accidents in our sugar factory. The workers are insisting for the correct protective equipment to be available, and that adequate PPEs are available in the field to assist workers when they are doing the daily duties.

The Health and Safety manual book given to us by the IUF project coordinator has really added more value to the OSH. In the book we are learning a lot and even it is guiding us on how to train employees through the guidelines in the manual.

I hope and trust the IUF Global Sugar project has achieved a lot beyond expectation. Actually it’s very, very successful. We appreciate it very much. Hope you will take us to a higher level in OSH activities.
2-

Samwel Orina, Muhoroni Sugar Estate

I started the program in the Year 2007. When I started the programme I knew nothing about OHS, as I confirmed by attending the seminars, and when my awareness improved.

I was made to understand the importance of OHS and also through these seminars I had the knowledge of the new labour laws. The introduction of OHS rotating around the factories has promoted the relationship of the sugar factory workers. We have been made to know the situations in all these factories, this it has made it easy for improvements in the areas of weakness.

We have used the knowledge which we have acquired to educate our workmates and that has contributed to our members being aware of their safety around their working places.

We have also used the recommendations to have a positive response from management on OHS.

However there are some hardships which we have undergone:

- Sometimes management don’t receive the recommendations in good faith
- There is also the problem of passing the information to other workmates because of resources, i.e. you need to have some money so that you can make enough copies for others to read
- The number (of people) which is being trained is too small in comparison with the working staff, therefore the information takes too long to reach other members
- The KUSPW headquarter needs to see that the training are continuous instead of waiting until after one year, i.e. we should continue with in-house training using the people who have trained as facilitators
- The OHS should also be given some funds to make it effective in running the events because we must have the coordination between the ministry of labour, the union head office and the branches.

I think that OHS should have coordinators who are qualified, and it should be treated as a section on its own, if things are to move. We have to introduce a system through ICT to communicate to our members so that if a member wants to know anything about safety, he can get it direct from the Internet.

I hope that if we can introduce other training, the workers will be more informed. I request your body (KUSPW/IUF) to do the same in ICT because it is becoming a basic necessity. I hope with the same spirit we are going to move forward.
Thanks for the services and the knowledge which you have enabled us to achieve, because as they say, knowledge is power.

3-

Maurice N. Wayo, West Kenya Sugar Estate

After attending the workshop of Healthy Safety and Environment in Kenya, I’ve come out with a different approach towards my safety while at work and at home.

After the workshop I can now easily identify hazards at my place of work and report to the authority, same on risks. I can also identify hazards around my home and try to eradicate them, e.g. bushes around the compound which are breeding home for mosquitoes and snakes.

I’ve known that clear and dry working area reduces risks of accidents like falls due to slippery floors.

I’ve known clearly the proper use of personal protective equipment. I’ve noted that cleaning your overall at work, especially after working with chemicals, will avoid you from carrying same to your family.

It is after the workshops that I’ve known using the right tool of work reduces risks of accidents; also if good procedure of work is followed while handling certain piece of work the number of accidents reduces.

I’ve know that always at work I’ve to protect myself and others around me, i.e. as an operator in the factory, I’ve to make sure that everybody around the milling section is alert by putting on the siren before starting the machines.

I’ve know that the OSH Act 2007 protects me from working in unhealthy environment and therefore I cannot negotiate that. I’ve also known that the same Act can take me to jail if I can work or behave in a manner that can cause unsafe working conditions or accidents.

As technician it’s wrong to allow machines or electrical equipment to be used without proper earthing.

As unionist, after attending the workshop and reading the IUF/ILO HS&E manual, I’ve been able to stand firm and demand for reduction of working hours, and also introducing good working organisations, and now the issue is at the Industrial Court waiting ruling.

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4 It refers to a 2009 agreement to reduce the working week from 48 to 44 hours, which the company appealed. The Industrial Court failed in favour of the company. See Africa Sugar Digest, Issue No 17, 7 Sept. 2010.
David Wafula, Chemelil Sugar Estate

I’m David S. Wafula. I work in Chemelil Sugar Company in Western part of Lenya, Nyanza sugar belt. I’m also a Committee member of Occupational Health and Safety of my company.

Personally, I have really benefitted a lot from the voluntary OHS duties that was bestowed on me by my company as worker representative. And I must confess that at first, when we were given OHS obligations, we really didn’t know much about matters concerning Occupational Health and Safety at workplace. But I must thank the International Union of Food, Agriculture, Hotel, Restaurant, Catering, Tobacco and Allied Workers Associations, in short, IUF, for having made it possible for us and our fellow workers to have the relevant required materials by providing us the affiliated unions with sponsorship and the wise co-ordination of Jorge Chullén, and also the entire KUSPW.

Through the training that I have attended, I have really gained a lot in that I have even earned from both my fellow workers and management at large. Now negotiating matters concerning OHS is not a big deal and this has even proved a bit challenge to the management in that when even OHS issues are brought on the table for discussion, it seems we people in union side have more points than them.

I would like to take this opportunity to encourage IUF in conjunction with KUSPW to expand on the same project and make it even more bigger.

On the OHS and Environment Manual, I would say that this is one of the best books. In fact I would request that since OHS matters are now legislative matters, the book should be supplied in abundance to help workers be more aware of health implications at workplace.

Just to conclude I would wish to state confidently that the IUF Global Sugar Programme has improved the workers’ understanding on matters concerning Health and Safety. If the IUF programs are taken seriously by both the workers and management, the project can lead to implementing or rather improving on Decent Job policy within the Sugar Sector in Eastern part of Africa.

I would also request both the IUF and the KUSPW, who are our main sponsors, to explore on exchange programmes with similar sugar sectors so that as times goes by the sugar growing companies in Africa shall be moving in the same direction.

Lastly, may I take this opportunity to pass my sincere thanks to the entire IUF Community for being mindful of us and our wellbeing. Thanks you and may Our Lord repay abundantly.
Section III

Articles posted on the IUF Sugar Site (www.iuf.org/sugarworkers/)

1-

Kenya: Children cutting cane; Cane cutters living in miserable conditions (2007)


Kisumu 26 Sept. 2007 - On 24 September, the IUF global sugar program visited the South Nyanza sugar company (SONY) accompanied by a delegation of the Kenya Union of Sugar, Plantation and Allied Workers (KUSPW), as part of a 4-day program in the context of a project supported by the Social Justice Fund of the Canadian Auto Workers (SJF-CAW).

by Jorge Chullén

The SONY is located near the Kisii area, south of Kisumu, in the western region on the country; a two-and-a-half hour ride, dotted with about ten police check-points, and roads with limited capacity to handle all the transit that rides on them.

The union delegation was able to observe some agricultural operations in the cane fields of independent farmers who supply the mill. At a farm in Kelowe, we found four children, aged 10-12, cutting cane; and several others, even younger, hanging around in the fields.

One main reason given by the workers for the children's presence was that some of them have finished elementary school and their families have no money to pay for high schooling, therefore they have no other option than to work in the cane fields. Some others said they help their families, and one of them was an orphan of father and mother and he looks after his younger siblings. Another, the most outspoken in the group, said his family has no money to
send him to school, and that he gave them the money he earned (about USD 60 per month) only if he "wants;" that he uses most of the money for his own.

The cane-cutting operations have been outsourced by SONY which has worsened the working conditions considerably, and, even when the cutters cut cane green and the work is heavier than with burned cane, they receive nothing in terms of protective equipment or tools for the job. They talked about "before" and "now". "Now," which means outsourced jobs, they get no clothing, no cane-knife, no boots, no hats... nothing. Not even drinking water is distributed to them, they said. They bring water from home, and when it's gone... it's just gone. They complained that by the agreement between the contractor and the miller (the company), the latter gives the former a certain amount of money to pay them, from which he takes a cut. When asked if there is any first aid, one cutter said: "there is nothing of that sort." They even have to buy their own cane-knife. And, the one that they can afford is not the best tool for cutting cane.

When cutters were asked what they thought about children cutting cane, they said: "They cut cane, because there is no other way in which they can provide for themselves."

**Extremely poor living conditions**

Visiting the Owiro camp gave me the unpleasant opportunity to witness what in truth are depressing and extremely poor living conditions. A member of SONY management staff, who guided the visit, said that there are five "labour camps" or lodging quarters in the SONY area. All belonged to the company, and the cutters occupy them on a "first come, first serve" basis. Having the cutting operations been outsourced, he said, the company has no responsibility to provide accommodation to cutters.

Fifteen blocks of 10 units each form the Owiro camp. With walls and roofs of metal sheets, they get very hot indeed. Each unit of 3x3 houses the cutters' families, some of them with several children. I had no heart to ask them for permission to enter their dwellings. Young adult cane cutters have separate lodgings; one room for women, one for men.

Sanitary facilities do not deserve the name: "toilets" are just holes in the floor, and "showers" are enclosed spaces with no shower at all. In fact, there is no running water. The water pump broke some time ago and the company was notified but, not being "responsible" for the cutters, nothing had been done. People, usually women,
have to walk several hundred meters to fetch water from a stream. A woman, who is a teacher/manager/person-responsible-for-everything-else and was already in her fourth year at the camp, showed us the poor-equipped room that doubles as a school for pre-elementary kids. When asked about health care, she said there is none. The employer (i.e. the contractor) might provide some care in the fields, but when cutters are at "home," nothing is available.

When we were leaving the "labour camp," some children were coming back from school and were joined by pre-school kids, which I estimated at not less than 30. I stopped counting at 15.

**SONY factory: a good place to work?**

The South Nyanza Sugar Company (SONY) started operations in 1979, and I had expected to find a much better equipped facility than the dirty, dark, unsafe, dusty place which we visited.

The factory had problems in a very broad range of issues: structurally, culturally, organisationally, etc. The problems go from uneven metal floors, with protruding edges where the metal sheets join, to lose hand-rails over the rollers that crush the cane, to an amazing lack of signs (those available can be better described as oversized post-notes of white text on red background), and an evident lack of culture of safety at the workplace. The only positive comment I heard from one of my colleagues was that the fire extinguishers had been checked the previous month, and that a tag with the inspection date and the signature of the inspector was attached to them.
After the visit to the factory, I saw a chart resting on the wall of the office of the recently appointed officer for health, safety and the environment, which said that eight accidents have been reported in the current 2007 season. (The factory operates year-round, with about one month for maintenance and repairs.) By accident, or most probably not, one in our delegation, David Osobolo, KUSPW industrial relations, slipped and fell in the gutter in front of the said office and chart. He received some first care to clean up his wound and, next day, when the IUF Global Sugar/KUSPW seminar started the "classroom sessions," he was limping from his injured leg. We have to wait and see if David's accident makes it into the September statistics of SONY's HS&E office.

2-

Kenya: Outsourcing and unsafe practices in Chemelil Sugar Company. A visit on 28 Sept. 2007


by Jorge Chullén

Kisumu, 30 September 2007

On 28 September, a 45-minute east-bound drive on the road from Kisumu to Nakuru (and Nairobi) brought David Osobolo, KUSPW industrial relations, and myself to Chemelil. I was prepared not to be surprised, after having visited the South Nyanza (SONY) Sugar Company only
four days earlier. We met with the Chemelil committee of KUSPW, who had arranged a visit to observe field operations and factory work.

**Women workers in the industry**

Women workers are in the minority in the cane-based sugar industry world-wide, sometimes comprising up to 25 percent of the total labour force.

A woman weeding the fields (photo to the left) told us that her task varies, and that day she was busy weeding a 100-metre row, for which she would get about 35 Kenya Shillings (slightly over US 50 cents). She said her contractor gets more than that from the company, but he does not pay the weeders as agreed. There were some 12 other weeders, all of them women.

**Personal Protective Equipment (PPE) and handling agro-toxic products**

Moving away from the weeding, we met a crew of some eight workers (and a security guard) applying pesticides, Roundup.

As the photos show, protection to workers is almost non-existent. One of them had bought a worn-out black rain coat, and thought that acrylic gloves would help him not to absorb the pesticide through the skin. He had rubber boots, and wore a mask to protect himself from cane leaves, which can very easily cut the skin.
Cane cutting and cane loading are jobs performed by two different set of workers. The cutters leave the canes on piles, which are picked by the loaders to load the cane onto the trucks which are pulled by tractors. Each truck carries about 5 tonnes of cane, and loaders get paid every Friday on the basis of about 50 shillings per tonne. The daily task varies according to the cane available and the size of the trucks. The contractor brings the cane to the weigh bridge at factory, and the loaders "estimate" the amount of cane they have loaded, which, afterwards they compare to what the contractors says what the weigh has been at the factory. The contractor for this group employs about 25 loaders whom he set up in three groups. A cane loader said that they have no access to first aid, much less to medical care. If you get hurt, he said, "nobody knows you."

No water is distributed to them while in the fields; he brings a 5-litre container with him, and when the water is gone... it’s just gone. He rents a small room for 400 shillings per month in the shantytown close to the mill.

When asked about children loading cane, he said that there was none in his group of eight loaders. He knew, however, that in another group, there were some four children, who that day had not been to the fields.

Some two hundred meters away, cutters were finishing cutting burnt cane. A management staff said the field had been burned against the company's policy of harvesting green cane, a new policy because of environmental concerns. Sometimes, he said, cane farmers, pressured for money, put their fields to fire to move their farms forward in the harvesting & crushing schedule. He also said that there is no difference in the price the company pays the farmer for green or brunt cane; he says however, that cutters are paid less for brunt cane than for green.

In the group of cane cutters I met two young guys, one of 20, the other of 19. I asked them how long have they cut cane for. "One year," said the 19-year old. "Eight years," said the other. A main criticism of Child Labour is that it prevents children from having a future, but in the case of the 20-year old he seems not to have a present either.

All field operations in Chemelil have been outsourced. The change in labour relations has placed managers of the para-estatal sugar companies in Kenya in a situation where the outsourced areas and workers in those areas are beyond their responsibility.
Chemelil Factory

It is generally accepted in the sugar industry that factory workers enjoy higher standards of occupational health and safety than their counterparts who work in the fields; that being permanently employed, they tend to have a more developed sense of the risks and hazards; that, because the companies have not (yet?) outsourced their jobs, they still enjoy permanent jobs under the responsibility of the companies. Not so for the Chemelil factory.

General comments on the factory are all negative. Safety recommendations call for instance that signs are posted in strategic locations inside and outside the factory, to allow the personnel with a glimpse to become aware of what surrounds them. In the Chemelil factory the only sign I saw was a big "No Smoking" painted on the wall of two rooms where fuel is stored. That was it. Not even the oversized post-it notes I had seen in the SONY factory.

When talking about personal protective equipment, the first thing that comes to mind (and every visitor is given on entering the factory) is a hard helmet. While it's good to wear one while in a factory as work occurs at different heights, sometimes above you; it is also a kind of a fetish. It was a rather a strange situation but in the group which visited the factory there were two members of the local union committee, three managerial staff, and myself, the IUF sugar coordinator, who happened to be the only one wearing the helmet, given to me on entering the factory (along with a dust coat). Even stranger was that none from among the head of the quality control department, under which the OHS department falls, the OHS supervisor, and the official of HS&E department (and my two union colleagues) wore a helmet. And they seemed quite content with it. While our visit was taking place, there was a group of about 20 school kids touring the factory... noisily, happily... and exposed to risks left and right. None had anything on - except their school uniforms.

After the visit, some comments were made about the lack of an OHS culture and practice; about the efforts required to implement what is a company policy on environment, health and safety; about the urgent need to educate all personnel (workers and management) on OHS; about the need to train people to understand what surrounds them.

Management in the Chemelil factory is concerned with fires, approach underlined by investments made in setting "fire points" inside and outside the factory, in buying fire hoses,
repairing the old fire cart (pulled by a tractor), and seeking resources to acquiring a new fire truck. However, from the five fire extinguishers I did take a closer look at, only one had written on the label the date when it was last serviced. The others had no inspection tags, and the label with instructions cannot even be read. Some "fire points" didn't even have a fire extinguisher.

Almost surrealisticaally, while we were shown the fire point in the weigh bridge area, Moses Asembo, union member, was trying to read the label on the fire extinguisher label, making a two-row observers with their backs to the weigh bridge, which is an area heavy transited by people and vehicles all mixed together. (See photo to the right.) A tractor missed him by an inch: he felt the tail of his dust coat being pulled! (And near-misses are not recorded in what was shown to us as a daily E&HS report.)

**Fire and Water**

While there might be close to 30 fire points inside the factory, there is no drinking water available. The only drinking water "point" I saw was next to the workers' canteen, outside the factory, some 30 meters away. A second one, they said, is next to the water treatment area. Ironically, at the entrance of the factory, an abstract of the "Factories and Other Places of Work Act (revised in 1996)" reads on Point 46: *"An adequate supply of wholesome drinking water must be provided."

### 3-


Compared to other countries in the region, safety standards in the cane and sugar sector of Kenya are poor. A new Occupational Safety and Health Act was passed in December 2007, but labour practices, specifically outsourcing and casualisation, have become a major drive for the deterioration of safety standards in the country’s cane and sugar sector.

This was observed in visits to the sugar factories and cane fields of Chemelil (June 4 & 5, 2008) and Nzoia (June 9 & 10, 2008) by a group of delegates of the Kenya Union of Sugar Plantation Workers (KUSPW) and the IUF global sugar coordinator. The visits were part of workshops on
Occupational Health and Safety held in the context of the IUF Global Sugar project in East and Southern Africa.

3.1.
Observations and Recommendations from the IUF Global Sugar and KUSPW Workshops

OHS workshop in Nzoia Sugar Estate; 9-11 June 2008.

Observations from the visit to factory operations, Nzoia, 9 June 2008

Good things we observed (strengths)

- Good reception by workers and management; management were ready with safety gear for visitors
- New multipurpose fire truck had been bought to fight fires in the factory and in the surrounding community (even as far as Mumias)
- The factory has enough area for expansion programs and growth
- Most workers in the factory wear safety attire
- Well-maintained fire extinguishers: they are regularly inspected
- Management hiring of a safety officer is a positive sign towards OHS standards in the workplace
- There is order at the weigh bridge; traffic of vehicles and people is kept separated
- Workers’ reception to visitors was good; they were ready to answer questions and talk to them
- Most workers concentrated on their jobs
- Security of the workplace is good; there are perimeter fences
- Some warning signs were in place
- As we were going around today we saw workers working with ‘very little’ supervision.
- In relative terms, some areas in the Nzoia factory are generally clean and in order (e.g. warehouse, packaging, workshop)
- Most workers we talked to were knowledgeable of OHS issues
- Major (annual) six-week maintenance is planned for July
- Safety officer accepted that the factory is not yet up to safety standards.

Areas where we identified some problems/challenges

- Drainage system has to be fixed because there was stagnant water in several places
- Weigh bridge office is too congested, needs to be expanded; requires some housekeeping (e.g. old files, poor ventilation)
- Most moving parts of machines in the mill are not guarded
• Boilers section: too much noise, too much bagasse dust
• Too much cane spillage in the cane yard
• Poor lighting
• Steep and slippery stairs
• It is very hot in the boilers section, the power house and the pan floor
• Medical check-up policy is not implemented
• There are few and very filthy washrooms available to workers in the factory
• Leaking pipes, electrical wiring hanging; several iron sheets were loose and not properly fixed
• A missing lid on a pipe in the boilers section (?) had been “replaced” with a polythene paper to prevent water entering (electrical wires inside)
• Steam leaking from pipes; uncovered steam pipes
• Lots of waste metal on the floor near the entrance to the laboratory, workshop and several other places around the factory
• Open trench with running hot water next to the workshop
• There is no walkway to the mill crane (in case it needs repair)
• Stagnant waters may lead to mosquito breeding and malaria outbreaks (there has been many cases of malaria in the factory)
• Very strong smells from chemicals used in the water treatment area
• Electrical box open in the electrical workshop
• Workers were not protected against bagacillo
• Warehouse: too much sugar on the floor; too many bees that usually come when the sugar is left on the floor for more than three days
• Women sweeping in the warehouse used a very small broom, they have to bend very low.

Observations from the visit to field operations, Nzoia, 10 June 2008

Good things we observed (strengths)
• The workshop for agricultural machinery was clean
• Electrical appliances were well maintained
• The arrangements in the workshop were in good order
• The gangways were in order
• Safety signs were in place
• The supervisor was concerned with the safety of the weeders
• The workers had knowledge of safety gear
• The drainage system was well maintained
• The roads are accessible
• The management accepted their shortcomings in the PPEs provided
• Weeders do an excellent job despite the lack of PPEs and proper tools
• The visit was an eye opener for the Branch Union Officials in identifying shortcomings of the PPE used and/or lacked in field work
Areas where we identified some problems/challenges

- Weeders were performing task without protective gears
- The overhead crane was not working
- The driver was washing the car barefooted
- The sprayers are provided with substandard safety gears, e.g. overalls are not adequate protection for the job; also masks, agriculture gumboots, hand gloves, shoulder guards.
- Weeders were not provided with working tools
- Management think casuals have no right to protective gear
- The PPEs are not available in different sizes; one size fits all, including special cases
- Weeders and sprayers are not provided with drinking water
- The sprayers complained that they are overworked (one person per hectare)
- The sprayers are never medically checked
- There are no sanitary facilities available in the field
- Lifting heavy loads of cane, carrying them over long distances, and workers have to climb a ladder to drop the cane in the truck
- Union Branch Officials tried to negotiate safety matters on the spot while the visit was undergoing
- Working relationship between Union Branch Officials and cane loaders seems absent
- There’s no Memorandum of Understanding (MOU) on safety between management and contractors
- There’s a large number of unorganized workforce that compromises safety standards
- There are no First Aiders and emergency transport in case of accidents; there is no communication system available (e.g. radio calls)
- There’s no shelter in the fields.

Recommendations from Nzoia Workshop, 9-11 June 2008

To union representatives in Nzoia Safety Committee

- Reorganize the OHS committee to conform to the OSH Act of 2007
- Enlighten members (workers) on the use of PPE through small workshops, study circles.
- Bring other partners on board by calling a meeting to share what we have learned in the workshop
- Members to introduce / present the observations from the visit (field and factory) for implementation by Nzoia safety committee
- Recommend the Committee/management to sign a Memorandum of Understanding with contractors on safety conditions of the workers they hire
- Safety committee to recommend initiating safety check-ups for workers
- Sign a Memorandum of Understanding (MOU) with management on heat stress analysis and prevention for all workers exposed to high temperatures
- Safety committee to forward the minutes from regular OHS meetings to national union office
• Ensure that workers suffering accidents in the field are treated at the clinic, and improve the communication between the field and the estate central office
• Union members in the safety committee should identify a contact person from among themselves to liaise with workers/members and the national office.

To delegates from West Kenya (Wesco) & Mumias
• Report back to union members of their safety committee and union branch the proceedings of this workshop
• Implement the recommendations made to Nzoia members of the safety committee (as above) as they may apply to their own situation
• WESCO to establish an active liaison with the person in charge of safety in their estates.

To KUSPW
• Work with government on improving the frequency of labour inspections and the implementation of safety regulations in the cane and sugar sector
• Deliver a certificate of participation or attendance to workshop participants
• Follow-up methodology to evaluate results.

To IUF Global Sugar
• Issue a certificate of participation in coordination with KUSPW
• Follow-up methodology to monitor and evaluate results
• IUF and affiliated unions should jointly organise and sponsor trade union exchanges.

3.2.
Observations and Recommendations from the IUF Global Sugar and KUSPW OHS Workshop in Chemelil Sugar Estate; 4-6 June 2008.

Observations from the visit to factory operations, Chemelil, 4 June 2008

Good things we observed (strengths)
• Relatively clean – as compared to visit in mid May
• Positive attitude of management: protective gear ready; HR Manager met with the visitors; guided tour of the factory by a managerial staff who knew the operation
• Cooperation from workers; they were ready to answer our questions and were open to share information
• Management was ready to acknowledge shortfalls
• Manager director took part in our tour as he was around to observe our visit
• Workers are informed of what happens in the factory: e.g. workers in the mill know what happens in the workshop
- Warehouse: sugar comes from a higher level, workers receive bags from up top, they do not need lifting the sugar bags
- “Grafting” new technology in an old mill; e.g. turbine from the WWII is being replaced
- There is space available for expansion and modernization
- Easy access to next work station
- Some “labels,” warning messages written in red; notice boards inside the factory; some signs were available
- Transportation available for emergency cases: a factory van was parked on a stand-by. In a previous visit (May 2008): the company ambulance had been seen.

Areas where problems were identified (weaknesses)

- First-aid box in the workshop was empty
- No easy access to factory: road / entrance is shared with tractors; there was lots of mud, etc. suggesting poor factory design or poor/clogged drainage system
- No emergency switches to stop machines in the workshop in case of emergency
- Most workers work without PPE: e.g. in the cane yard a worker handling with bare hands mud contaminated with chemicals
- Some PPE is not provided, but we also felt that some of the PPE are not the ones required for the job
- Some workers have access to helmets but not use them (why are they not using them? e.g. lack of ventilation, heat)
- Casual workers are not provided with PPE
- Annual maintenance is not done; there is only weekly maintenance
- Operations stop and start without alarms to let people know that they are restarting: e.g. cane carrier
- Lots of water on the floor; in some places there wires were in contact with water (leaking pipes; the drainage system is not working – floor outlets are blocked);
- Uneven floors (potholes)
- Many electrical panels were open and wires were hanging without guards
- Leaking steam pipes
- Factory is dusty (bagasse); workers are not provided with breathing masks
- Poor work design; no walkways in workshop
- Permanent furnace at the entrance to the workshop is not guarded
- Ceiling in the welding area of the workshop is very low
- Windows in the workshop have been sealed-off preventing air circulation
- No fire exits in the workshop
- Fire points without fire extinguishers; some extinguishers showed expired dates on their inspection labels
- Scrap metal all over the place: poor housekeeping
- Use of lead in the laboratory: workers are not provided with masks ➔ selective provision of PPE
- Packaging station: packaging worker was standing on a moving conveyor
• There was no OHS person with the tour
• Safety committee members were not present during the visit.

Observations from the visit to field operations, Chemelil, 5 June 2008

Good things we observed (strengths)

• The group acknowledged management’s acceptance and support to the visit: agricultural managers came with the group, company provided transportation (which was useful due to poor road conditions due to heavy rains)
• People in the field (workers and supervisors) were cooperative and willing to discuss work issues
• Management staff accepted that there were problems regarding workers’ safety; they were not defensive (e.g. when talking about the lack of PPE)
• Workers in the field knew the kind of PPE they should use but they are not being provided with it (e.g. workers applying pesticide used socks instead of gloves)
• Workers in general are looking for representation (e.g. cane cutters wanted to set up their own union but were discouraged by the opposition by the contractor and management)
• Space for modernization and expansion
• Workers were positive towards their jobs notwithstanding their complaints → they needed the job but wanted a better one
• Union branch supported the activities during the workshop and field visit.

Areas where problems were identified (weaknesses)

• PPE were not provided
• Social security is absent; first aid is absent
• Outsourcing practices introduced by the company are deteriorating safety conditions; e.g. contractors do not provide PPE to workers; there is no care in the handling of chemicals, etc. These are contrary to the law, and management are aware of it
• Contractors’ performance is poor in terms of safety standards, as assessed by workers they hire, and even then the company continues hiring their services (company should know what the standards are and improve them)
• Self-improvised safety “gadgets” (i.e. socks used as gloves) used by workers may worsen the situation as chemicals stay on workers
• Very low pay for contracted workers for the job they do
• Welfare of contracted workers is not taken care of
• Contracted workers do not have a way to air their safety grievances; they need educational activities on OHS; the workers are not represented or organised.
Recommendations from the Chemelil Workshop, 4-6 June 2008

To union members of the OHS Committee of Chemelil

- Observations made after the visits to factory and field should be shared with management during OHS committee meetings. (Reports from the visits will be sent to the OHS Committee and union branch for that purpose.)
- OHS Committee should organize monthly meetings with management
- OHS Committee should sensitize workers on the use of PPE, e.g. include OHS as a topic in the Study Circles Program in the company; that the committee members facilitate in OHS topics (training of trainers through Study Circles)
- OHS Committee to organize campaigns in the farms / nucleus estate to sensitize workers and contractors on safety requirements
- OHS Committee to work towards achieving a Memorandum of Understanding (MoU) with management stipulating safety requirements and conditions to be observed by contractors
- OHS Committee to work in close relation with the Union Branch (KUSPW)
- Ensure that relevant information on OHS matters is displayed on prominent places in the workplace.

To delegates from SONY and Muhoroni

- Delegates to share what we have learned in this workshop with other workers in their estates, e.g. one-day workshop with OHS committee members (use KUSPW budgetary resources available)
- Delegates to propose that the recommendations made to Chemelil (as above) to be implemented by their own OHS Committees as applicable
- Informal exercise of field and factory visits by committee members (observations, recommendations, etc.)

To KUSPW

- Regional meetings (e.g. Nyanza: Chemelil, SONY and Muhoroni) to share information and experience on OHS
- Producing auditing forms for OHS Committees in branches
- Monitoring of what’s happening on the ground
- Develop an ongoing and comprehensive work on OHS
- Ensure that government does periodic inspections of the workplaces in the sugar sector.

To IUF Global Sugar

- To distribute reports produced at the workshop (through KUSPW to the branches)
- To provide certificate of attendance to participants
- To provide comparative information on OHS conditions around the world.
Occupational Health and Safety is a major issue in the Kenya cane and sugar sector and it is the focus of the long-term work between the IUF Global Sugar Program and KUSPW, the Kenya Unions of Sugar Plantation Workers.

On 16-21 February 2009, OHS workshops were held in the South Nyanza Sugar Company (SONY) and in Mumias Sugar Company. Union members of the safety committee attended the former, and, in the latter, members at large of the committee attended. Thirteen delegates participated in the SONY workshop (4 women delegates), which included representatives from the neighbouring Chemelil and Muhoroni estates; and 17 people participated in the Mumias workshop (3 women), which included representatives from Nzoia and West Kenya estates. This format reproduced the model used in 2008, by which the country's six estates have been divided in two groups, and the venue rotates annually, with majority of participants from the host union branch and invited representatives from the other two estates.

The workshops comprise two set of exercises: one was the visits to field and factory operations; the other, group discussions and presentations. This model allows participants to observe day-to-day operations, identify issues, strengths and weaknesses or areas to be improved. The observations by participants feed a series of recommendations made primarily to the host (union branch), and is also used by visiting representatives as input for the work in their own estate. The workshops also heard presentations on the national Occupational Safety and Health Act (passed in December 2007) and the work of the IUF Global Sugar Program in the African region.

4.1.
Observations and Recommendations from the SONY Workshop

Observations from a visit to field operations, SONY, 16 Feb. 2009

Strong points

- Cane cutting methods were ok: cut at level where should be done, as compared to Chemelil
- Areas of work are accessible (even when raining)
- Workers were cooperative, accessible to us (visitors)
- There was a sort of spontaneous self-organisation among workers: there was a spokesperson and workers accepted a leadership structure and "unwritten" rules
- They were aware of the existence of the union, but they did not know much about it
• Despite the lack of PPE, workers are aware of the need to protect themselves (used other pieces of cloth as protection, basic knowledge of first aid care)
• Despite of low wages, workers (cane cutters & weeders) are able to take care of their families
• Awareness of their environmental health problems
• Kids in Awendo labour camp wore uniforms (parents care for them despite low wages)
• Woman carrying water: long walk, careful not to draw water with impurities
• Less dangerous toilet was left for use of the children.

Weak points
• Serious sanitation problems in Awendo camp: no toilets or bathrooms. It is a major health hazard for the surrounding community (even when people living there are not hired by SONY)
• Company does not accept responsibilities for casual workers' welfare (i.e. those living in the Awendo camp)
• Labour camp is a health, environmental and security hazard
• Management as employers are ignorant of the new OSH Act, which applies to all workers
• Living quarters (rooms) are made of metal sheets: very hot during the day, cold in the night. They are also under disrepair
• Crowded rooms as result of poor conditions of accommodation provided by company
• Workers in the field were lacking PPE because neither the company (SONY) nor the contractor is responsible for providing it, which is even more difficult for workers cutting green cane (snakes, bees, etc.)
• Workers are not provided with working tools and equipment like shoes
• Despite the fact they work hard, workers are pay low wages (less than USD 1 day). Tasks are too heavy to be completed in one day
• No water is provided to cane cutters
• Workers walk long distances from/to their home
• Serious breakdown in SONY's industrial relations: e.g. even when this workshop has been under planning for over two months, safety committee members only knew about it the night before (and in some cases even on the same morning of the workshop)
• Some improvisation on PPE (due to lack of proper ones) may be in fact more dangerous than doing nothing
• No first aid care is provided to workers in the field nor there is any medical care arrangement in case of accidents, post-accident treatment, etc.
• Labour camps are in the middle of cane fields which represent a hazard in terms of possible fires
• Stream water used for cooking and drinking is exposed to chemical and possible sources of diseases
• Labour practices (contracting and casualisation) have become a OHS hazard.
Observations from a visit to the SONY Factory, 17 Feb. 2009

Strong points

- There are some warning signs in the factory: e.g. emergency switch on the cane carrier, slippery floor (packaging)
- In comparison to the visit to Chemelil (2008), the factory appeared cleaner
- Most of the workers were wearing hard helmets
- Factory manager was positive towards our visit; as well as the new HSE manager (took time away from his duties to accompany us, took notes, etc.)
- Fire extinguishers were available in several places within the factory (although many needed servicing, and in at least one case, the extinguisher was missing)
- There were no hanging electrical cables
- Clear walkways and several exits in the factory
- Disposal/scrap area is available, although it should be used more consistently
- Workers are aware of OHS matters and safety needs, e.g. workers in the bagasse area use pieces of cloth provided by the company, in addition to goggles, helmet, dust coats
- Board with statistics on accidents available in front of the OHS&E office
- Drinking water points available inside the factory
- Different points of entry to the factory for the cane delivered and for people and vehicles
- Power distribution boards are well covered
- Toilets are available at strategic points outside the factory.

Weak points

- There was no coordination for the visit: the proper departments were not aware that we were going to visit the factory
- Poor drainage system: weigh bridge and cane yard, next to bagasse section, etc.
- Lot of cane spillage in the cane yard
- Some fire extinguishers were missing, or some had old dates on service tags
- Dust coats given to us (visitors) were not clean
- Floor in the centrifugals area had many holes
- Dangerous cane off-loading system: trucks are turned on their side to off-load the cane
- Introduction of labour practices such as casualisation is exposing workers to hazard situations: e.g. "casual" workers are discriminated against when providing PPE
- Permanent workers were provided with PPE two years ago (according to CBA)
- No ventilation in the power house
- Steam pipes and service tank in the boiling house were leaking; also they were not properly insulated
- Factory was noisy because of steam venting
- Casual workers in the sugar store (warehouse) have not had any medical examination as required by health regulations
- Stagnant water in several places inside the factory
• Workers in the bagasse area are exposed to bagasse dust that may cause them severe illness.


Recommendations to the branch

Group 1

• Cordial industrial relations between branch officials and management should be encouraged
• Proper OHS committees should be constituted and recognised by both management and branch (there are only three workers representatives instead of the seven stipulated by the OSH Act)
• Air conditioners in the boilers should be repaired, and one should be installed in the power house
• PPE should be provided without discrimination to all workers, e.g. casuals should be provided with PPE
• Cane off-loading methods should be improved
• Stand-by vehicle should be provided in case of accidents (day and night)
• First aid kits should be available at proper places (within the workplace) and not at the OHS manager office
• There should be a thorough weekly maintenance of the plant
• The Company should provide safe drinking water to the cane cutters, weeders and labour camps
• Sanitary standards at the labour camp should be improved
• Toilets and bathrooms should be gender-sensitive (applicable to labour camps and factory)
• There should be a provision of transportation for workers to/from the place of work, e.g. cane cutters and weeders
• The company should provide health facilities at the labour camp, e.g. clinics and health centres
• The welfare of the labour camp children should be improved, e.g. nursery school
• The workers' labour camp should be fenced in order to curb wild animals attacks and control fire breakups.

Group 2

• They should negotiate with management the provision of toilets and bathrooms at the labour camp, maintain them clean and under continuous inspection
• Company should recognise their responsibility for the welfare of workers
• OHS committee to educate all workers on the OHS Act
• Company should build houses at the labour camp, which are compliant with national standards
• Expand the labour camp to decongest them
• Make a policy compelling contractors to provide correct PPE as required by law
• All workers should be provided with working tools as per the OHS Act
• Company to review workers wages, terms and conditions of work
• Employer to provide clean drinking water at workplace
• Company should provide means of transportation to workers
• Workers to be educated on proper use of the right PPE
• Provide first aid kits fully equipped at workplaces (including in the field)
• OHS Committee to sensitise workers on basic first aid and fire fighting skills
• Secure the stream water by building a wall around it
• Improve drainage system (weigh bridge, cane yard, bagasse area)
• Continuous collection of spilled cane
• Fire extinguishers should be placed at the points indicated, and service correctly dated
• There should be proper housekeeping in the factory
• Dangerous side off-loading at cane yard by replacing it with a hydro off-loader machine
• Improve ventilation in the power house
• Workers should go for regular medical examination, especially casual workers at the bagasse area and sugar store
• Company to improve security at the labour camp with fencing.

Recommendations to the KUSPW national office

Group 1
• Should provide the participants a recognition certificate for encouragement
• Communication among branches officers should improve
• Should organise national seminars to develop capacities and policies on OHS issues (using information from the activities undertaken with the IUF)
• National office in coordination with branches should organise monitoring missions on the project’s activities to ascertain the progress made and make recommendations on the project
• They should oversee the implementation of the recommendations made in seminars
• National office (KUSPW) should always cultivate good relationships between union members and management.

Group 2
• National office and branches should address OHS needs also as a means to recruit casual workers in the union
• National office to start a process of auditing OHS conditions (in the sugar factories) as a way to improve terms and conditions for workers
• KUSPW to help improving industrial relations between with union branch and management
• Follow-up work with OHS committees for easy coordination.
Recommendations to the IUF

Group 1

- We encourage the IUF to continue supporting the project both technically and financially
- They should organise exchange programs for OHS committee members to ascertain what has been done in other African sugar producing countries
- They should provide the participants with participation and recognition certificates.

Group 2

- Organise more sensitisation seminars for all workers on OHS.

Recommendations from the IUF

- Participants in this workshop to liaise with the branch officials to share information and documentation, and to pass information to all workers
- Communication among all levels has to be guaranteed: grass-root members, local branches, national office, using all means necessary and within reach: e.g. SMS, electronic mail, post mail, etc. based on a schedule agreed at this workshop: e.g. one a month
- Paul Menya, KUSPW contact for this project, should visit regularly the OHS committees in all sugar estates: identify needs and issues, exchange information, etc. and report back to committees and IUF global sugar coordinator.

4.2.


Observations from a visit to field operations in Mumias, 18 Feb. 2009

Strong points

- Management was opened with information (e.g. outsourcing is having a negative impact on production)
- Cane cutters were talking to us although they were losing money because they are paid by tonnage (taking time from their job)
- Some cane cutters wore PPE and management promised to give them more PPE
- Cane cutters were ready to share information with us
- Cane cutters are well trained in cutting cane therefore reducing the number of cuts (injuries)
- Cane cutters are aware of the dangers they are exposed.
Weak points

- Most of the cutters were barefooted and unprotected
- They are not provided with drinking water
- They complain that they have to travelled long distances for work
- No toilets (sanitary facilities) were available to them
- We didn't observe any first aid care boxes
- Cutters were using old/blunt pangas (cane knives)
- Discrimination on distribution of overalls, all of them were of the same size and were distributed the day before to our visit (some overalls were still in the manager's vehicle)
- Very harsh conditions, no shelters available
- Lots of cutters were chewing cane - as their meal
- They perform a heavy workload over a long time
- If they get sick they said they are not being treated (malaria, chest pain - due to cutting)
- They have very poor/or lack representation: in case they may have some problems
- Cutters and weeders complain of low wages; they are not happy with the system (e.g. weighing cane) which causes stress leading to injuries and anguish
- Women (weeders) complained of risking of being raped when going to the fields
- Complains that workers are paid while in the fields exposing them to robbery.

Observations from a factory visit in Mumias, 19 Feb. 2009

Strong points

- Control rooms had AC working (well ventilated)
- Fire fighting equipment in place and seems to be up-to-date re: inspections.
- Signs (warnings) were all over the factory; e.g. exit, etc.
- Chairs in the control rooms were good
- Lighting system was ok
- No cane spillage in the cane yard
- Most of the workers wore hard helmet
- In some areas, stairs were clean
- Workshop: well-ventilated welding area
- Separated entry points to factory: people/vehicles and cane delivery
- Gutters are covered
- Some visitors found the factory cleaner when compared to Nzoia factory
- First aid kits were available and supplied.

Weak points

- Leaking steam and water pipes
- Pipes at low levels (probably about 6' high)
- High level of temperature and noise
- A number of containers are corroded (water treatment point)
- The diffuser area is a bit congested and housekeeping is required, as it is in several other areas of the factory
- Spillages of massecuite and sugar
- Cobwebs in some areas
- Extremely unhealthy bagasse area (bagacillo, dust, etc.)
- In some areas there were very steep steps
- Drainage system is not in place
- One worker in a control room complained of exposure to computer-generated rays (numbness in his legs)
- Poor working arrangement in the loading of sugar bags (warehouse)
- One gangway was blocked by empty sugar bags
- There was no fire exit in the storeroom; it also was stuffed because of poor ventilation
- Need to separate chemical products from gas cylinders (risks of explosion)
- Packaging area: long hours of work, no breaks because of the uninterrupted flow of sugar to be bagged
- Use of lead (acetate) in the laboratory
- Side barriers had big gaps in between the rails
- Some factory areas are too congested
- There is no place for workers to take a break from work
- Worker using his teeth to cut packaging tape
- There was no drinking water available
- Two members of our group were involved in ‘minor’ incidents (slippin due to massecuite spills, tripping with plastic ‘rope’), which appeared to have gone unreported.

**Recommendations from the Mumias OHS Workshop.**

**To OHS Committee**

- Ensure that cane cutters are provided with gum boots, with correct working tools and PPEs
- Ensure that clean drinking water in sufficient quantity is provided to cutters during their working hours, and water points in the factory
- Ensure that cane cutters have access to safe transportation to/from their area of work
- Recommend that portable sanitary facilities are provided to cane cutters
- Ensure that first aid kits are available on site and handled by trained people
- Provision of portable shelter and meals to cane cutters to minimize cane chewing
- Sign a MoU with contractors over safety matters regarding contracted workers
- Educate casual workers on voluntary enrolment in NHIF and NSSF
- Medical check-ups for workers in the bagasse area of the factory, as well as in other risky areas
- Sectoral committees to form corporate OSH committee
- Ensure that all the workers go through safety inductions, as well as visitors and stakeholders within the factory and its environment
• Committee should be concerned with the safety and health of workers in outsourced and casualised areas to ensure that all workers are protected regardless their contract status.

To KUSPW

• Recruitment of casual workers to negotiate for better terms (e.g. bicycle allowance to cane cutters)
• KUSPW should participate in the enforcement of OSH Act, e.g. random inspection regarding OHS matters
• Educate casual workers on voluntary enrolment in NHIF and NSSF
• Recruitment of casuals and contracted workers to the union
• Organise OHS study circles
• Ensure regular follow-up to the branches for implementation
• Ensure and support enforcement OSH Act
• Assist and support training of trainers in OSH for quick implementation
• Trends of outsourcing and casualisation as currently applied should be discouraged because they deteriorate the safety and health conditions of the workers they hire.

To the IUF Global Sugar Program

• Funding more similar programmes to sensitize workers on OHS matters
• Issuance of certificate of participation
• Exchange programmes
• Sponsor educational tours on both in/out of country
• Increase the number of participants
• Allocate more training time.

From the IUF Global Sugar Program

• Member of Mumias OHS Committee should draft a work program integrating the observations and recommendations from this workshop and share the progress of the implementing of corrective measures with all participants (Nzoia and West Kenya union branches, KUSPW national office, IUF).

5-

Kenya: OHS Activities in the Sugar Sector (2010)


A two-week program successfully completed the first phase of the work with KUPSW focussed on health and safety issues in the sugar sector of Kenya, under the IUF Global Sugar project in
East and Southern Africa. Tangible results have been achieved in the 2007-2010 period, benefitting thousands of sugar workers. Quite probably, the main impact has been that the project has empowered workers and the union at the grass-root level, providing the most reliable basis for the sustainability of future work. The program run from 26 April-7 May and comprised evaluation meetings in four estates, and OHS workshops in two others, covering six of the seven estates in the country.

A report by Jorge Chullén, IUF Sugar

5.1. Evaluating the impact of the IUF Global Sugar project in Kenya

The first part of the Kenyan program comprised four evaluation meetings in four sugar estates: on 26 and 27 April in SONY and Chemelil estates, which are located on the "east side" of the sugar belt, near Kisumu on the shores of lake Victoria; and on 3 and 4 May in Nzoia and Mumias estates, on the "west side".

The meetings gathered all union members of the Joint Safety Committees in each estate and evaluated the changes that have taken place as a result of, or were influenced by, the project. The evaluation had conclusions in three main areas. First, tangible results can be traced directly to the recommendations made by the OHS workshops implemented by the IUF Sugar project, among which the clearest example was the construction of a new ablution bloc (washroom and showers) in the Nzoia factory, and provision of overalls to cane cutters in Mumias. In the former, according the union sources, a practice seems to have been started to take hold with some laboratory workers taking a shower after work and changing clothes before heading home, a safe practice to be observed when dealing with chemical products.

Another positive impact of the IUF Global Sugar project has also been a change in attitude towards OHS issues. This relates to the nature of the IUF Sugar work, based on understanding and focusing on local conditions, consistency and continuous presence, formulating sensible
recommendations, actions that in fact introduced concrete instances of social dialogue in the workplace.

The third area is of course that management in all estates have taken notice of the IUF Global Sugar's work, even though the reaction of some has not always been based on social dialogue and cooperation but, on the contrary, on stalling processes, delaying calls for meetings of the Joint Safety Committees, and procrastinating in the implementation of recommendations from the same committees. This attitude combines dreadfully with the practice of casualisation and outsourcing, which contributes greatly to the deterioration of OHS conditions, and to the overall inefficiency prevalent in the Kenyan cane and sugar sector, which contradicts a common business believe that outsourcing increases efficiency.

A recommendation from the OHS workshops was for the companies to get contractors to signing a Memorandum of Understanding (MoU), in which they commit themselves to respect OHS standards for the workers they hire, as mandated by law and negotiated by the union, and for the company to monitor the implementation of such agreements.

As usual, the evaluation meetings (in a class-room setting) were preceded by a visit to factory operations in each estate. Two delegates from Uganda's agricultural workers union, NUPAW, took part in the first week of the OHS program.

5.2.

OHS Workshops in Muhoroni and West Kenya

The second part of the OHS activities comprised two three-day workshops that were held in Muhoroni and in West Kenya estates, with the participating of all union members of the joint safety committees of the host estates, and invited delegates from the neighbouring ones. The Muhoroni workshop was held from 28-20 April, with delegates from Chemelil and SONY (in addition to delegates from NUPAW-Uganda); the West Kenya workshop took place from 5-7 May in Kakamega, with delegates from Nzoia and Mumias. The program for both workshops started with a visit to field and factory operations to observe conditions of work, focusing on
OHS issues, followed by a group discussion on the delegates' observations and recommendations.

The following are the observations and recommendations from the Muhoroni and West Kenya workshops.

5.3. Observations from visits to field and factory operations in the Muhoroni Sugar Company, 28 April 2010

Field - Strengths

- High level of cooperation among workers
- Some form of transportation for workers is provided: the use of lorries should be encouraged
- Company takes responsibility in case of accidents but the contractor should also be responsible for the workers he hires
- Weeding was well done: good quality job
- There was cooperation between the visiting team and the cane cutters, loaders and weeders, as most of them (not all) were ready to provide the visitors with information.

Field - Weaknesses

- Child Labour was observed: it must be stopped. KUSPW and management to work together to eliminate Child Labour
- There was drug abuse; some cutters were smoking bang (opium): KUSPW and management to work together on sensitising workers & encourage rehabilitation
- Workers smoking while spraying chemicals (29 April): Must be stopped. KUSPW and management to work together on sensitising workers
• Sprayers using mosquito nets as protection against cane cuts (29 April): Proper PPE to be provided
• Lack of skills in cane cutting; poor quality in the cane harvesting; cane cutters receive no previous training
• Lack of transparency on payment method: workers are paid by the "line" (lineal metres); contractor paid by the tonne; workers are underpaid
• Low wages
• Poor supervision/administration leads to duplicating jobs
• Lack of enough PPEs, especially in field operations, workers did not wear any protection (e.g. no gumboots, no gloves, no overalls): suitable PPE to be provided and company to ensure that contractors provide proper PPE before workers go to work
• No clean drinking water or meals are provided to field workers
• No working tools provided to field workers; tools to be provided by contractor
• Lack of cooperation between the contractor and the cane cutters. (Visitors thought that workers felt they may be victimised by the contractor if provide information on their working conditions.)
• KUSPW should make efforts to organise cane cutters
• Absence of First Aid kits
• Workers are not aware of their rights
• Sensitisation programs by KUSPW and branches
• Workers are not compensated in case of accidents.

Factory - Strengths

• Emergency vehicle available
• Weigh bridge was tidy, office computerized and spacious.
• First Aid is given to the workers
• Fully equipped First Aid Boxes were available
• Warning signs available but need improvement using colour-coded signs
• Emergency switch is available but not conveniently placed
• No spillage of cane around the weighbridge area
• Tarmac on cane yard, there's no mud or potholes
• Canes properly arranged in cane yard
• Security guards ensure safety
• Fire-fighting equipment in place and inspected
• Modern cane off loading equipment in place therefore no cane spillage in the yard
• Cleanness in pan sectors, boilers, and clarifiers evaporators.

Factory - Weaknesses

• Inadequate sanitary facilities in the factory: no showers, doors missing, no lights in washrooms: proper facilities ought to be put up; consider gender issues as well
• Poor ventilation in some areas of factory, especially in the workshop
• New construction should be done: e.g. higher ceilings, larger and ventilated working spaces
• Too much noise, heat and smoke in the mill house, power house and boilers: earmuffs should be provided
• Boilers section and the power house need lots of attention because of the high temperature and smoke. There is need for improved lagging of boilers and heaters
• A lot of bagasse dust everywhere, especially in the boilers section
• Air pollution
• Poor housekeeping - everywhere (except mills and pans)
• Poorly placed emergency switch
• Some of the workers did not use the PPE provided (e.g. ear muffs in the power house; gloves while handling chemicals; welding masks and shields)
• Steam leakages
• Uncovered drainages of hot water
• Sharp metals scattered in the machine area and workshops
• No fume chamber in the laboratory
• Bagging house floor is dirty; the space is very small and untidy
• Sugar is handled with bare hands in bagging operations
• Poor treatment of domestic water: it's not fit for human consumption (both in the factory and estate)
• Water treatment needs immediate attention: e.g. chlorination plant.

5.4.

West Kenya OHS Workshop, 6 May 2010

General recommendations

• Working relationship between management and branch officials has to improve
• West Kenya OHS Committee to meet quarterly as stipulated by the OHS Act

Field operations

• Union to organise and recruit cane cutters
• Company to provide clean drinking water to workers in both factory and field
• Delivery of proper working tools and adequate PPE
• Company to sensitise workers on sexual harassment
• Tractor trailers carrying cane are too wide for the roads; probable use "baskets"
• Provision of first aid/emergency care in the field
• Overtime payments according CBA
• Training and OHS awareness for field workers to be provided by the company
• Transportation for workers to/from field to be provided by the company
• Contractors to sign a MoU with the company to ensure all safety and health requirements and other provisions of work, including meals, wages, etc. are delivered to the workers they hire, in comply with labour legislation and union negotiations.

Factory operations

• Reconstruction with a better design of very steep stairs
• Medical facilities and treatment to be improved
• Clean water points to be provided in all sections
• Regular checking/inspection and supply of first aid boxes in all sections; and all departments should have a trained first-aider
• Company to comply with ISO standards on quality control
• Dust collectors to be installed in the boilers section and the warehouse
• Several areas of the factory: e.g. laboratory, control rooms, administration, etc. need emergency exits
• Relocate the tool room in the mill section to a properly constructed place (it has a very low ceiling)
• Periodic medical check-ups for workers in the factory's sensitive areas, e.g. boilers, laboratory, power house, etc.
• Additional decent washrooms and clean sanitary facilities to be constructed
• Safety shower to be made available (first action against exposure to caustic soda)
• Laboratory room in the factory should be expanded
• Proper disposal of chemical products and containers according to good environmental practices
• Improvement in the sugar loading system, e.g. conveyor belt from packing area to warehouse
• Minimise noise and heat in boilers, turbine (power house) and vacuum pan areas
• Company to hire an OHS officer as per the OHS Act 2007
• Company to provide a well-equipped ambulance
• Qualified health care services to be provided by the company on a 24 hr/7 days schedule and available within the company premises
• Sensitisation of workers on OHS issues, including HIV/AIDS.

Recommendations to West Kenya KUPSW branch and union members of the safety committee

• Union to organise and recruit cane cutters and loaders to represent them
• Union branch to support, monitor and encourage the work of union members in the West Kenya Joint Safety Committee
• Call for more frequent and regular meetings with management
• Exhaust all possible avenues for regular meetings to take place
• Improve record keeping and other administrative matters
• Union members to check minutes of previous meetings of the Joint Safety Committee
Joint Safety Committee to resume educational and training sessions for workers on OHS issues facilitated by personnel from the Ministry of Labour.

**Recommendations to KUSPW national office & delegates of Mumias and Nzoia branches**

- Encourage exchange programs among the three union branches and safety committee members
- Share relevant OHS information to branch and safety committee, e.g. communication, information on contact persons, etc.
- Support organisation and recruitment of cane cutters and loaders to improve their representation vis-à-vis farmers
- Provide information on CBAs, sharing terms and conditions among the branches
- Closely monitor the activities of the West Kenya OHS Committee and provide support accordingly
- Organise and encourage seminars and other education events to sensitize membership
- Train OHS union committee members on handling procedures related to OHS Act
- Train union branches on administrative tasks.

**Recommendations to the IUF Global Sugar Program**

- Support to improving communication systems of union branches through electronic communication
- Encourage two-way research and information gathering (e.g. topics of concern: use of lead in laboratories)
- Support exchange programs and development of effective systems to disseminate information among members and union branches
- Continue to support to OHS programs to achieve and maintain improvements in workplaces
- Follow-up of programs being undertaken.

5.5.

What is next?

The OHS work with KUSPW in the context of the IUF Sugar project in East and Southern Africa started in September 2007 and has covered six estates in the country. In this long-term work, positive results have been achieved and this work has been and will continue being a catalyst for improvements in the sector, based on empowering the union and workers.

On one hand, it has become clear that unions and workers are indeed the social partner in promoting social dialogue in the sector, and have taken the lead when dealing with OHS matters in sugar. On the other, as participants stated, the IUF has become a household name in Kenya’s sugar belt.
The cane and sugar sector in Kenya expects important changes in the near future. There is the proposed privatisation of five estates, a process that has been stalled for several years but seems to be running out of excuses for not being implement it, while the COMESA sugar safeguards will expire in 2012, when Kenya should expect an influx of sugar from other COMESA members. (The Common Market for Eastern and Southern Africa, COMESA, allowed the protection to the sugar sector through import quotas since 2002, while Kenya agreed to modernise and privatise its industry.) There is, as well, an interest in developing new production facilities, such as the diversification projects in Mumias (co-generation, ethanol) and sugar factories like Kibos Sugar established near Kisumu, and the Kwale factory announced for the coastal area.

The IUF Global Sugar Program and KUSPW agreed to focus the future activities on national OHS policies in the sugar sector, with the establishing of an OHS union coordinating body and utilising the legal framework provided by the OHS Act of December 2007. Also important is that KUSPW recently became a partner in the IUF OHS project in Africa, and resources have been allocated to activities in Kenya in the 2010-2012 period. The IUF, as a global union, has to take full advantage of the results achieved in Kenya and the synergies created by the different projects it runs in Africa.

6-

Uganda: Meeting of East Africa Sugar Group (2010)


With the participation of NUPAW-Uganda and KUSPW-Kenya, the "East Group" in the IUF sugar project met on 24 September in Jinja, Uganda to evaluate the activities implemented - focussing on their impact on the unions' work - and to discuss the content of activities proposed for 2011. In the IUF Global Sugar project in East and Southern Africa, the East Group comprises Uganda, Kenya and Tanzania.

Over the past two and a half years of the IUF Sugar project, NUPAW-U has focused on training on electronic communication and the Internet, while KUSPW developed a strong program on Occupational Health and Safety.

NUPAW-U said that among the main achievements was the training of 18 officials and three union staff on electronic communication, which improved communication between the union and the IUF Global Sugar and increased the unions' abilities to collect information via the
Internet, which was used this year as an input for negotiations in two sugar estates (SCOUL and Kakira).

KUSPW's program on health and safety covered six sugar estates and trained 184 persons, the majority of them being union members in the Safety Committees in their estates. As a result, OHS Committees were strengthened and reorganised according to the 2007 OHS Act, and tangible results were achieved, such as building of new ablution blocs (sanitary facilities) and improved provision of personal protective equipment, and a culture of consultation on OHS matters is taking root in the sugar sector. For instance, union members are consulted previously to the acquisition of PPEs, and relations have improved between management and workers on OHS matters.

The second part of the Jinja Meeting of Group East discussed activities in 2011. A sub-regional meeting is proposed for late January 2011 to further consolidate the sub-regional work perspective in the context of the East African Community process that, last July, reached the stage for free movement of goods and services and people. A second activity is a 2-week sub-regional ICT training program, which requires detailed design and preparation, initially proposed for late July.

Participants in the meeting were Paul Menya, KUSPW coordinator; and Joram Pajobo and Joyce Tumwesiga, general secretary and coordinator of NUPAW-U respectively. Francis Wangara, general secretary of KUSPW, sent his apologies as he had to represent union members in a Court Case in Nairobi. Unfortunately, because of severe lack of communication, TPAWU-Tanzania did not participate in the meeting. The attending unions agreed to call on TPAWU to make efforts to join them in the IUF sugar project.

Jinja is located some 80 km north-east from Kampala and it's the site of Kakira Sugar Works, the largest sugar producer in the country.

7-

Kenya: IUF Sugar and KUSPW workshop on Occupational Health and Safety (2011)


Fourteen delegates from seven branches of the Kenya Union of Sugar Plantation Workers met from 14-16 September at the Tom Mboya Labour College in Kisumu to evaluate the four-year work on Occupational Health and Safety (OHS) under the IUF Global Sugar project in East and Southern Africa.
The OHS work under the project covered all six sugar estates fully in operation when the project was launched (2007), namely South Nyanza (SONY), Muhoroni, Chemelil, Nzoia, Mumias and West Kenya. It targeted the union members of the joint safety committees and developed skills in the identification of hazards and risks and the proposal of sensible solutions: an exercise that empower the union members at the grass-root level and promote social dialogue in their workplaces.

The delegates gave a report on the impact of the IUF Global Sugar project in their own estates by reviewing their documentation on observations and recommendations produced by the OHS activities, and comparing them to the progress seen in their estates.

A summary of the participants’ presentations highlights the following:

- The project has empowered union and branches in their dialogue with management to resolve safety problems in their sugar estates
- Workers have changed their attitude towards safety and now report hazardous situations to relevant authorities for action. A case in point is the use of personal protective equipment, which in some cases is also delivered to non-permanent workers
- The ongoing presence of the IUF Global Sugar coordinator in the sugar estates gave a strong message to management that local safety issues are given an international exposure
- Some companies have their contractors signing memorandums of understanding (MoU) on compliance with safety standards for the workers they hire, following recommendations from IUF Sugar
- Safety Committee meetings are now scheduled weekly in workplaces like Mumias, which has monthly safety meetings chaired by MD. With the exception of one estate, safety committee meetings are held on a regular basis
- Some companies, like Mumias and Nzoia, have produced an OHS company policy, while SONY’s policy is under development. Also, based on the IUF Sugar recommendations, some companies have hired staff for OHS matters (SONY, West Kenya)
- KUSPW should develop a union OHS policy to be in conformity with the provisions of the OHS Act 2007 and it has to be applicable to all sugar enterprises and related activities.

The participants also made some recommendations to their branches, KUSPW national office and the IUF Global Sugar Program: activities should continue focussing on educating and sensitising workers on OSH matters, and continue the training union members of the Safety
Committees; the union should establish OSH Committees in new factories (e.g. Kibos and Butali); and that KUSPW should develop a union policy on OHS policy applicable to the sugar sector to which the IUF Global Sugar Program is committed to contribute. Participants also identified a key issue: there is a gap in the information needed to face and resolve safety issues. They recommended that the union and committee members produce their own data for department in the companies.

Four women were counted among the fourteen participants in the workshop, which was an activity under the IUF Global Sugar project supported by the Social Justice Fund of the Canadian Auto Workers (SJF-CAW).
Section IV

KUSPW: Evaluation of the IUF Global Sugar project in East and Southern Africa

The following is a summary of KUSPW’s report submitted to the Regional Evaluation Meeting held on 18-20 April 2012 in Durban, South Africa.

IUF-supported projects with KUSPW

(a) IUF Women Project

- Builds the capacity of the union to enhance women’s participation in union activities and promote Gender parity
- Targets women workers at all levels
- Their approach is mobilization through sensitization.

(b) IUF Global Strategies on OSH

- Supports continuous in-house education program on OSH and targeting Rank and file members
- Their approach is workplace based through study circles
- Builds on the work done by IUF Global Sugar project in East and Southern Africa.

The IUF Global Sugar project

- Supports OSH activities and targets National officials, Branch Officials and OSH Committee members
- IUF Global Sugar Project focuses safety issues through:
  - Workplace safety inspections.
  - Plenary discussions and recommendations
  - Information Technology.

Activities in the IUF Sugar project

- Joint Assessment of safety situation in the Sugar Industries of Nyanza & Western Provinces of Kenya
- Identification of training needs on OSH and areas of co-operation
- Identification and documentation of safety issues in each factory
- Documentation and dissemination of safety recommendations for action
- Strengthening and training of OSH Committees as provided for by the National legislation - the OSH Act 2007
Training needs assessment missions covering Mumias, Nzoia, West Kenya, Chemelil, Muhoroni and Sony Sugar Companies

Three-day rotational workshops for groups of factories in Nyanza and Western regions.

**Purposes of the Rotational Workshops**

- Field and factory visits to assess safety conditions in the field and factories
- Plenary discussions on observations on positive actions and recommendations to be taken on some safety issues identified.

**Impact of the IUF Global Sugar Project on KUSPW activities**

- All the six sugar factories have reconstituted and are functional OSH committees in accordance to National OSH Act 2007
- All Committees in the six factories have received basic training on OSH issues, and the role and composition of the committees in accordance with the national OSH legislation
- Three factories, Nzoia, Chemelil and Mumias, have developed OSH policy documents
- One factory, SONY Sugar, has a draft policy on OSH to be validated
- Three new state of the art ablution blocks have been built in Nzoia Sugar as recommended by the IUF Global Sugar project – one specifically designed for the physically challenged workers. To date about 600 workers have benefited.

**There is change of attitude towards safety**

- Management is investing in safety issues through training and by replacing hazardous installations, e.g. Nzoia Sugar management are financing weekly in-house training in OSH programs and other issues, such as industrial relations. This program targets all factory workers and is implemented in partnership with the union: the union provides educators, writing materials, handouts and manuals including a summary of Kenya’s OSH Act of 2007

**Participation in other projects**

As a result of the recommendations from the IUF Global sugar project activities:

- An on-going in-house OSH training program, commonly referred to as OSH Study Circles targeting the Rank & File members. It has the support of another IUF project. The OSH study circles are run in 3 days; it has classroom work on Day 1, Workplace safety inspections on Day 2, and suggestions and recommendations for change on Day 3, following the model of the IUF Global Sugar project
- A new ILO/IPEC project on Child Labour also emulates the IUF Global Sugar method in protecting young workers aged between 16 and 17 years through workplace based OSH training. The strategies are:
  - Establish and train the OSH committee.
  - Train young workers on their safety and other labour rights.
Safety training does not require union representation according to local OSH Act.

KUSPW intends to use the workplace safety inspections, classroom discussions and recommendations to introduce change as was done in the IUF Sugar project. Project participants are now "basic trainers" on OSH.

- Audits are being carried out especially in Nzoia, Chemelil and Mumias
- Joint Safety Committee members who have been trained under IUF global project are currently involved in OSH training of affiliates of the National Centre, COTU (K)
- Relations with employers have improved, and employers and the union are now sponsoring continuous in-house training programmes that have topics covering a wide range of workplace related issues
- A total of 521 new members were recruited as a result of impacts of the IUF Sugar project
- Nzoia recruited 102 casual workers by negotiating for permanent terms arguing that long periods of casual employment results in stress, a safety and health hazard
- In Butali Sugar, a new factory, participants to the IUF Sugar project were involved in the recruitment of workers to the union. This was to capitalize on the OSH Act which does not require union recognition. In Butali, some 210 new members were recruited
- The same method was used in Kibos Sugar, also a new factory, and KUSPW established an OSH Committee, and prevailed on management to hire an OSH expert for a training of the Joint Committee in March 2012. In Kibos, KUSPW we recruited 209 new members
- Two new branches were established through the initiatives of a participant of the project who had lost employment with his previous employer
- The union has established a documentation centre for information and data at Head Office for onward transmission to the branches. These documents include: company policies on OSH, Minutes of OSH committee meetings.

Benefits at branch level

- Workers are getting more aware and are participating in ensuring safety rights are respected
- A total of 18 participants were elected in positions at branch level and 8 at national level. Out of these 5 women were elected at branch level and 2 at national level.

Challenges encountered during the project's implementation

- The union did not have a union policy on OSH that could give the union’s position on OSH
- Most of the participants were aware of the existence of OSH rights but did not know what they were.

Factors influencing the IUF Global Sugar project activities

- The enactment of the new labour legislation which included an Act on OSH increased the need for education on OSH
• Employers’ change of attitude on OSH and their acceptance to invest in new equipment as implementation of recommendations stimulated results
• Political goodwill from the union leadership contributed to the success of the project
• The project design was well thought out and other projects followed it. Examples of such projects are:
  o ILO/IPEC child labour project on the protection of safety rights of young workers aged between 15 -17 years.
  o COTU (K) PANAF project on rank and file members through study circles.
  o The IUF global strategies project on OSH that even adopted the course programme design.

Current union activities on OSH
• Organizing, recruiting and negotiating for CBAs in the new sugar factories such as Sukari and Kibos factories in Nyanza, and Butali factory in Western Kenya. Also, Transmara Sugar Company in Rift Valley and Kwale Sugar Industries in Coast Province
• Establishing and train OSH committees in the new factories
• Developing union’s OSH policy ensuring an all inclusive approach.

Research and documentation work
• Collect information and data from relevant stakeholders to align and feed to the draft policy
• Integrate topic on Conflict Prevention to the study circles as union’s contribution towards Peace Building and National reconciliation.

Sustainability
• The work of IUF global sugar project will be sustained by being included in the ongoing study circles whose funding is already secured
• Sustainability will also be supported by the enforcement of the OSH Act which stipulates that workers’ education on OSH is compulsory
• Steps will be taken to seek support for the completion and adoption of the draft policy for long term sustainability and continuous improvement.
The IUF Global Sugar project in East and Southern Africa is supported by the Social Justice Fund of the Canadian Auto Workers (SJF-CAW), with contributions from the Canadian International Development Agency (CIDA) through the Labour International Development Program of the Canadian Labour Congress (LIDP-CLC).

The **IUF Global Sugar Program** supports affiliated unions to improve their understanding of changes taking place in the international cane and sugar sector and to increase their abilities to influence them. It works towards implementing policies based on the Decent Job framework, supporting an upwards harmonisation of terms and conditions of service in the sector.

IUF Sugar Site: [www.iuf.org/sugarworkers/](http://www.iuf.org/sugarworkers/)
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The **International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations** (IUF) is an international federation of trade unions representing workers employed in agriculture and plantations; the preparation and manufacture of food and beverages; hotels, restaurants and catering services; all stages of tobacco processing. The IUF is composed of 384 affiliated organizations in 120 countries representing a combined membership of around 2,6 million.

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