
AN IN-DEPTH STUDY ON THE SITUATION OF CHILD LABOR IN THE AGRICULTURAL SECTOR

FINAL REPORT

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EXECUTIVE SUMMARY

“They too, have dreams”. This is one of the significant statements echoed by working children in the agricultural sector based on the study of four industries, namely: sugar, rubber, banana and pineapple.

The study covered several plantations and haciendas that provided the picture of the child workers’ situation including their families and communities. It also included an assessment of the policies and laws including programs and services currently provided by ILO-IPEC partners, SIFI, government agencies, NGOs and the other groups. Pertinent information are as follows;

- The sugar and rubber industries use child laborers in the company of their parents, specifically, their mothers. Conservative estimates reveal that the sugar child workers are around 60,000 and rubber child workers are about 12,000.
- Visits at the banana and pineapple industries did not yield any child worker. Apparent reasons are due to the continuing awareness and advocacy campaigns of some NGOs (Kamalayan Development Foundation, for one) and TUCP-ALU in the banana and rubber communities, on the other.
- Strict compliance to child labor laws is observed among the plantations such as Hacienda Luisita in Tarlac (sugar); Del Monte in Bukidnon (pineapple), and STANFILCO and its outgrowers (banana) in Compostela Valley.
- In addition, active trade unionists and advocates continue to undertake awareness and monitoring activities at the rubber and banana plantations in Davao del Norte and Compostela Valley.
- Impact of globalization resulted in the entry of cheap sugar in the local market, putting the industry into less competitiveness that caused some sugar centrals to shut down.
- The working children move from one sector to another during off or lean season in the farm, but some do not go back anymore, but work as waitresses, helpers or prostitutes at the other centers.
- Children start farm work at an early age, beginning as play and eventually becoming support to their parents.

- These working children suffer by exposures to sun and rain including chemical hazards from latex and formic acid (rubber), and slippery trails (rubber) including cuts and wounds (sugar cane). The worst effect ever observed was the case of a girl who had started work at the rubber farms when she was nine years old and who, at 15, had become afflicted with enlarged breasts.
- Their attendance in school contributes to intense pressure as the children tripled their efforts at working as early as 5:00 AM, go to school at 7:00, leave school at 5:00 PM, go direct to the farm and work again until 7:00 PM, go home and eat supper then do their assignments or projects before retiring at night. Sleepy and tired, they could no longer concentrate in class causing low performance.

They are candidates to become drop-outs upon reaching middle grades or high school.

- The minimum wages among regular workers at the haciendas and plantations are very low: P60/day for some and P190 for Hacienda Luisita (sugar) workers.. This means the families' inability to make both ends meet.
- Poverty is a significant factor in the incidence of child labor in all of the industries studied.
- Parents are unable to manage their crises and are left with no choice but to allow their children to work in the farms (sugar and rubber).
- Assistance provided to children and their families are limited and these included only a few groups and NGOs. Although based on secondary data many sugar workers had accessed the SIFI programs, the actual number reached is small compared to the big registration of sugar workers.
- Policies and laws had been crafted, the latest of which is SBN 2155, consolidating all the laws and child labor emphasizing the strict penalties on employees and violators of the laws.
- Other services such as livelihood, health and education remain to be crucial, specifically among the sugar and rubber workers.
- Children hope to go back to school and go to college. Their health status needs to be monitored due to the exposure to physical and chemical hazards. More income opportunities are needed by their parents to meet their food requirements and school expenses of their children. These, and some other needs have to be responded to positively, that is, so that gradually, the root causes of child labor will be eradicated and progress towards its eventual elimination in the long run.

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PART I

INTRODUCTION



CHAPTER 1 INTRODUCTION

1.1 Background

This report presents the findings on the situation of the child workers (5-17 years old) in the agricultural sector, specifically covering four industries, namely: (a) sugar, (b) rubber, (c) banana and (d) pineapple.

Children in the agricultural sector start farm labor at an early age. The young children work in the farms with their parents and siblings. They undertake clearing, land preparation, weeding, planting, harvesting, applying fertilizers and even hauling of produce after harvest. They perform heavy physical work and spend long working hours. Yet, they are often unpaid because they are considered only farm helpers. They also face the dangers of work hazards such as heat, rain, body pains, skin diseases, accidents and chemical exposures from the activities that they are engaged in. But they lack the protective gears and paraphernalia to protect themselves. With long hours in the farm, many do not attend or finish their schooling, not even elementary education. On the other hand, many of those who get sick depend only on home remedies and are deprived of the assistance of medical personnel. The worst, being poor and having big families leave them with low access to food, shelter and other life amenities, thus stunting their growth and development. Even their social and emotional well-being are affected.

Despite the recognition of the high incidence of child labor in the agricultural sector, it was observed that program assistance and intervention for the working children and their families are still inadequate.

Findings of this study are intended to provide input in the development of the Time Bound Program (TBP) in compliance with ILO Convention 182 on the Worst Forms of Child Labor.

1.2 Objectives of the Study

Specifically, this study aimed;

- a. to provide an estimate number on the incidence of child labor considering various agri-products in areas/regions where workers are noted to be present and/or prevalent
- b. to analyze the factors contributing to the incidence of children involved in agriculture in identified areas, to include various socioeconomic, cultural and political factors
- c. to describe the characteristics of the children involved in farming activities including their families and immediate communities
- d. to assess the extent of hazardous, unhealthy or illicit conditions prevailing in the sector
- e. to describe specific work conditions of children involved in agriculture including occupational safety and health conditions
- f. to assess whether and how work has affected the opportunities for education of the children including access to other social services (i.e. health and nutrition, recreation, social relationships, etc.)
- g. to draw special attention to conditions of the girl child worker in the sector
- h. to assess current efforts/programs to address the problems of child laborers in the sector (particularly those of IPEC and the members of the NCLC) including efforts of NGOs, LGUs, and other institutions and identify specific practices worth sustaining and lessons learned
- i. to describe the possible future scenario if the problems were not addressed and the chances for improvement by the removal of the children from exploitative farming activities
- j. to identify gaps and challenges that can be addressed through a time bound program including those relating to education
- k. to prepare specific action programs for children in the identified sectors and geographical areas including appropriate strategies, roles of agencies and key partners and the specific target groups' focus on policy and legislations, social mobilization and direct action

1.3 The Agricultural Sector: Context

The Philippines is predominantly an agricultural country with 47 percent of total land area or about 13 million hectares devoted to agriculture. Despite its great potential, however, the Philippines is a net importer of agricultural products. In 2000, the balance of trade deficit in agriculture stood at USD794M. This resulted mainly from the slow growth in productivity which in turn may be attributed primarily to the very low degree of agricultural mechanization and lack of investment on infrastructure.

In recent years, however, agriculture has been the main driver of economic growth as a result mainly of gradual structural reforms and generally favorable weather. In 2001, the sector accounted for 20 percent of GDP and registered growth of 3.9 percent. In terms of employment, about half of the total labor force is employed in agricultural activities.

According to the 2001 NEDA report, the economy displayed newfound strengths, enabling it to overcome the political shocks caused by the previous administration, the worldwide retrenchment of the high technology sector, and the September 11 terrorist attack in the United States. It said that the economy is now reaping the benefits of structural reform measures designed to enhance productivity and market competition under the Agriculture and Fisheries Modernization Act and the liberalization of retail trade, telecommunication, and utilities.

In this recovery, the agriculture and service sectors were the major sources of growth. Agriculture, fishery, and forestry rose 3.9 percent in 2001 from 3.3 percent in 2000. In addition to good weather, the government's revitalized support for agriculture through the distribution of certified seeds, rehabilitation of irrigation facilities, and the use of modern equipment especially in the fishery sector contributed to the strong growth in agriculture.

Agriculture is projected to grow at 2.7-3.7 percent. The rehabilitation of irrigation facilities and other interventions of the government are expected to temper the effects of a mild El Niño phenomenon.

Characteristics of Market

Agriculture in the Philippines is characterized as generally small-scale and dependent on manual labor. However, the presence of large-scale farming operations (mainly multinational corporations) which are mechanized, explains the high degree of productivity in the sector. From 1994-1996, agriculture productivity in the Philippines, as measured by average value added per worker, was the third highest in Asia next to Malaysia and Vietnam; albeit productivity growth in the same period was negligible. Thus, the opening up of the market to foreign competition, which is a result of the

Philippine commitments to regional and multilateral trade treaties, presents a challenge to the agricultural sector to become competitive both in quality and price. This is the direction in which Philippine agriculture is heading.

Crop production has continued to dominate the sector, but growth has been led by the livestock and poultry sub-sectors. Growth in crop production has been slow primarily due to the lack of diversification to higher value crops. Livestock and poultry have experienced healthy growth as a result of increased private sector investment. Fisheries, on the other hand, had lower growth rates in the last two years to 1997 despite significant investment in aquaculture.

Farm operations in the Philippines are mostly small-scale, especially in the production of crops. Commercial crop production has been generally dominated by such big players as Del Monte and DOLE. The degree of commercialization among livestock and poultry is higher and there are more big players such as Purefoods Corporation, RFM Corporation and San Miguel Corporation. The degree of commercialization in fisheries is also high, especially in aquaculture as it entails large capitalization.

Backyard farmers and marginal fishermen are usually organized into cooperatives and are involved in contract growing and lease arrangements with large firms. This has become a common practice, especially with the comprehensive agrarian reform program (CARP) of the government. The reason is that many farmers lack the resources to raise crops or breed stocks on their own.

Addressing the Challenge of Productivity and Globalization

The challenge of the impact of globalization, specifically with the imposition of free trade barriers, is making the sector very vulnerable to the entry of cheap agricultural commodities such as onions, garlic and raw sugar, among others. On the other hand, the entry of agricultural export products from the Philippines to other countries such as bananas, mangoes and the like are under rigid scrutiny due to alleged low quality standards.

Given this scenario, the impact of globalization has to be addressed to allow the sector to enjoy from it, otherwise, it will be the start of the demise of some industries in the agricultural sector.

In response to current issues, rural development has been made a priority by the Philippine government and is now a major focus of President Gloria Macapagal-Arroyo's poverty alleviation program. Given that the country's rural population is over 50 million of which two-thirds depend on agriculture for livelihood, the Department of Agriculture under the Macapagal-Arroyo administration is committed to fully implement Republic Act 8435 known as the Agricultural and Fisheries Modernization Act (AFMA).

Enacted by President Ramos in 1998, AFMA sets the legal grounds to modernize agriculture over a seven-year period. It envisions to transform agriculture from being resource-based to becoming technology-based, thus increasing efficiency and productivity. It also identifies the factors that have constrained agricultural development in the past and provides policy initiatives to address them. An Eleven-Point Agenda prioritizes the areas in the sector which requires immediate modernization. These include agricultural productivity programs, irrigation systems, farm-to-market roads, post-harvest and other related infrastructure, research and development, rural finance and education.

In the long term, the government's plan is to make the Philippines the food basket of East Asia by 2025. Given the country's tropical climate, its vast agricultural land capable of growing a variety of crops, its bodies of water ready to be harnessed for aquaculture, and its technological developments in agricultural production, this is not impossible, especially if the Government's thrust to modernize the sector does not falter.

1.4 Child Labor in the Agriculture Sector

Even with the gradual advancement of farm modernization and mechanization, child laborers continue to toil in the farms with their parents. The CARP implementation impact has contributed to the small farm sizes. This contributed to the entry of more children in the production process due to cheap labor and given that, production has become a family affair.

The 2001 Philippine Survey on children revealed significant findings that are worth pondering about;

- more than 50% of the working children ages 5-17 years old or 2.1 million were engaged in agriculture, hunting and forestry
- most of the children found working in agriculture, forestry and hunting are found in Region VII (235,000) followed by Region VI (205,000) and then by Region VIII (197,000)
- there are more young boys (1,526,000 or 71%) of the total number of children working in agriculture, hunting and forestry than young girls (614,000 or 28%)
- most of the working children (2.4M or 59% of the working children) were unpaid workers in their own household-operated farm or business. One out of two (49.5% or 1.98 M) working children were working in the farm;

More specifically –

- 1.3 million or 54.2% of the children 5 –17 years old working in agriculture, hunting and forestry were greatly exposed to physical hazards particularly temperature or humidity at their work place
- 442,000 working children found in agriculture, hunting and forestry are exposed to chemical hazards
- 687,000 or more than 7 out of every ten working children in the agriculture, hunting and forestry sector suffered from work-related injuries
- 71.6% of the working children or 2,864,000 who suffered work-related illnesses come from the agriculture, hunting and forestry sectors

The NSO figures in the 1995 and 2001 Survey on Children revealed an increase of 9.3 percent, from 9,553,000 households (1995) to 10,440,000 households (2001) with working children (5-17 years old). Likewise, there was an increase in the number of working children by 14% from 3.6M (1995) to 4.1M (2001).

The number of working children (5-17 years old) at the agricultural sector has correspondingly increased too.



CHAPTER 2 METHODOLOGY

2.1 General Approach and Methodology

The effort to cover four (4) industries in the agricultural sector given the limited time frame and resources is an attempt to look at varied child labor situations in different settings, production schemes and agreements. It is also an intention to identify unique experiences and impact in each of the industries where there are ongoing interventions (e.g. advocacy, awareness campaigns, etc.) provided by NGOs, labor groups and government agencies with donor partners.

The child labor is seen in the context of various levels of interrelated factors:

- socio-economic situation of the child's family/household including the family's ability to manage crisis and poverty situations
- cultural and social factors that reinforce the incidence of child labor in their communities
- changing production schemes and agreements of the big plantations on one hand, and the smaller plantations (10-15 hectares) on the other, as a result of CARP implementation, specifically, in the case of the sugar and rubber industries which either reinforce or hinder child labor recruitment
- observance of policies and laws governing practices on child labor
- impact of globalization or open trade and entry of cheap products into the country.

Based on this context, this study utilized varied approaches and methodology in achieving its intended objectives.

Primarily, various stakeholders are identified and are involved as either key informants or interviewees. Secondary data review was also made for projects that have been completed or currently undertaken with the support of donor partners such as the ILO-IPEC, UNICEF and USAID and other organizations.

Various stakeholders included in the study are;

- a) Child laborers – as the direct victims of the worst forms of child labor and who need rehabilitation and development support
- b) Parents of child workers – who are key decision-makers on the fate of the children to work at an early age but who appeared to be helpless to do anything about the situation

- c) NGOs, POs, Agencies, Labor Unions – which are involved in the advocacy and promotion of child rights and protection from child labor including delivery of social services
- d) Industry plantation owners/cooperatives – that manage production agreements or employ children in the case of big plantations or cooperatives and small land tillers
- e) LGUs and government agencies – that implement the law or provide services for the protection of children or monitor child labor in their areas of coverage
- f) Donor agencies that pump financing into the projects of implementing groups and institutions

Since this study is premised to be utilized as input to the Time Bound Programs (TBP), each stakeholder would have a role to play in the gradual elimination of child labor.

Convenience sampling was used specifically for the survey where an estimated number of child workers in each of the industries was targeted. The plan was to distribute target samples randomly at the study sites identified.

2.2 Industries Covered and Study Sites

This study covered four industries in the agriculture sector, namely; (a) sugar, (b) rubber, (c) banana and (d) pineapple. While initial plans covered only the commercial plantations, efforts were made to include smaller plantation types during data gathering activities. Initial reports revealed that child laborers are also hired in smaller plantations or owner-tiller types, as children are part of the household labor force.

Due to the short time frame and limited logistics, the selection of the study sites had been based on initial information from key informants where the bigger number of child laborers are located. Specifically the following criteria were used;

- (a) biggest volume of production per industry and where these are located
- (b) provinces where at least more than one industry is covered

Based on the above criteria, the study sites included the following:

INDUSTRY	REGION	PROVINCES	MUNICIPALITY/ BARANGAY	HACIENDA/ FARMS VISITED		
1. Sugar	6	Negros Occidental	Murcia, Silay City	Hacienda Nacab, (Josefa I, Josefa II, Oliva II, Cristona, Cabantanan, Bernabe II)		
	3	Tarlac	Hacienda Luisita			
	4	Batangas		Secondary Data (limited to current program and services provided to sugar workers)		
	5	Camarines Sur		Secondary Data (limited to current program and services provided to sugar workers)		
	7	Cebu		Secondary Data (limited to current program and services provided to sugar workers)		
	8	Ormoc		Secondary Data (limited to current program and services provided to sugar workers)		
	11	Saranggani		Secondary Data (limited to current program and services provided to sugar workers)		
	10	Bukidnon	Malaybalay, Talakag			
2. Rubber	12	North Cotabato	Rodero, Makilala	Rubber Communities		
	11	Davao Sur	Takul, Laya	Rubber Communities		
			Takul, Magsaysay	Rubber Communities		
	10	Bukidnon	Malaybalay	Rubber Plantation/Farms		
			Dangkagan	Rubber Plantation/Farms		
			Talakag	Rubber Plantation/Farms		
3. Banana	11	Davao del Norte	Kapalong	Banana Plantations		
			Sto. Tomas	Banana Plantations		
			Carmen	Banana Plantations		
			Panabo	Banana Plantations		
	11	Compostela Valley	Tagum Ctiy	Banana Plantations		
			Compostela	Banana Plantations		
			10	Bukidnon	Manolo Fortich	Pineapple Farms
					Libona	Pineapple Farms
10	Bukidnon	Sumilao	Pineapple Farms			
		Malaybalay	Pineapple Farms			
		Impasog-ong	Pineapple Farms			

2.3 Method of Data Collection and Sources

Generally, the procedure followed for data collection was similar in each of the industries except for some minor differences in some areas based on the prevailing situation.

The first phase of this study focused on the assessment of industry profiles, regional/provincial production volumes, inventory of plantations including specific production and current activities wherein working children are involved. It entailed the conduct of the following;

- a. Review of related literature including past studies and relevant documents regarding the four industries. This included the Cursory Study on the Child Workers in the Sugarcane Industry (Alejandro Apit), Study on the Rubber Industry and Child Labor Initiatives Assessment (National Council for Children's Participation-NCCP) by the Asia Development Consultants and other reports of ILO-IPEC Programs.

- b. Tracking of key informants for the specific industry who could provide information on farming activities in which working children are involved including production schemes of commercial/big plantations and the small ones, individual growers and sub-contractors. These key informants also assisted in tracing the production process flow of each industry.
- c. Review and analysis of production volume by industry and ranking of production volume from the largest to the smallest. It was hoped that by tracking the volume of production it would be easier to pinpoint the places where the largest number of working children could be found. Considering this approach, the bigger percentage of working children was likely to be found in areas/provinces that have the bigger production volume.
- d. Identification and inventory of commercial plantations and smaller ones including agriculture-based cooperatives where child laborers are working; secondary data from institutions, listings of commercial plantations and cooperatives involved in the production are classified by regions where they are located.

Overall, the first phase of the study resulted in facilitating and evolving a mechanism to ensure a more systematic data gathering activity at the identified sites.

The second phase of this study comprised of the actual data gathering activities. This included the following;

- a. Coordination with government agencies (DA, DTI, DAR, DSWD) that helped in the validation of the plantations/cooperatives earlier identified.
- b. Discussion with NGO/PO personnel who are directly linked with communities and child workers e.g. NACUSIP, SIFI, Kamalayan Development Foundation, ALU, TUCP, Rotary-ACES of Tagum, among others.
- c. Interview with LGUs including barangay and municipal officials, DAR technicians, DSWD officers and agricultural technicians who accompanied consultants and researchers at the plantation sites and who also validated the presence or absence of child workers in plantations.
- d. Direct interview with parents and child workers and other members of the community.
- e. Interview of key informants composed of various officials including managers/ encargados of some haciendas in Negros Occidental and Hacienda Luisita in Tarlac. Managers of some cooperatives and plantations in rubber, banana and pineapple were also included. Kamalayan Development Foundation officer also shared their experiences in the sugar and pineapple plantations. n Ormoc, Sarangani and Negros Occidental.

- f. Conduct of focus group discussions (FGDs) among parents and children, whenever possible, for the sugar and rubber industries.
- g. Development of case studies focusing on children and their households and working conditions thereat.

The second phase of this study validated the existence of child laborers in the sugar and rubber industries. On the other hand, it also resulted in validating the decreasing number of child workers in the banana and pineapple plantations on the sites that were visited. Most critically, it confirmed the harsh realities and conditions confronting the child workers.

Below, presents a summary table of Survey Respondents/Key Informants and FGD participants;

SUMMARY TABLE OF SUMMARY RESPONDENTS/ KEY INFORMANTS AND FGD PARTICIPANTS

AREA	SECTOR	No. of Respondents in the Survey				No. of Key Informants and FGD Participants*		TOTAL		
		PARENTS		CHILDREN		M	F	M	F	T
		M	F	M	F					
Region 3: Tarlac	Sugar	6	-	-	-	9	0	8	2	10
Region 6: Negros Occidental	Sugar	14	26	42	28	4	7	57	54	111
Region 10: Bukidnon	Rubber	2	-	-	2	4	2	6	4	10
Region 11: Tacul, Magsaysay, Davao del Sur	Rubber	10	16	9	11	1	2	20	29	49
Region 12: Rodero, Makilala, North Cotabato	Rubber	14	-	20	9	2	3	35	10	45
Region 10: Bukidnon	Pineapple	-	-	-	-	4	4	4	4	8
Region 11: Compostela Valley, Capalong, Davao del Norte, Tagum City	Banana	-	-	-	-	4 6	4 4	4 6	4 4	8 10
TOTAL		46	42	71	50	34	26	138	109	247

**Key informants and FGD Participants composed of parents, LGU officials, municipal agencies (MHO, DAR, MSWDO, etc.) barangay officials and others*

2.4 Data Collection Experiences And Insights

There were varied experiences of the researchers as they touch-based with regional offices of national government agencies and some non-government organizations (NGOs).

The Process

The sugar researchers contacted NACUSIP Staff for initial information gathered before the field interview and discussed objectives and approaches of the study. The team visited 7 haciendas in Negros Occidental and Hacienda Luisita in Tarlac including the adjacent areas of the hacienda in Paniqui, Tarlac now being managed by the Central Luzon Cane Growers Corporation. All throughout the data-gathering period in Negros Occidental, the NACUSIP personnel laid the groundwork. This was followed by the researchers' interview of parents and children at their residences or at designated places. Focus group discussions usually followed after the interview of the children and their parents. Rains poured in the afternoons and movement from one hacienda to another was done thru motorbikes with researchers positioning themselves as back riders.

Data collection and interviews of the rubber team were quite difficult. There was difficulty in tracing the child workers based on the farms initially identified.

In Bukidnon for instance, based on the almost 50 farms visited, it was only in 2 farms, in Cabrera which had identified 2 child laborers, and in Sajulga Farm, where three child laborers were interviewed. Moving from one rubber farm to another was difficult. Barangay officials and some household heads/parents were also asked of the involvement of their younger children in the farms, but which resulted in negative responses.

In Rodero, North Cotabato and Takul, Davao del Sur, where most of the interviewees came from, researchers were assisted by the Kamalayan Development Foundation, an NGO which has some projects in Mindanao, specifically where rubber communities are located. At the time of the interview, one researcher witnessed and accompanied a Kamalayan Development Foundation personnel to the hospital for medical check-up of a girl child worker who was suffering and in pain due to enlarged breasts and who was suspected to have by doctors breast cancer.

There were no child laborers found in the banana and pineapple plantations in various areas in Mindanao visited by the researchers. The visits of researchers in 5 municipalities in Davao del Norte and one municipality in Compostela Valley yielded no child worker, despite the fact that they have the biggest land area planted to banana and have the largest volume of production.

Key informants revealed that there used to be child workers in these areas but due to the growing awareness of parents on the high toxicity of chemicals used in the banana plantations, including some laws prohibiting child labor, their number gradually decreased.

In the case of the pineapple plantation, researchers in Bukidnon did not find any child laborer in Fortich, where Del Monte, the biggest pineapple plantation is located. Other towns visited that had smaller pineapple plantations were Libuna, Sumilao, Malaybalay and Impasog-ong. Similar to the experiences in the banana plantations, child

workers are no longer accepted by Del Monte as part of their CBA with union workers. The scheme developed was found to be important in the elimination of child laborers in the pineapple plantations. Interview of key informants including those from plantation areas, parents and LGU officials at the barangay and municipal levels, with particular assistance of the MPDO, were undertaken, in view of the absence of child laborers to be interviewed.

One significant insight learned from the data gathering activities is that the absence of child laborers in areas visited was a product of various strategies and initiatives from stakeholders, which will be discussed later in this report.

2.5 Study Limitations

Covering four industries in the agricultural sector was quite a large undertaking considering the short time frame and limited logistics allotted for this study.

Thus, for the sugar industry, secondary data were used for regions 4, 5, 7, 8 and 11. Likewise, information culled out covered only programs and services that are currently provided for the sugar workers' families by the Sugar Industry Foundation, Inc. This is also true for the rubber industry, where secondary data sources were used for regions 9 and 10.

Observations on the decrease or absence of child labor are limited to the banana and pineapple plantations visited in Bukidnon (pineapple) and Davao del Norte and Compostela Valley (banana). It is not therefore possible to generalize conditions in other sites or for the whole of the pineapple and banana industries, for that matter.



PART II

THE SUGAR INDUSTRY

CHAPTER 1

SUGAR INDUSTRY PROFILE

1.1 Status and Growth

Sugar has long been one of the most important agricultural products of the country even before the Spaniards came. It is still one of the most important commodities that our farmers produce today. In fact, it is the source of livelihood for more than five million Filipinos. Specifically, there is an estimated number of 500,000 workers who work in the plantations including millions of employees working in downstream industries.

The sugar industry is still considered a vital component of the economy with resources pegged at P150 billion pesos worth of investments. In 1997, it contributed about P30 billion pesos to the Gross National Product and on the same period injected about P3 billion to the national coffers through taxes.

The sugar industry, however, faces a greater challenge more than ever. Various factors have come into play both in the domestic and international scene which have affected its growth and development.

These are:

- the effects of globalization and liberalization of trade under the rules and policies of the World Trade Organization (WTO) as the Philippines is caught unprepared for the stiff open market competition
- the decline in the local sugar production that necessitated the importation of sugar
- the entry into the country of cheap smuggled sugar
- the low sugar prices that are even below production costs
- closing of some mills in which 6,000 have already been laid off, with 9,000 workers suffering from underemployment and approximately 23,000 workers have been reduced work hours.

The impact of trade liberalization could not be overemphasized, as it resulted in the entry into the country of low-priced sugar that are coming from other countries. In the local scene, the implementation of agrarian reform has caused fragmentation of sugar lands, which in return resulted in diseconomies of scale. While trade liberalization pushed for efficiency in production, the fragmentation of productive lands has resulted in less cost-effective land use¹.

¹Pol C. Lejano Executive Director: Sugar p.5 SIFI News and Features, November-December 1999

The sugar industry is now made up of mostly small farmers tilling less than 10 hectares of sugarland. It is unfortunate that being a plantation crop, the production of sugar in these small farms is much lower than the national average. Eighty-two percent of the sugar farmers own 80% of the farms and they produce only 23.28% of the total production.²

1.2 Domestic Production and Consumption

1.2.1 Sugar Cane Production

Historical production of the Philippines in sugarcane had its ups and downs, with its lowest in 1995 with production at 17,774,401 MTs and in 1998 at 17,333,372 MTs and showed an increased production from 1999 to 2001 with an average of 24 Million metric tons. The El Niño phenomenon had caused the decrease in production. **Table 1** presents the top five sugar-producing regions and **Table 2** the top five provinces, per the 2001 BAS.

Table 1.
Production Volume by Region

Region	Volume in Cane Terms (MT)
Region VI	14,621,478
Region IV	2,542,570
Region VIII	2,535,914
Region X	1,948,750
Region XII	1,703,153

Source: Bureau of Agricultural Statistics (2001)

Negros Occidental has the biggest share in terms of volume of production equivalent to 49% of the total sugar production nationwide.

Table 2
Production Volume by Province

PROVINCES	Volume in Cane Terms (MT)
Negros Occ. (6)	12,263,901
Batangas (4)	2,542,569
Negros Or. (7)	2,140,024
Bukidnon (10)	1,948,749
Tarlac (3)	1,524,928

Source: Bureau of Agricultural Statistics (2001)

1.2.2 Raw Sugar Production

Raw sugar production has been noted to be going down. Whereas during the 70s the Philippines was producing more than 2 million metric tons of sugar in an area of 500,000 hectares, today, production barely reaches 1.7 million metric tons in an area of 365,000 hectares.

As a producer, the Philippines has one of the highest costs of production for every kilo of sugar produced, where actual cost of production is about P650 per LKG and world price of imported sugar at P530 per LKG. It has also one of the lowest outputs of sugar produced on a per hectare basis.

²Speech delivered by Agriculture Secretary Leonardo Q. Montemayor before the Sugar Club at Manila Golf and Country Club, published in SIFI News and Features January-March 2001 p.2

Owing to the 1998 El Niño phenomenon and due to the canes' low sugar content despite sufficient tonnage, raw sugar production dropped during the crop year 1998-1999. From 1.8 million metric tons during the previous crop year, production went down to 1.6 million metric tons.

In contrast, domestic requirements are noted to be increasing. With a per capita consumption of about 23.7 kilos and a population increasing by about 2.3 percent per annum, more than 2 million metric tons are required just to fill up the domestic demand.

The Philippines is regarded today as a net importer of sugar from being a top exporter of sugar in the world market in the past years.

1.3 The Sugar Haciendas in Negros Occidental and Tarlac

The child laborers (5-17 years old) work with their parents at the haciendas. Any work arrangements made by parents with the hacienda administrator or encargados will definitely affect the status of working children, even the benefits and remuneration that their parents receive from their work.

A deeper look at the haciendas was made in this study. Seven haciendas were visited in Negros Occidental: (a) Hacienda Nacab, (b) Hacienda Josefa I, (c) Hacienda Josefa II, (d) Hacienda Cristona 2, and (e) Hacienda Bernabe 2. These Haciendas were located in three municipalities (Murcia, Silay City and Bacolod). Hacienda Luisita in Tarlac was also visited, and a key informant was interviewed from the Sugar Cane Growers, Inc.

Land Area/Number of Hectares Planted

Among the haciendas visited, Hacienda Bernabe 2 in Negros Occidental had the biggest area planted with sugarcane. Hacienda Luisita had the widest area among them all with 4,000 hectares planted to sugarcane. (*Table 3*)

An estimated 100 hectares is managed by Central Luzon Cane Growers, Inc. on the periphery of Hacienda Luisita with a sharing arrangement of 55 percent accruing to the worker and 45 percent to management.

Table 3.
Number of Hectares Planted by Hacienda

Negros Occidental	Number of Hectares Planted
Hacienda Nacab	83
Hacienda Josefa I	97
Hacienda Josefa II	27
Hacienda Oliva II	86
Hacienda Cristona II	36
Hacienda Cabanban	38
Hacienda Bernabe II	117
San Miguel, Tarlac	
Hacienda Luisita	4,000
Central Luzon Cane Growers, Inc.	100

The Haciendas as Community Enclaves

Generally, the haciendas are considered “small communities” within communities. They are usually located in one or more than 2 barangays with sugarcane production as their major activity. They have their own organizational structures that are followed strictly. Housing facilities are located within the haciendas in which occupancy of homelots is free (without rental) and to some extent, the use of adjacent lots for livestock raising and vegetable production. Some are located near the highways, while some are in the interiors. Hacienda Josefa 2, for instance, has two puroks. Purok 1 is located 1 ½ kms. away from the national highway and Purok 2 is 4 kms. away from the national highway. Residents are mostly regular workers of the hacienda although Purok 1 is composed of two types of residents: those presently working in the hacienda and former hacienda workers who had quit but now work outside the community either as hired laborers, construction workers, jeepney drivers or as vendors.

Accessibility among the haciendas is also varied. Purok II of Hacienda Josefa is not accessible to transportation. Roads are narrow and rugged and residents have to walk 3 kilometers to the tricycle terminal. Hacienda Cristona II, on the other hand, is located at the back of the Bacolod Golf Course. Even though it is only 7 kilometers away from the town proper access is difficult due to rugged roads.

Physical and Social Facilities

Physical and social facilities are installed within the haciendas but the extent of services differed depending upon their location (*Table 4*).

Table 4
Physical and Social Facilities Available at the Haciendas

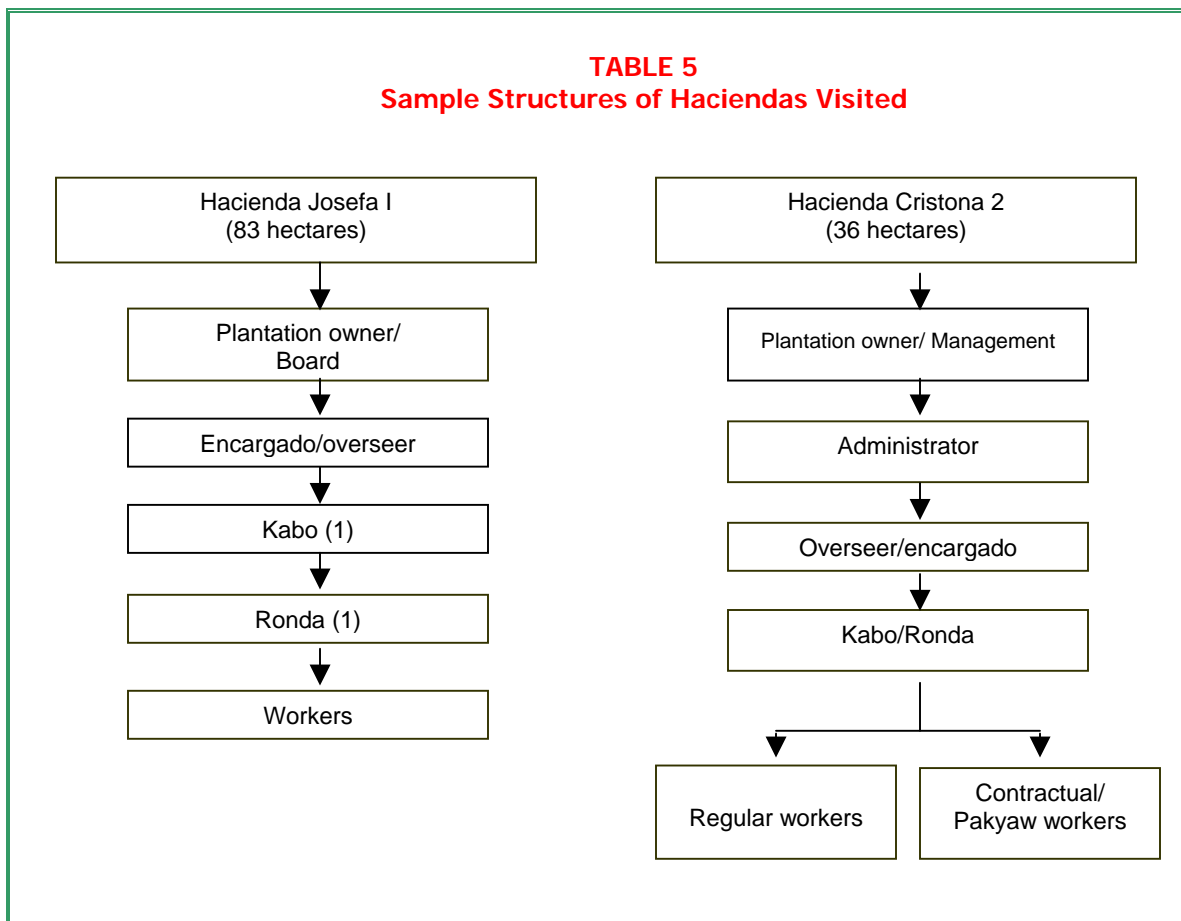
Hacienda	Physical and Social Facilities
Hacienda Josefa II	<ul style="list-style-type: none"> • 1 deep well and a creek • basketball court • schoolchildren attend classes at the Barangay, central and town proper • health facilities available at the Barangay and town proper
Hacienda Cristona II	<ul style="list-style-type: none"> • 1 deep well for drinking • river for laundry/bathing • school 3 kilometers away but rugged roads • no electricity • no recreational facilities
Hacienda Bernabe II	<ul style="list-style-type: none"> • 2 deep wells as source of potable water • school facilities at the town proper which is 5 kilometers away
Hacienda Cabanban	<ul style="list-style-type: none"> • resettled to San Esteban Homes as place formerly occupied is being developed as new site of Talisay City Hall • housing facilities are constructed by residents with assistance from Hacienda owners • free use of homelot approximately 80 to 100 sq. ms. • drainage facilities • water facilities available if they pay the connection fee and monthly bill • deep wells located in different areas

Generally, all of the haciendas have water facilities, mostly deep wells for both drinking and bathing purposes. Access to schools and health facilities, however, are different depending on the distance as well as road conditions.

Hacienda Luisita, located in San Miguel Tarlac, provides all the basic amenities for its workers. It is nearer the commercial centers as the frontage of the hacienda facing the highway had been converted into a commercial area with restaurants (Jollibee, Max, etc.) and a shopping mall. Other parts of the hacienda are located at the interior and could be accessed through jeeps and tricycles.

Organizational Set-up

The organizational set-up of the haciendas differed depending upon the number of areas planted and the number of workers at the sites. The bigger haciendas hire administrators, but the smaller ones (Hacienda Cristona 2) have the encargados who represent the owners in overseeing the whole plantation (Table 5)



Specific responsibilities by their type of positions include the following;

- Plantation owners/planters – the owners of the plantation and who employ the administrator, encargados, cabo and workers and indirectly, child workers
- Administrator – highest personnel reporting directly to top management responsible for managing day to day operations.
- Encargado – the main link between the planter and administrator and the workers, acts as the middle manager supervision the Cabos.
- Kapatas or Cabo – a permanent employee who serves as the timekeeper and direct supervisor in the field. He also keeps track of the hours put in by those paid on a daily basis.

The workers are classified according to status and the work they do. These are as follows;

- Regular workers – workers who are considered the regulars year-round and residing inside the haciendas like the cabos.
- Casuals/temporary workers – temporary workers or casuals who either live within the haciendas or in nearby communities outside the hacienda and are hired when permanent workers cannot cope with activities such as weeding, cutting canes and planting. In this study, the wives and children of the regular workers are hired as casual workers and this is where child labor is involved.

The sugar industry, as in the practices of the haciendas visited, follow several arrangements in the production and work activities. Its features include:

- Formal employer - employee relationships – where regulars are employed year round and are paid with minimum wages and given some benefits
- Contracting/pakyaw system – where specific activities such as planting, weeding, cutting and hauling are contracted to contractors or to casual workers who are paid for the specific activities undertaken
- Lease agreement scheme – where individuals who are interested to plant sugar pay rentals equivalent to 18% to 25% of the sugar produced and for the privilege to engage in sugar planting

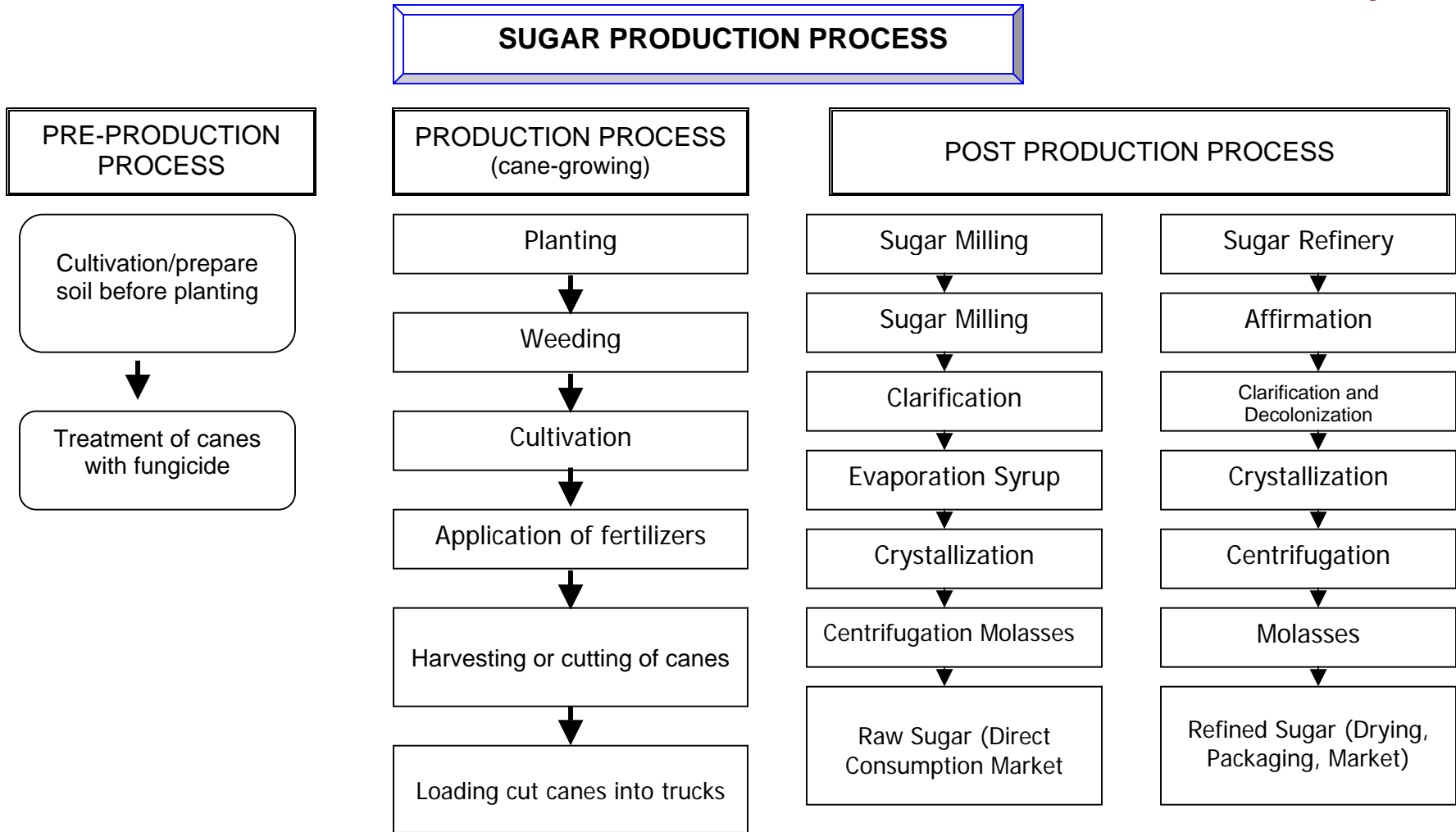
Various schemes applied in the payment of wages of sugar workers include the following;

- (Piece rate) planting and cutting per 'laksa' equivalent to 10,000 sugar canes
- By volume in terms of tonnage in loading canes
- By area (hectares) in weeding and cultivation

The rate of payment is either on a daily, weekly or on a 'pakyaw' basis

The sugar production process covers three stages, namely; pre-production, production and post- production process. The workers are involved only in the first two stages, while in the third stage that includes milling and refining, other workers at the sugar centrals are involved (*see Diagram A*).

Diagram A



Source: Key Informant

- Benjie dela Cruz
NACUSIP-TUCP
- Alejandro Apit Report on Assessment of Child Labor in the System Industry

The Work Force at the Haciendas

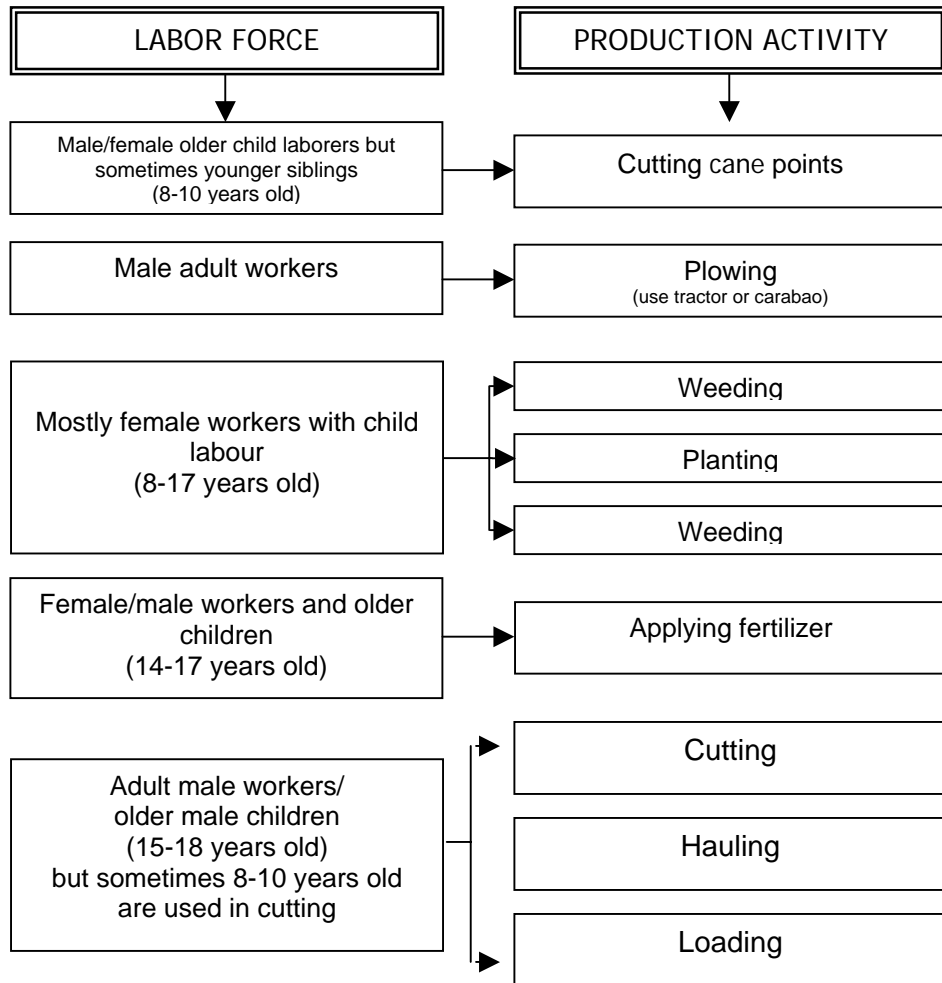
The seven haciendas covered in Negros Occidental have a total of 279 regular workers including an undisclosed number of casual workers and contractuels (pakyawan) (*Table 6*).

Table 6.
Number/Classification of Workers by Haciendas

Hacienda	Regular	Casuals	Sacadas
Hacienda Josefa 2	67		
Hacienda Cristona 2	45	No casual workers but with supplemental workers composed of children (15-18 years old)	Hire sacadas living in the area
Hacienda Bernabe 2	25	35	Employs sacadas during peak season; hires contract workers and sacadas thru a contractor for the cutting, hauling and loading of canes
Hacienda Cabanbanan	40	No available data	No available data
Hacienda Nacab	66	No available data	No available data
Hacienda Josefa I	36	Casual workers hired during peak season	During peak season
TOTAL	379		

Mostly the work intended for the child labors are weeding and planting (8-17 years old) and applying fertilizer (14-17 years old) comprising of males and females. Samples of the production work forces in each production activity are as follows:

Sample A:
Type of Labor Force Used in Various Activities in Sugarcane Production
Hacienda Josefa 2/Josefa 1



The busiest months of the sugar plantations are from September to March or until June which is considered the milling season. This is also the start of the activities in the farm. The off-season is from July to September. This is the time when workers look for other jobs outside of the haciendas as construction workers, domestic helpers, vendors, etc.

Workers Remuneration/Wages

Remuneration of adult workers in the hacienda is pegged depending on workers' status, either as regulars, casuals and contractuels/pakyaws. In the case of the regular workers, their situation at the haciendas varied (*Table 7*).

Table 7
Daily Remuneration/Wages and Terms of Payment by Hacienda

Hacienda	Regular Workers Remuneration/Wages	How Paid
Hacienda Josefa 2	P120/day	paid weekly (Saturday)
Hacienda Cristona	P120/day	paid weekly
Hacienda Bernabe 2	P120/day	paid weekly
Hacienda Cabanban	P130/day	paid weekly
Hacienda Nacab	P140/day	every 15 th /30 th of the month
Hacienda Josefa 1	P120/day (minimum of 7 hours working daily)	paid weekly

Hacienda Nacab paid the highest wage or rate at P140 per day for its regular workers, followed by Hacienda Cabanban at P140/day and the rest paid P120 per day.

The rates of casual workers or the contractors/pakyaws are dependent on the type of work activity they are engaged in.

In the case of Hacienda Josefa 2, the casual workers are paid at the rate of P120 per day. These are the children of regular workers aged 15-18 years. In their behalf, the parents sign the vouchers.

Hacienda Cabanban hires contract workers and the sacadas thru a contractor for some activities including cutting, hauling and loading of canes. As contractors the parents bring with them their children to help in planting and weeding. Compensation for each activity are as follows;

Activity	Contract Payment
(1) Plowing by carabao	<ul style="list-style-type: none"> • P437/hectare for 3 ways or 3 times plowing of the farm • P302.62/hectare for 2 ways plowing (this usually takes 1 ½ day work/man day)
(2) Tractor-operated plowing	<ul style="list-style-type: none"> • P170/day driver's rate
(3) Weeding	<ul style="list-style-type: none"> • P705.97/hectare at 15 workers per hectare with 4-5 days work, if child labor join parents, the work per hectare is done within 2-3 days
(4) Land preparation/clearing	<ul style="list-style-type: none"> • P250-P300/meter exclusively by male workers
(5) Planting	<ul style="list-style-type: none"> • P264.65/laksa (1 laksa is equivalent to 1,000 cane points)
(6) Loading of cane points	<ul style="list-style-type: none"> • P71.80/ton, normally contracted to sacadas/outside contract workers
(7) Cutting of cane points	<ul style="list-style-type: none"> • P264.65/hectare at 304 man days and 8 workers

Hacienda Nacab pays a relatively higher rate for contracted activities, such as follows;

Activity	Contract Payment
(1) Plowing/araro	<ul style="list-style-type: none"> • P460/hectare takes 2 workers and 1 day work
(2) Planting	<ul style="list-style-type: none"> • P280/laksa (at 1,000 pcs. of cane points), takes about 4 workers to do the activity and within 1-2 days
(3) Weeding	<ul style="list-style-type: none"> • P800/hectare, takes about 33 workers (parents) to work on 2 hectares for 3 to 4 hours • Family members are mobilized including child labour during weeding

Both planting and weeding activities are cheap if the rates are divided among those who are involved in the activity. For instance, if the weeding activity contract in Hacienda Nacab is P800/hectare with 33 workers to finish 2 hectares within 3 to 4 hours, one worker would be getting P48.48 for 3 to 4 hours' work. In weeding, the family members including child labor are mobilized to get a bigger slice of the contract.

In all of the seven Haciendas, only the regular workers are provided benefits. A benefit package in each of the haciendas is shown in *Table 8*.

Table 8
Type of Benefits Provided by Haciendas

Haciendas	Benefits Provided
Hacienda Josefa 2	<ul style="list-style-type: none"> • SSS • house repair • emergency loan (hospitalization and medicines), subject to management approval • rice loan during lean season (July-Sept.) to be paid the next working season with 25% of the loan deducted every pay day • free use of homelot
Hacienda Cristona	<ul style="list-style-type: none"> • SSS • 13th month pay – P6,000 to P8,000 • bonus/amelioration pay P200-P400/year • house repair P440-P1,100 depending upon the repair needed, materials only • emergency loan – hospitalization/ medicines only, salary deduction 25% per day • free use of homelot
Hacienda Bernabe 2	<ul style="list-style-type: none"> • SSS • house repair • free use of homelot
Hacienda Cabanban	<ul style="list-style-type: none"> • no available data

Haciendas	Benefits Provided
Hacienda Nacab	<ul style="list-style-type: none"> • SSS • 8 kilos of rice every pay day, deductible from salary • house repair • hospitalization – ½ of hospital bills • cash advances for medicines • maternity/paternity leave • salary upgrading • scholarship for high school and college students (85 and above general average) <ul style="list-style-type: none"> - P2,000 per year for high school - P3,000 per year for college • during off season (July-Sept.), for the regular worker, rice subsidy, payable during the next planting season thru salary deduction • other workers seek job opportunities outside the hacienda as construction workers or laborers • children work as domestic helpers/ construction workers
Hacienda Josefa 1	<ul style="list-style-type: none"> • SSS • membership to union • free use of homelot • emergency loan (hospitalization and medicines-subject to approval of management)

Most of the haciendas offer free use of homelots, emergency loans for hospitalization, medicines and for house repairs. SSS membership is provided to regular workers by all haciendas.

Among all of them, however, Hacienda Nacab offers the most comprehensive package of benefits including paternity/maternity leaves and cash scholarships to deserving high school and college students.

Hacienda Luisita and the Central Luzon Cane Growers, Corporation (Concepcion/Paniqui Tarlac)

Hacienda Luisita covers more than 4,000 hectares and is located in the towns of Concepcion and San Miguel. Central Luzon Cane Growers, Corporation is around 100 hectares and located in Paniqui, Tarlac.

Production schemes and agreements of these two plantations are quite different from those of the seven haciendas studied in Negros Occidental. Their features are part of the innovation arrangement offered as a result of the CARP implementation which are as follows;

PRODUCTION SHARING	
HACIENDA LUISITA	CENTRAL LUZON CANE GROWERS, INC.
Sugar workers are co-owners and provided stock certificates instead of sub-dividing the lands into parcels	Sharing arrangement, 45% accruing to management and 55% to workers

The hacienda workers in Luisita, although co-owners, are also members of a trade union that represents the interest of the workers specifically in collective bargaining agreements (CBA).

Both Hacienda Luisita and the Central Luzon Cane Growers, Inc. follow similar structures in ensuring a smooth production process from soil cultivation to the cutting of canes, employing encargados/administrators and cabos to oversee plantation production activities. However, Hacienda Luisita is mechanized and uses mostly machines in undertaking soil cultivation, planting and weeding. The regular workers mostly do the weeding and planting activities. During harvesting period however, ‘sacadas’ or contract workers from Aklan are recruited for cutting and hauling activities because these are the activities that the workers in Luisita do not like to do. The management shoulders the transportation expenses of the sacadas in going to Tarlac and provides free housing for them. The sacadas are attracted to the higher pay given to workers in Luisita. Minimum pay received by workers in Luisita is P190 per day and wages are paid bi-monthly.

No Child Labor

It was found out that there are no child workers in the plantation. Based on key informants’ interview, the management is very strict in not employing child workers. It is very much aware of the labor laws and does not want to encounter legal problems. On the other hand, interviews with parents validated the claim of management on the absence of child labor in the Luisita plantation. Parents think their children are too young and might not possibly be able to stand the heat of the sun and other hazards at the plantation.

Production Volume and Sugar Centrals

One sugar central services the milling needs of Hacienda Luisita and other plantations nearby i.e., Paniqui and other towns in Tarlac, including the 100-hectare plantation managed by Central Luzon Cane Growers, Inc. In order to maximize the capacity of the sugar mill, a certain volume of cane points have to be milled and processed. Below that required volume, the sugar mill will incur losses. This is true for Hacienda Luisita and nearby plantations. In fact, the manager of the Central Luzon Cane Grower’s Association, Inc. expressed that the sharing arrangement of 45% for management and 55% to workers does not really favor the management in terms of profit but it allows this practice in order to sustain the steady and ample supply of sugar cane

for milling. This is also to ensure that workers would not shift to other work activities such as engaging in vending or construction work as laborers.

Tarlac is fast becoming a commercial and industrial center. As new industries and commercial centers are established, the hacienda workers begin to accept new jobs outside the hacienda, either on a part-time basis or on a permanent basis.

The presence of industrial companies inside Hacienda Luisita such as Purefoods, Sanyo, International Wiring system, UFC, Hotels and Phelps Dodge, Phil. have provided alternative employment opportunities. Significantly, the family members of hacienda workers are considered as priority in hiring provided they meet the basic requirements.

According to key informants, these industries were established to answer the growing needs for employment of the families of the sugar workers.

Incidentally, the spouses of the sugar workers who were included in the FGDs are not involved in farm work at the plantation. They do household chores and at the same time engage in economic activities such as vending, retailing in sari-sari stores and others.

Other Benefits Offered to Regular Workers

Workers of Luisita receive more in terms of benefits compared to the workers of the Central Luzon Cane Growers Associations, Inc. The range of benefits that is enjoyed by workers includes the following;

<p style="text-align: center;">HACIENDA LUISITA (Concepcion, Tarlac)</p>	<p style="text-align: center;">CENTRAL LUZON CANE GROWERS ASSOCIATION, INC. (Paniqui, Tarlac)</p>
<ul style="list-style-type: none"> • SSS • Pension • Shares of stock • Medicare/PhilHealth Membership • Pag-ibig membership (housing) • Emergency Assistance 	<ul style="list-style-type: none"> • SSS • Medicare • Pag-ibig membership (housing)

All in all, it is the shares of stock given to sugar workers at Hacienda Luisita that makes the difference among all the haciendas covered. According to an informant, while the workers of Hacienda Luisita still complain of the benefits they are enjoying, the workers from Negros are envious of the higher wages and benefits received by them.

Current experience of the Kamalayan Foundation in working with sugar workers in Saranggani (Espinosa) Farms and in Kamangga Albuera, Leyte (Larazabal Hacienda), however, revealed, that the wage of regular workers is P60/day. This is the lowest payment of sugar workers recorded in this study.

CHAPTER 2 PROFILE OF THE CHILD LABOR IN THE SUGAR INDUSTRY

This chapter attempts to present the estimated number of child labor nationwide. It also describes the general profile of the 70 child laborers covered in the study including their demographic, physical and personality characteristics. It also describes their literacy status including other relevant information, among others.

A total number of 70 child workers were interviewed in various haciendas in Negros Occidental. Some were found in their residences and some, in designated areas within the haciendas.

2.1 Estimates on the Number of Child Labor in the Sugar Industry

The task of estimating the number of child laborers in the sugar industry is quite difficult. For one, child workers move from one sector or industry to another indicated by their search for work during the lean season in the sugar plantations as laborers, or maids, or waitresses, etc.

Basic assumptions used in estimating the number of child labor are as follows;

- 500,000 sugar workers as base for computation
- Sugar workers are classified as regulars and contractuels. Based on rough estimates, forty percent are regular workers or 200,000 and 60% are contractuels or 300,000
- If based on a very conservative estimate that 10% of the contractuels or casuals bring with them 2 of their children to the farm, therefore, the estimated number of children 5-17 years is at least 60,000.
- Distribution of 5-17 years child workers are;

- children ages 5-9	(6.68%) ¹	=	3,960
- children ages 10-14	(53.78%) ²	=	32,220
- children ages 15-17	(39.53%) ³	=	23,700

¹percentage 5-9 years of old to the total working children

²percentage 10-14 years old to the total working children

³percentage 15-17 years old to the total working children

2.2 Demographic Characteristics

Majority of the child laborers interviewed are between the ages 10-14 (50%), followed by 34% belonging to ages 15-17. Only 6% belong to the younger group who are between 5-7 years of age.

There are more males (59%) compared to females (41%) engaged in farm work.

Majority of the child workers are Catholics (91%).

All of them were born in Negros Occidental in various places such as Murcia (46%), Silay (14%), Hacienda Oliva (11%) and the others are from Talisay, Sagay and other haciendas.

2.3 Physical And Personality Profile

In terms of physical appearance and body build, the child laborers were observed to be thin, with dark brown complexion and rough skin.

Specifically, 33% looked pale, skinny, with rough and dry skin and dark complexion. Another 37% similarly looked pale with medium build and also have dark brown complexion. There were others, however, who have fair complexion but are thin (13%) and fair with regular build (4.3%).

In terms of their height 32% are between 5' and 5'5" and this group belongs to age group 12-18 years old. There were 5 children who had not grown tall commensurate to their ages (10-12 yrs.), and still within the 3'-3'5" bracket. There are also 3 children who are below 5 feet who are between 13-15 years old. Majority are not considered really short for their ages.

Many of the child laborers, however, are considered underweight as the children with 5'-5'6" height have an average weight of 38 kilos. Thirty-one of the children (11-14 years old) weigh between 27 to 39 kilos.

As observed during interviews, almost all of the children appeared to be shy and lacked confidence in talking to strangers including the researchers. Many of them (57%) seemed to be nervous while others anxious (21%). Overall, the children remained shy during the duration of the interviews.



CHAPTER 3

HOUSEHOLD PROFILE OF THE WORKING CHILDREN

This chapter describes the household profile of the child workers specifically their socio-economic conditions, access to social services including their parents' profile and work background.

A total of 40 parents were interviewed in various haciendas in Negros Occidental and 7 parents attended focus group discussions (FGDs) in Hacienda Luisita in Tarlac.

3.1 Household Demographic Profile

The sizes of households varied among working children. Thirty seven percent (37.6%) of the 40 parents interviewed have between 4 to 5 members. Another 25% have 8 to 9 members and 17.8%, have 6 to 7 members. The largest household comprised of 10 to 11 members represented by only 2 families.

The average number of household member is 6.5. On the other hand, the mean number of children is 5. There is an almost equal number of male (51%) and female children (49%).

In terms of their educational status, 38% out of the 80 children in the households reached or finished elementary education, another 55% reached high school or graduated from it. Only a few reached college (6.3%), while one child is currently enrolled in a vocational school.

Parents Profile

The parents of the child workers are not very old.

Out of the 40 parents interviewed, 50% are within ages 40-49, another 30% within ages 50-59, and the rest, 29%, ages within 25-39.

Most of them are married and some are widowed.

The parents were born either within or near the Haciendas in several towns such as Miranda, Talisay, Murcia, Cadiz, Pulpandan, Cadiz City, Silay City, Bacolod City and Escalante. Most of the parents came from Silay and Murcia.

Majority are Catholics (92.5%) and others comprised Evangelical and INC members (7%).

Sixty-three percent (63%) of the parents reached only the elementary level and among them only 6 graduated. Thirty-three percent reached high school level. Only one graduated from a vocational school. One parent had never been to school.

Parents as Past Child Laborers

The parents of child workers had also been child laborers in the past and who grew to be regular workers in the haciendas where they were interviewed.

The fathers had been regular workers of the haciendas in Negros Occidental. The mothers used to be hired as casual workers undertaking planting (29 mothers) and weeding (29 mothers) and applying fertilizer (18 mothers). The rest (13 mothers) are regular workers of the hacienda.

3.2 Household Socio-Economic Status

Most of the families live together. Majority of the parents are married (75%). However, there are those (8%) who are not living together or separated. Two are live-in partners and 3 are widows. Generally, the children live with their parents.

Household Income

Since both parents are either regular or casual workers at the haciendas, the main source of the household income comes from their wages. The weekly incomes including their sources appear on **Table 8**.

Table 8
Weekly Household Income of the Family

Remuneration Received	Father	Mother	Elder Children	Total	%
P100-250/week	11	17	6	34	43.0
P300-400/week	4	3	5	12	15.1
P500-600/week	5	4	4	13	16.4
P700-800/week	4		4	8	10.1
P900-1000/week	1		1	2	2.5
P1500/week			1	1	1.3
Not specified	3		3	9	11.4
TOTAL	28	27	24	79	

* multiple response (MR)

Out of the seventy-nine household members who are contributing income to the households, 35% are fathers, 34% are mothers and 31% are elder children. Specifically, 43% earn between P1,000-P2,000 weekly. While others, 15%, earn between P300-P400 weekly. Another 16% earn P500-P600 weekly.

The mean household income per month is P3,290.50. This amount is below the poverty threshold level which is pegged at P10,800 monthly in Region 6 (NEDA Poverty Threshold 1997). This means that this group of families will find it difficult to meet their basic needs (food, clothing, shelter) including the educational expenses of their children. The child workers are a great help to the mothers who are usually contracted for weeding, planting and fertilizing activities during peak season, as they contribute to a bigger volume of 'laksa' for planting activities.

During off-season (June-August), many households are dependent on cash advances from hacienda owners, because there is limited work to do at the plantations. The 'advances' that usually came in kind (i.e. rice, etc.) are paid on installment.

Despite the added effort of child labor in augmenting family income, there still is a need to look for secondary sources of livelihood to meet their daily needs.

Housing Condition

Conditions of the houses where the children live are varied depending upon the households' capacity and priorities.

In terms of roofing requirements, most of the materials are made of a combination of temporary materials such as nipa, cogon, anahaw and coconut leaves. Bamboo is likewise used for walling. Others, however, use GI sheets for roofing and some use a combination of concrete and wood for walling. Cement flooring and glass windows are used by only a few.

Most of the floor areas of houses are small and cramped.

Fourteen or 35% of the 40 households have only one room for all their activities. For instance, the receiving room serves as kitchen cum sleeping quarters. Some 27 households however, had separate kitchens and 10 households have two to three bedrooms.

Majority does not own agricultural lands except for 4 households. The rest are lessees (2) and sharecroppers (8 households). The lands owned or leased comprised ½ to 2 hectares, which are planted with vegetables, palay, fruit trees and sugar.

Homelots

Homelots, being located right inside the hacienda, are used for free by the workers. They vary in sizes with the smallest at 60 sqm. and the biggest at 400 sqms. The range spans from 60 sq. meters to 400 sq. meters. Only 3 households owned their homelots and another three households are leasing them from individuals.

All houses are constructed and owned by households. Some haciendas, however, provide financial assistance for house construction and repairs, not for free, but as a loan to regular workers.

Ownership of home equipments/fixtures and others

Ownership of home equipments and fixtures is a big dream for every household. When opportunity comes in as when enough cash is available, every household invests in them for different purposes.

Various house fixtures/equipments that are owned are as follows;

Fixture/Equipments	Total Response (N=40)	Manner of Ownership		
		Gifts (multiple response)	Cash	Installment
Refrigerator	1			1
Cassette/Karaoke	9	1	4	4
VCD/DVD/VHS	4	1	1	2
Radio	27	2	22	3
Gas stove	3	1	2	
Kitchen ware/dinner/plates/pots	15		14	1
Sala set	8	1	5	2
Bed (bamboo)	11		9	2
TV set	23	1	16	6
Wall clock	2		2	
Electric fan	3	2		1

Majority of the households possessed radios (27) and TV sets (23). A few invested in cassettes/karaokes (9) and VHS/VCDs (4). Families enjoy these during their free time. In barangays where there is no electricity, some households even use “batteries” from jeeps, just to view their favorite soap operas.

Other items possessed include refrigerators, gas stoves, kitchenwares and electric fans, among others.

Interestingly, most of these items were bought in cash. Only a few were bought on installment and others were received as gifts.

3.3 Parents Perception of Child Labor/Working Children

Filipino families are quite unique in their perception of the role of children in the households. Many parents look at their children as “investments” for their future security, when they grow old. As such, in the past they aspired for many children so that they will have helping hands in their daily farm work. Hard times, however, has not changed this value. There are still many parents who adhere to such beliefs. In the rural areas, early in the life of children (4 to 5 years of age), involvement in the farm would just be “play” such as gathering stray grains or ‘ratooning’ of palay, or mingo, etc. until such time that they are integrated into the farming system or become part of the labor force.

If children are involved in farming activities

Generally, many parents are open about their decision in involving children in farm work.

In fact, out of the 40 parents interviewed in haciendas in Negros Occidental 37 or 92.5% admitted their children are involved in the plantation. A focus group discussion conducted with Hacienda Luisita parents, however, revealed that some of the parents do not involve their children at the plantations because they are still young and their immature bodies could not cope with heavy work.

Specifically, when parents in Negros Occidental were asked at what age are their children when they get them involved in farm work, more than half (55%) said between 10-14 years. Others (22%) said at 5-9 years and another 15% at 15-17 years.

Parents usually involve their children in weeding (37 responses) and planting (25 responses). Cutting of cane points, cultivation, applying fertilizer, loading and hauling are done by only 1 to 3 cases.

Forty-five percent think that the farm activities fit the young minds and bodies of their working children. They also see it as a means of teaching them the essential “work values”. Another forty percent, however, think otherwise, as they do not feel that their children should be involved in the farm because they are still young. Those parents who allow their young children to work are resigned to the idea that nothing could be done about it because of economic difficulty. Whether they like it or not, their children become part of their contracting activities with the haciendas specifically for the following reasons:

- speed up work and get another contract
- meet financial problems
- sustain family needs of salary of husband not enough
- children love their parents, pity them
- augment family income

When asked how they compensate the labor of their children, majority of the parents said they pay in the form of allowances for school and other needs. Most of it however is used to augment the household income.

Every parent agreed that children should not be working at an early age and in fact should be in school. However, they expressed they had no recourse and even pity their children.

When asked further if their children were still able to attend school while they worked in the farms, 80% (or 32 out of 40 parents) said yes. Only five parents expressed otherwise. It was clarified that the children are enjoined to work only if there were no classes i.e., during weekends or school breaks. According to the parents, it is only during peak season that children are made to be absent from their classes (October-March/June).

Parents also realize that if children did not go to school, their future would be uncertain. If their children did not work, either, their income would be affected and the more they will not be able to send them to school.

Parents were ambivalent regarding their feelings on whether the children should or should not be working (*Table 9*).

Table 9
Feelings of Parents if Children Were Working or If Not

Parents' feelings if children are working	No. of Responses	Parents' feelings if children are not working	No. of Responses
<ul style="list-style-type: none"> • worried, affects our daily living • just okay • happy, can concentrate on their studies/not exposed to heat • irritated • angry/mad 	<p>4</p> <p>19</p> <p>5</p> <p>2</p> <p>5</p>	<ul style="list-style-type: none"> • happy • pity the children • sad • not able to learn how to help family/learn how to work 	<p>21</p> <p>15</p> <p>1</p> <p>6</p>

The parents have also mixed feelings about their children going or not going to school (*Table 10*).

Table 10
Feelings of Parents if Children are Schooling or Not

Parents' feelings if children are going to school	No. of Responses	Parents' feelings if children are not able to attend school	No. of Responses
<ul style="list-style-type: none"> • happy • pity • optimistic • sad/worried about school expenses 	<p>29</p> <p>14</p> <p>6</p> <p>6</p>	<ul style="list-style-type: none"> • feel pity • it hurts • hopeless, future is uncertain/learn nothing • feeling of loss/ (nanghihinayang) • irritated • just okay 	<p>7</p> <p>8</p> <p>6</p> <p>6</p> <p>3</p> <p>18</p>

Their immediate decision though, is to meet their basic needs and this is at the expense of the children's schooling.

Plans to improve their family finances

There were varied responses among parents as to how they hope to improve their family's financial condition (*Table 11*).

**Table 11: Plan to Improve Family Economic Condition
N=40 (multiple response)**

PLAN	RESPONSES (f)
- engage in service production/fattening	7
- go into business like vending, sari-sari store, buy trisikad	8
- engage in carabao/livestock production	1
- find secure/high paying jobs	2
- engage in grocery business especially during off season	5
- poultry raising	2
- children to pursue their education to find better paying jobs	2
- establish carinderia	1
- plant vegetables and sell in market for extra income	1
- go into fishing or accept construction work as laborer	5
- retire next year and get SSS pension	1
- none at the moment/no capital	2
- don't know yet/none	5

There were several livelihood options and cash-generating activities identified by parents. These include livestock production, tending sari-sari store and vending, vegetable production, fishing and carinderia. At the haciendas, carabaos and their herders are rented out. This probably influenced their interest to engage in livestock production.

It is also interesting to know that parents are looking at the education of their children as a means of investment to take them away from the farm later so that these children may find better paying jobs. Such investment, however, indirectly includes their hope that someday they will be taken care of by their children.

Awareness of Agencies/NGOs Providing Assistance to their Barangays/Committees

There were only a few parents who experienced receiving assistance from groups.

When asked if they knew of agencies/groups assisting their communities, only 10 out of 40 household heads said yes. Twenty-seven were not aware of agencies providing assistance to communities.

Out of the 10 parents who knew of agencies helping communities, some of them mentioned their barangay and LGU, MSWD, SIFI/NACUSIP, TUCP and SMAG. Specific assistance provided by each of these groups are shown on *Table 12*.

Table 12
Organizations that Provided Assistance and
Type of Assistance Given

Agency/Organization	Assistance Provided	f
☐ Barangay/LGU	▪ Piggery (can only avail if there is right connection)	1
	▪ Free milk	1
	▪ Sewing class	4
	▪ Health care/medicines	2
☐ MSWD	▪ Livelihood Program	2
	▪ Educational Assistance (ECCD Program)	2
☐ SIFI/NACUSIP	▪ Potable water	2
	▪ Cooperative loan	1
	▪ Intervention in labor problem	2
☐ TUCP	▪ Organizing trade union/CBA	2
	▪ Family planning and welfare	2

The agencies implemented various projects and services for the community. Two parents mentioned the presence of TUCP and NACUSIP/SIFI in assisting them organize trade unions that assist workers in solving their labor problems. SIFI offered projects such as Educational Scholarship, water supply and cooperative formation.

Two parents who accessed the assistance of TUCP said the help was just fine but minimal. The assistance provided by the barangay council is perceived by two parents however, as laden with conditions, that is, one availed of it only if he had the right connections.

Borrowing Practices

The parents were also asked about their experiences in borrowing money. Out of the 40 parents, 32 said they had borrowed money for household needs, emergency tuition/allowances and hospitalization. (*Table 13*)

Only 1 parent had expressed borrowing money for her business. This indicates the low levels of entrepreneurial interest.

Table 13 Reasons for Borrowing	
Responses	No. Of Responses
household needs	16
emergency	13
tuition/fees/allowances of children	15
hospitalization	14

Majority sourced their loan from their relatives and friends. There were eight instances, when parents borrowed from their employer. Despite the fact that there were times that the loan came from friends, the interest charged was quite high ranging from 5%-10% per month.

Current Engagement in IGP among Households

Only 6 parents out of the 40 who are engaged in business. One of them claims to have financial difficulties and expressed her desire to infuse more capital in her business.

Others who are not yet engaged in business said they were interested in the following; livestock production/fattening, sari-sari store/vending, trisikad business, carabao dispersal, cooperative formation, carinderia, palay production, poultry raising and lending business.

It is observed that all such businesses are those that have been undertaken by other residents in the community.

Parents Perception of Child Rights/Child Labor

Majority of the parents expressed that nobody talked to them about child rights and child labor. (Table 14)

Table 14
If Parents are oriented on Child Rights/Child Labor or not

Child Rights	N=40	%	Child Labor	N=40	%
Yes	9	22.5	Yes	11	27.5
No	31	77.5	Yes	29	72.5

Asked on what they had learned about child rights, three parents talked about the children’s right to education. On child labor, only one parent said children should not engage in work because they are too young.

Parents expressed interest in knowing more about child rights and child labor. Almost everyone was willing to attend trainings or seminars for the purpose. Only one parent had the courage to say no because her priority was work in the farm.

Type of assistance needed from government agencies/NGOs if given the chance

Most parents expressed their need for additional opportunities on livelihood/IGP including capital/loan assistance. The rest included strengthening education, health and housing services while others mentioned cooperative formation. (Table 15)

LGUs, TESDA, DECS, DOLE, NACUSIP/SIFI, city government, KDF and DPWH are among those institutions that could possibly assist them. The rest did not know or do not have any idea at all.

Table 15
Type of Assistance Expected NGOs and other Agencies

Responses	No. Of Responses
capital/financial assistance	12
livelihood assistance/IGP loan	12
educational assistance	8
employment	2
cooperative formation	3
health support	1
carabao dispersal/livestock	1
housing project	5
infrastructure	1



CHAPTER 4 EARLY FARM WORK INVOLVEMENT OF THE CHILD WORKER

This chapter introduces the early farm involvement of the children, including their ages at first entry as well as the type of farm labor activities they are involved in. It also describes their situation on whether they had been forced by their parents to work or whether they had been paid.

4.1 Age When they Started Assisting in Farm Work and Type of Work Undertaken

Among the 70 child workers, the youngest documented child workers ever to do farm work are the eight-year olds who do weeding and planting activities. Thirty-one percent or 22 of children out of 70 interviewed started working between 8-10 years of age. Twenty-seven started between 11-13 years and the rest at a later age. Eleven or 15.7 % started working when they were between 14-16 years old.

Table 16
Age When Started Working by Current Age

Current Age	5	6	7	8	9	10	11	12	13	14	15	16
5												
6												
7												
8				1								
9				3	1							
10				1	1	2						
11				3	2	2						
12					3	4	1					
13						3	2	1	2			
14						3	2	2				
15						1	1	5	3	1		
16						1	1	1	4	3	1	
17								1		1		
18						1			1		1	
19											1	1
20												2
TOTAL				8	7	17	7	10	10	5	3	3

One child had been helping in the farm for the past 8 years, starting when he was still 8 years old and now, at 18 years, is a regular worker of the hacienda.

**Table 17: Frequency Distribution
Number of years children are working by current age**

CURRENT AGE	NO. OF YEARS WORKING					
	<1 yr.	1 yr.	2 yrs.	3 yrs.	4 yrs.	5 yrs.
7						
8	1					
9	1	3				
10	2	1	1			
11		2	2	3		
12		1	4	3		
13	2	1	2	3		
14			2	2	3	
15		1	3	5	1	1
16		1	3	4	1	1
17				1		1
18				1		1
19				1	1	
20					2	
TOTAL	6	10	17	23	8	4

Most of the activities undertaken by children are weeding (83%) and planting (67%). Only a few mentioned fertilizer application (11.4%), cutting of cane points (11.4%), and loading and hauling in bull carts (3%).

Number of hours spent in farming activities

The number of hours spent by children in weeding and planting activities varied. This covered 2-4 hours for some children (17%), 3-5 hours for others (24%) and 6-8 hours for a few (9%). Applying fertilizer took 3-6 hours for 11 children or 16% and 4-8 hours by 6% of the children.

4.2 Other Activities/Household Work Assigned to Child Laborers

Parents train their children to form work habits at an early age. According to some, the child workers are already tasked with responsibilities at home as early as age five to eight years. Sixty-one percent (61.4%) out of the 70 children studied, said they were involved in cooking, laundering, cleaning, fetching water and taking care of their younger siblings. These tasks were done hand in hand with their farm work and schooling activities.

4.3 Type of Activities Paid by Parents and How Much

When asked which activities were paid, 36% expressed they were not paid, but instead, were given school allowances. There were children, however, who reported to have been given some remuneration for their work, as follows;

ACTIVITY	AMOUNT OF REMUNERATION	NO. OF RESPONDENTS
• selling/vending	P5-10 per activity	4
	10-20/week	6
• planting/weeding	P10/day	1
• carabao/pasturing	P20-50/day	1
• farm work	P10-20/day	2
• applying fertilizer	P50/pay day	3

4.4 If Hired By Neighbor/Community Members

There were only 6 out of the 70 children who claimed being hired by their neighbors and these were in domestic work, selling/vending, weeding, laborer, cutting of cane points and applying fertilizer. Those who worked in the sugar plantations were hired on a “pakyaw” basis paid in various rates; from P20/day to P60/day, and P300/month.

4.5 If Past Working Experience/Or Being Involved In Household Chores Deprived Them From Enjoying Social Activities

Eighty percent (80%) of the children felt they had been deprived of their social life while they were involved in various farm activities. These included playing (80%), studying their lessons (67%) and other social activities in their barangay (37%).

Only 14 children out of the 70 respondents claimed they were not deprived of their social life while being involved in farm work. (Table 18)

It appeared that these children had fewer involvements in the farm, spending only few hours or do not work during school days or worked only during weekends.

Table 18
Didn't Feel Deprived of Their Social Life

Reasons for not feeling deprived of social life	No. of respondents
- can play after schooling/working or do other things	5
- I love what I do, I have time to play basketball	1
- Do not work during school days	1
- Only child to help mother/grand mother	3

4.6 If Children were Forced by their Parents to do Household Tasks and Farm Work

Children were divided in their responses whether they were forced by their parents to work or not. Those who said “yes” were 40% and “no”, 40%. Other children were at a loss in responding to the questions and ended up without verbalizing their answers. (20%)

One third (31%) expressed they were scolded or not allowed to attend their classes. Some children were punished or beaten by their parents (18.6%). Only one claimed her parents requested assistance from her.

Almost all of the 28 children who claimed they were not forced by their parents to work reasoned out that they wanted to help their parents so that they will have something to eat and help to increase their family income.

One child expressed he “just loves to work” and another claimed she had nothing to do after school anyway.



CHAPTER 5

CURRENT WORK UNDERTAKEN AND WORKING CONDITIONS

This chapter describes in detail the current work activity and working conditions specifically time and work schedules, access to work places, work hazards and mechanisms in place including the benefits and remuneration derived from their involvement.

5.1 Current Work Activity, the Process Involved and Working Arrangement

As discussed earlier, the children are already initiated into the labor force as early as when they reached ages 8 to 10. In fact, half of them (50%) have now worked for more than 3 to 5 years.

Their current work activities are just a continuation of their early work involvement in the past, as follows;

ACTIVITY	HOW IT IS UNDERTAKEN	NUMBER OF HOURS SPENT
Planting	Replace dead cane plants	2-3 hours/daily
Weeding	Uprooting of grass/weeds surrounding the sugarcane stands	4-5 hours/daily
Applying fertilizer	Applying individually to plants and cover them with soil	4-8 hours/daily
Loading canes	Done early morning or midnight/load the cane to a truck	3-4 hours/daily

The younger members of the family are usually involved where parents are contracted on a “pakyaw” basis (64%) while the older children were hired directly on a “pakyaw” basis (45%).

Child laborers are usually engaged in planting, weeding, cutting cane points, and applying fertilizers during the milling season from October to December.

A look at the process and how the children are involved in each activity is described below;

a. Weeding

Weeding is done after plowing of the farms and is considered the most intensive part of the production process. It is done again after sugar canes have grown or after three months.

The child laborers use “guna”, a gadget similar to a small bolo used to loosen the soil so they can easily pull out the weeds.

Weeding is an activity that is done by working children with their parents. It is done on a contractual arrangement or “pakyaw”. A regular worker is hired by either one or two parents who bring the elder and the child worker (5-7 years) to the plantation. They act as a team and work on a per hectare basis. They are supervised by a “kapatás” while working. Each one has to work fast to be able to work on more hectares. Their performance is usually judged on how fast they could finish weeding activity per hectare. If they worked fast enough (3 hours) they would be hired again. If not, it will be contracted to other workers. Seven to eight families are usually assigned to do the weeding work in one hectare.

In weeding, the children have to squat for long hours, moving from one hole to another in a sitting position under the heat of the sun with minimum cover for their bodies and faces. Their objective is to move fast so that they could finish more areas. The pressure to work on more areas is intense, because they want to have more share in the contract.

b. Planting sugarcane points

Planting activities are usually done by elder children (12-17 years old) because they use sharp bolos. But there are also cases of younger children undertaking planting activities. Planting activity entails dropping the sugarcane points by rows. It is either the mother dropping it in the hole while the child laborers cover the cane points with soil or vice versa. This activity is repetitive and requires arched body position with children bending over to shoot the cane points. Covering the hole with soil after putting the sugarcane point inside the hole is similarly a grueling exercise done either on a bending or half-sitting/squatting position. This usually causes backaches and muscle pains after one day or half day’s work among children who are full-time workers, who are not going to school.

The contract is per “laksa” – or per 10,000 pieces of cane points planted. The contract fee is P264-P300 per laksa. This activity usually takes one day or at least 8 hours to do.

c. Applying fertilizer

This activity is usually delegated to elder children because of the nature of the work and to avoid wastage of fertilizer. Younger children were observed to make more wastage of fertilizer when applying. However, in some cases despite this situation, younger children (11-13 years old) are still tasked for this activity.

The children are also at risk as their skin keeps in contact with the fertilizer. Whether they use chemical or organic fertilizer, they suffer skin irritations and infections.

d. Cutting of sugarcane points

Cutting activity is given to elder siblings (15-17 years above) because of the danger involved. Sharp bolos are used for cutting and the risk of cutting or wounding oneself is possible. However, there are cases of female children aged eight years old that undertake this activity.

One situation that is worth mentioning is that workers from Bicol and Aklan are usually hired to undertake this activity for the Hacienda Luisita* workers are usually transported free by boat and bus to the site. Even their meals are provided. An officer of one of the corporations managing some plantations outside Hacienda Luisita claimed that majority of the workers of Hacienda Luisita are not interested in contracting cutting activities, they would rather do something else during this period such as tricycle driving, construction, etc. since these gross better.

Accounts of key informants also revealed that some plantations in Mindanao also hire workers from Aklan for cutting activities.

Overall, these children describe these varied activities they are involved within so many ways such as; “tiresome, muscle-breaking, back pains and straining (nakakangawit)”. At the end of a day’s work they feel too weak and too tired to work on their assignments.

*FGD undertaken in Tarlac with staff and sugar workers from Hacienda Luisita

*Key informants in Davao del Sur

5.2 Time/Work Schedule and Length of Break Times and What They Do

Generally, child workers work either in the morning or in the afternoons. Specific time schedules are as follows;

START WORKING	STOP WORKING	N=70	
		F	%
6:00 AM	9:00-11:00 AM	6	8.6
	10:00 AM	19	27.2
	10:00 AM; 4:00-5:00 PM	18	25.2
	11:00 AM; 5:00 PM or 3:00 PM	2	2.9
1:00 – 2:00 PM	1:00 – 2:00 PM or 3:00 PM	1	1.4
4:00 PM	5:00 PM	5	7.1
	when tired	4	6.7
	If completed work in AM, do not go back in PM	5	7.1

They start to work as early as 5 AM to 6 PM, stop either at 10 AM when the heat of the sun becomes scorching and at around 4-5 PM finish their work. Others who complete their work in the morning do not go back to the plantation after lunch (71%).

Work breaks and what they do

Break times generally last for 20 minutes to 30 minutes, that is for both morning and afternoon schedules. But for those who work the whole day, lunch breaks last from 1 to 3 hours. This happens because most children break early before lunch because they have to go back to their houses to cook so the food will be ready when their parents get home from the fields.

Children reported that during their breaks, they eat (81.4%), rest (72.9%) and play (17.1%).

Number of working days per week

Number of working days varied among working children depending upon the season or activity being undertaken, or their status in school. Distribution of their working schedules is indicated in *Table 19*.

Majority of the children (61.1%) worked between 2-3 days per week. Others (17.1%) worked for 4-6 days.

Table 19
Frequency Distribution of No. of Days Worked Per Week

Number of days worked per week	f	%
1 day (during Saturday only)	1	1.4
2-3 days	43	61.1
3-5 days	4	5.7
4-6 days	12	17.1

5.3 Manner Of Access And Distance To Workplace

Majority walk to their work sites (90%) while some others ride on motor bikes (10%). Less than half (42.8%) of workers walk 1 kilometer to 1 ½ kms. while 23% walk a distance of ½ kilometer. Only few (6%) walk at least 2 to 2 ½ kilometers to their working area.

Three respondents claimed their site is only a few hundred meters away (100-700 meters).

5.4 Exposure To Natural, Physical/Chemical Elements

All of children working in the plantation are exposed to natural elements like sun and rain. Depending upon the weather, they are subjected to the scorching heat of the sun from 10 AM until 4:00 o'clock in the afternoon.

Only 10 children (14.2%) claimed they are exposed to chemical fertilizers, the rest who compose the majority, claimed otherwise.

Physical hazards, however, pose potential risk and danger to children. Some of such experiences are confirmed, as follows;

Activity/Hazards	f	%
- get sick due to exposure to sun/rain	27	38.6
- experience backache, tiredness, hunger, thirst	1	1.4
- fall from carabao	1	1.4
- tiring and difficult	1	1.4
- works barefooted because it is difficult if wearing slippers	1	1.4
- get hurt because of sharp leaves of the sugarcane	14	20
- everything is done manual	1	1.4
- exposed to chemicals, which caused cough/ sinusitis	23	32.9
- exposed to snakes	3	4.3

Almost 40% complained about getting sick because of their exposure to heat/sun and rain. More than 30% are exposed to chemicals which cause cough, sinusitis and other respiratory ailments.

5.5 Protective Gears Used

Seventy-six (76%) percent of the 70 children interviewed noted they wear protective gears in their work by wearing jackets, long pants, gloves and hats. For those who did not use some protection forwarded the following reasons; (a) no available gear, (b) employers did not provide, (c) it is not a practice, (d) cannot afford to buy, (e) cannot use slippers, it is slippery, and (f) not necessary.

5.6 Children's Relationships With Their Supervisors

Only 5 out of the 70 children interviewed are considered regular employees and who had been formally hired by the hacienda management.

When asked how their employers are treating them, three (3) claimed they were “treated well” but the other two (2) children said they were often snubbed or that the management did not feel any concern for them. Generally, those who were treated fairly noted a very harmonious relationship with their “encargados”.

5.7 Remuneration Who Receives Payment And Benefits Received

Remuneration and benefits derived by regular workers was discussed in Chapter 2. Generally, as described by key informants at the haciendas, various activities were credited with different schemes of contracts and payment.

Based on the perception of children most activities were paid either on a weekly or bi-monthly basis. For instance, the experiences of children in different haciendas in Negros are as follows:

Type of Activities/Work	When payments are given	N=70	
		f	%
Weeding	Weekly	36	51.4
	Bi-monthly	6	8.6
	Daily	1	1.4
	Depends on parents will	2	2.9
Planting	Bi-monthly	26	37.1
	Weekly	24	34.2
Cutting of canes	Daily	4	5.7
	Weekly	3	4.3
	Bi-monthly	4	5.7
Applying fertilizer	Weekly	4	5.7
	Bi-monthly	3	4.3
Loading	Bi-monthly	1	1.4

Weeding

In the case of weeding, 7 or 8 families usually did the work at P800 per hectare. Assuming the P800 will be divided among the 8 teams or families, each one will get P100 per hectare. Based on experience, each team usually finishes a hectare of weeding work within 3 to 4 hours. Then, they move to other areas. All in all, each family usually gets P200 per day for weeding.

Remuneration is usually given to parents or the father or mother, depending on who was involved in the activity. Usually the child worker is not remunerated directly. His pay was given as allowance or for school projects if the child is currently enrolled in school. The rest of the income mostly went to household expenses (food, clothing, medicines, schooling of other siblings, etc.) Three (3) children claimed they were given P20-50 per week for their needs.

Benefits Received

Five of the child workers (17-18 years old) who were hired directly by the haciendas were provided SSS benefits.

Generally, the younger children (8-16 years old) were dependent on the parents. Their remuneration was indirectly used to provide for their food, school supplies, allowance and others.



CHAPTER 6 **WORKING CONDITION OF THE GIRL CHILD WORKER**

This chapter gives special focus and attention to the working condition and experiences of the girl child worker in the farm including whether there are special privileges or protection provided them.

6.1 Profile Of The Girl Child Worker

There are 29 female child workers, comprising of about 41.4% of 70 child laborers covered in this study.

Looking at the age when they started assisting their parents in their farms, most of them did it between ages 8 and 10. In fact as early as when they were eight years old, they had begun assisting their parents in the plantation mostly in weeding, planting cane points, cutting cane points and applying fertilizers.

Physically, the children appeared thin for their height, looked haggard and malnourished. They were nervous throughout the interviews. (*Table 20*)

Most of them had worked in the farm for at least 3 years already.

Aside from their farm work, they also do household chores such as cooking, laundering, cleaning, dishwashing, fetching water, taking care of their siblings and sometimes, involved in pasturing the work animals.

Table 20
Age when Started Working (n=29)

AGE	F	%
8	6	20.7
9	3	10.3
10	11	47.8
11	2	6.9
12	1	3.4
13	3	10.3
14	2	6.9
15	1	3.4
TOTAL	29	109.7

A look at their daily activity profile

The children wake up early for breakfast and walk to their work area at 6:00-7:30 AM and then take a break at 11:00 AM. They go home to cook their food for lunch, eat their lunch and take a little rest, then back to the farm at 1:00 PM – 2:00 PM and work there until 5:00 PM. They go home again at 5:30 PM to cook supper and do other household chores such as fetching water and taking care of their younger siblings.

Children who attend school work at 4:00-5:00 PM in the farm after their classes. Some work during Saturdays or Sundays. Some of the female workers work for 2 hours others 3-4 hours. Those who don't go to school or work on weekends, work from 3 to 6 hours. Generally, all of them work 2-3 days a week.

Either forced by parents to work or not

The female workers are divided in their perception that they are forced by their parents to work. Half of the 29 female child workers feel they were forced to work and whose parents become angry if they did not follow or obey their instructions. Their parents also prod them to be absent from class. Others said, however, that it was on their own volition, that they work because they wanted to help augment the family income. Some of them pitied their parents ("*naawa sa magulang*"), or felt that it was their responsibility to assist them and that they are happy with what they were doing.

Deprived in ongoing childhood social activities

Despite the fact that 50% acknowledged they liked what they were doing, almost all (93.1%) of the 29 respondents said they were deprived of their childhood social activities such as playing with their peers. This is what they sorely missed. Even their schooling is affected as they often absented themselves during the peak season at the hacienda.

Their schedule is more hectic during peak season or during the milling months, that is, from October to March. This is the time when their parents ask them to be absent from school. During this time, work activities include weeding, planting and fertilizing, although these activities are given to the adult children.

Affected School Performance

Out of the 29 child female workers, 27 (93.1%) of them are attending schools in the grade school in various levels from grades 2 to 6. Few are in high school. This means that most of them are affected during the peak season, from October to March when activities of the haciendas are full from cultivation, to weeding and to planting. It is during this period that children are most harassed in terms of their schedule or physically drained because of heavy work, e.g. farm activities, household chores and school activities. Some of them stated;

- too tired to study
- sleepy in classroom
- could not catch up, was not able to do assignments
- could not concentrate in school
- felt shy among classmates
- always absent, no transportation allowance

Impact to physical well-being on exposure to sun and rain

Many of female workers also expressed the following dangers they encounter while doing field work;

DANGERS/HAZARDS IN THE CANE FIELDS IMPACT TO CHILD WORKERS	
Exposure to Sun/Cane fields	Exposure to Rain
<ul style="list-style-type: none">• naiinitan (feel hot)• napapaso (scorched)• nagugutom (hungry)• matalim ang dahon<ul style="list-style-type: none">- nasusugatan (wounded)- nagagalusan (bruised)- nagagasgasan (blistered)- natitinik (pricked)• napapagod (kapoy) (tired)• sumasakit ang ulo, likod, laman at katawan (headache, body aches and muscle pain)	<ul style="list-style-type: none">• nababasa (drenched)• nasisipon (catch cold)• nauubo (cough)• lagnat (fever)• giniginaw (chill)• nagkakasakit (got sick)• masakit ang tiyan (stomach ache)• back pains/muscle pains• ached body position/repetitive posture in weeding and planting

Most of the ailments that the female workers experienced were common colds, headaches, muscle and back pains due to arched body positions at work.

Protective Gears Used

Generally, the female child workers, like their counterpart, use jackets, long pants, sacks, hats and protective covering on their faces to shield against sun rays. Only a few use gloves, as these may be unaffordable to many parents.

In sum, the child female workers' tasks are not different from their male counterparts as they did similar tasks. In fact two female workers, aged 8 years, did some cutting of cane points, a work that is very dangerous because they use pointed bolo and could possibly cut or wound themselves.



CHAPTER 7

ACCESS TO HEALTH AND EDUCATION

This chapter describes how the child workers access social services specifically health and educational opportunities. Specifically, with regards to health access, it looks at health status and medical treatment received. School attendance and performance as an impact of their involvement in the plantations are also discussed.

7.1 Access To Health Care

As the child workers are growing, are very much involved in heavy physical work and exposed to heat and rain, health care becomes a significant concern to be addressed.

The children were asked if they got sick sometime within the last two years. Seventy-two percent or 51 out of the 70 children covered said yes. The ailments they had suffered seem to be the result of their exposure to heat and rain. These are (a) fever (41 cases), body and muscle pains (23 cases), cold and cough (31 cases), headache (20 cases) and stomach ache (2 cases).

Most of them, however, did not consult a doctor (48 children) and only took medicines to ease their fever and pain. Majority lacked the finances for consultation and medical treatment.

On the other hand, five elder children (18 years old) who were hired by the haciendas did not undergo physical examination when they were hired.

They were not also provided privileges of medical care as the regular workers of the haciendas during the period when they began working. It seemed that health care as preventive measure is the last priority of the haciendas, as one of the health benefit mentioned was categorized as “emergency assistance” and it came in the form of a loan. This means that this could only be accessed when the workers get sick.

7.2 Access To Education And School Performance

Education is one of the most important tools to empower children and free them from their bondage of poverty. Unlike other normal children, the child workers are hampered to achieve higher education by their involvement in the farms.

Despite this hindrance, however, more than half of the child workers or 47 out of the 70 children are currently attending school either as elementary pupils or high school students. There are more workers in the elementary level (30 students) than in the high school (17 students). In terms of gender distribution, percentage in school attendance among female child workers to her male counterparts is higher (57%), for out of the 47 children attending school, 28 are females.

School Performance

The 47 children workers attending school were asked to rate their performance and their ratings revealed the following;

- 62.9% rated their performance as “good”
- 17.1% rated their performance as “poor” and
- 2.9% rated their performance as “very good”

The child workers’ measure for “good” performance revealed that they looked more at what they did and what they did not do rather than reviewing their class standing. It also appeared in the interviews that they were not quite contented with their achievement. Their responses implied their concern to improve their performance in class. Some of such responses are indicated in *Table 21*.

Table 21
Children’s Self-rating of School Performance

Reasons	Number of Responses
▫ lacking in time to study	1
▫ can still study	2
▫ listen/studied lesson well	30
▫ did my assignments	2
▫ active in class	2
▫ because of peer relation	1
▫ played most of the time	1
▫ in the middle section	1
▫ lazy (tinatamad)/kulang sa pag-aaral)	2
▫ will study lesson well	1

Twelve children (12) who rated their performance as “poor” expressed varied reasons. (*Table 22*)

It was evident that their poor performance was attributed to their involvement in the plantation as well as their financial difficulties.

Table 22
Reasons for Poor Performance at School

Reasons	Number of Responses
▫ were sleepy, could not concentrate	8
▫ too tired to study	9
▫ was not able to do assignments	7
▫ could not catch up with lessons	6
▫ shy, cannot recite orally when asked by teachers	3
▫ always absent, not interested to study	2
▫ no transportation allowance	4
▫ no food	5
▫ lazy	3

Out-of-school children and reasons for stopping

Out of the 70 children, 22 had stopped schooling at various levels because of (a) the need for them to work (7 responses); (b) do not have money to buy school needs and requirements (7 responses); (c) because of poverty (14 responses), and (d) do not have time for school activities (7 responses).

However, more than half (55%) of these children, still hope to go back to school. The rest expressed they are not likely to go back to school because they want to help their parents earn a living. One child expressed he was no longer interested.

If family income is affected if working children went back to school

Asked further if their income would be affected if they went back to school, only five (5) children confirmed it positively. The rest took time to answer because they were unsure about it and ended up being non-committal

If parents would allow them to go back to school

Children were quite silent about their responses whether their parents would allow them to go back to school. Sixteen of them were really quite adamant to respond but it was more of the realization that they were not going back to school, not because their parents were not willing, but because they could not afford to, considering that their income is not enough even for their food.

Twelve respondents think their parents want them to study because they want them to have a better future so that they could easily find work.

7.3 Children's Dreams And Aspirations

Like any other normal children their age, the working children, too, have dreams and aspirations. The question is: would they have the opportunity and support to achieve these dreams? Currently, their poverty situation is a big hindrance in achieving their aspirations because at an early stage of their life they had already become the support of their parents in working for their household income.

The children are not complaining about this situation but rather, they know “they cannot do anything about it” and therefore, have “to accept it”. But they have also expressed that they are missing something in their early childhood – that of experiencing the simple joys of playing and exploring their beautiful environment without the “pressure” of “family responsibilities”.

Most of them hope to finish college someday and dream of becoming professionals. Some of these dreams are to become; teachers (9 children), bakers (7 children), seamen (3 children) security guards (8 children), drivers (bus, tricycle) (6 children), electrical/mechanical engineers (4 children), policemen (6 children), mechanic (1 child), hotel and restaurant officer (1 child) and computer analyst (1 child).

Incidentally, nobody ever dreamed of becoming a farm worker except for one, or of continuing the “legacy” of their grandparents,” as their parents were themselves child laborers in the past.

They also hope to improve their life conditions.

Asked how they plan to achieve their ambition, majority intend to study and work harder (86%) and save money from their allowances. They also hope that their parents would help them achieve their ambition. Three children hope to find persons or agencies that would be willing to help them finish their schooling.

CASE STUDY A (Negros Occidental)

JOHN RICHARD MABANSAG: (no read, no write)

John Richard is a seventeen year-old sugar worker in Hacienda Nacab, Talisay City, Negros Occidental who works with his mother in her "pakyaw" contract. The credit for his labor goes to the mother which she collects every 15th and 30th of the month. John Richard performs weeding and cutting during peak/milling season.

Growing Years

John Richard was born out of wedlock in Silay City on December 1, 1985. He grew up with an aunt from the time he was 2 years old until he was 10 years old because he had not been accepted by his stepfather Antonio. Evelyn, his mother, took him back when he was 11 years old so he could help her.

Thereafter, he engaged in odd jobs, e.g., as helper in a bakery in Talisay City, pedicab driver, "kargador ng semento", helper in construction work and errand boy for a neighbor during lean seasons.

He had enrolled in Grade 1 and had been a repeater for several years such that he got tired and was ashamed to go on due to his age. Lack of transportation allowance, lack of interest to study, lack of concentration, being too tired and his inability to catch up in class because of his frequent absences were the many reasons that contributed to John Richard's inability to finish his studies.

In spite of these, he still desires to go back to school but he is ashamed to do so on account of his age. Besides, his mother cannot afford to lose him as a helper in the farm. The family income will surely be affected if he stopped working.

Thin and Dark Skinned

Like many of the child labor in the sugar industry, John Richard is thin and pale, with dark and rough skin, and with traces of scars on his legs and arms. He appears to be much shorter in height and seems to be underweight for his age. He had been shy and nervous during the entire interview but had been very eager to be interviewed for he waited until 4 PM for his turn. In addition, he tried to hold back his tears every time the topic was about his experiences and feelings as child laborer.

Richard's Mother, a Child Laborer Too

Mother Evelyn is from Talisay and came from a poor family of sugar workers. Like her son, she had not attended school and does not know how to read and write too. Having been a child laborer herself at the tender age of eight (8) years, her family's poverty and the distance of the school to the community were the main reasons why she was not able to go to school.

Evelyn is now living with her husband, Antonio Parondo who used to work in the hacienda but had to stop working due to a lingering illness. John Richard and Cristina (eldest daughter aged 14) were forced to work to augment the family income. Cristina is now working in Bacolod City as domestic helper.

No one among the three younger siblings aged 12, 8 and 7 respectively, are in-school. They too are helping their mother in the farm. Sadly, the youngest sibling had been given up for adoption right after birth.

Significantly, burdened with all these problems and responsibilities, John Richard's mother has become an alcoholic. She finds relief from her problems with a bottle of rum (Tanduay), which she usually drinks alone before dinner or bedtime. If she didn't have the cash, she usually takes the stuff on credit.

Who Contributes to the Household Income?

The mother is a regular sugar worker in Hacienda Nacab. Instead of getting regular work, she engages in "pakyaw" work to increase the family income by bringing along her children to work in the farm. She earns as much as P500-P700 a week.

Meantime, the two children, John Richard and Cristina contribute to the gross family income. Cristina receives a monthly salary of P800 while John Richard's earnings ranges from P60-P100 daily depending on the kind of job he does for the day. He usually shells out P20 from his earnings for cigarettes and other personal needs. The rest of the income is spent to buy rice and viand for the family.

The stepfather had tried to help the family but was most often sick. He thus prefers to do the household chores.

Financial Difficulties, A Reality

Most of the family income is spent on food and the medicine of the stepfather. The vices of the mother (liquor) and John Richard (cigarettes) are also major expenses. As a result, there is no money left for the education of the children.

Household members contribution to household chores

Antonio acts as the housekeeper although John Richard and his brother Arby assist him in cooking food and fetching water from a nearby deep well every afternoon. The mother assumes minimal household tasks because she is too tired and oftentimes drunk.

The family lives in a pre-constructed housing facility in the hacienda. It is made of second-hand GI sheets, half concrete wall, half sawali and with cement flooring. The house has only one bedroom. One room serves as both the living room and the kitchen.

John Richard's family owns a radio, wooden chairs ("banko"), bamboo bed, a few cooking utensils and dinner plates.

The home lot is about 60 square meters. While the land is free for the use of the sugar workers, the house is not. It was bought by the workers. The workers enjoy house repair benefit provided by the owner of the hacienda depending upon the needs.

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A recollection of Richards past work experience

John Richard recalls with teary eyes that he used to help his aunt and his uncle in the farm from the time that he was only 9 years old and that as he grew older he was tasked to take the carabao to the grazing land.

When the mother took John Richard from his aunt his work and responsibilities became heavier. He started as pedicab driver at 14, a helper in a bakery at 16 and presently taking all possible odd jobs. He likes working as a pedicab driver from which he earns P50 a day but could not secure a permit from the city hall because this entails a P300 expense, quite a big sum for him to raise. Furthermore, he does not know how to read and write.

The most difficult work he had experienced was being a "cement kargador" where he earns P100 daily. The load is placed on his shoulder, but was too heavy for his lean body to carry, not to mention the hazard he encounters in inhaling the dust of the cement.

Will Richard remain a child worker?

It can be said that the work in the farm or "campo" is the most regular kind of job John Richard has had all his life. When did he start working at the sugar plantations? Lean season would mean time to look for other sources of income for John Richard. The milling/peak season means continuous work in the farm and working with his mother do her "pakyaw" work. There are times when he gets the proceeds from his contractual work. This would entail getting the credit for his own labor and signing the voucher for the remuneration every 15th and 30th of the month. He is not entitled to any benefit as the regular worker.

Mostly, he does weeding, cutting cane points and cutting canes. He usually starts working at 6 in the morning until 10 AM. He goes home for lunch and back again in the afternoon at 1 or 2 PM until 4 or 5 PM, depending upon the work. He usually hikes ½ kilometer to his workplace and work six times a week. If John Richard completes the work early, he still manages to rest or play basketball.

Too much exposure to sun or rain during work makes him sick and is usually afflicted with fever, body ache and muscles pains which he treats by taking medicine. At work he uses protective gears like jacket, hat, slippers and long pants.

Thinking back, he recalls being forced to work by his mother. He was scolded if he did not work in the farm. It was often verbalized by the mother that he should help her because he was the oldest child and that her income was not enough to support the family.

Richard's Accounts of His Experience in the Plantation

John Richard and other child laborers participate in the sugar production activities in Hacienda Nacab. Richard's community is about half kilometer walk from the national highway of Talisay City. However, the entire hacienda is 96 hectares with 83 hectares planted to sugarcane. There are 100 regular workers receiving a daily wage of P140 per day.

The child laborers, where Richard belongs, are usually engaged in planting, weeding, cutting cane points, and applying fertilizers. This part of the production process falls during the milling season which is from October to December.

Weeding, the most labor - intensive part of production, is done after plowing of the farms. It is done again after three (3) months when the sugarcane points had grown. The child laborers use "guna", a weeding tool made of rounded point metal with wooden handle. It looks like a small bolo. The tool is used to loosen the soil so that it would be easy to pull out the weeds.

One hectare of sugar farm would require about 30 to 33 workers, mostly composed of male and female workers including child laborers. The labor input of the children is credited to the adult workers or their parents. The contract price is P700-P800 per hectare to be done in half a day or one day.

Planting entails dropping the sugarcane points by rows. It is either the mother dropping it while the child laborers cover the cane points with soil. The contract is per "laksa" or 10,000 pieces of cane points at P264-300 per laksa.

Cutting cane points is assigned to older children because sharp bolos have to be used. This is similar to the activity of applying fertilizer to minimize wastage.

All of the above sugar production processes have been experienced by John Richard from the time that he was nine years old. He usually sits in a squatting position for three (3) to six (6) hours and taking a rest only in between. Break time means drinking water, taking a short rest or a lunch break at home. His meals consist of large amounts of rice and vegetables, or dried fish as viand. Most often, he eats "ginamos" and rice.

A typical day's work makes him tired, exposed to too much heat of the sun or soaked in the rain while working. There were times he experienced body and muscles pains but had to work again the next day. "Nakakangawit" is the best description John Richard describes his work. Although, there were also incidents when he was cut, pricked with thorns (natinik) or scratched (nagalusan). He often experienced dizziness and headache.

Hopes to go back to school

John Richard aspires to return to school someday. He has no idea when and how he can study again. He is also worried about his age. He never heard of any tutorial classes, nor adult education nor non-formal education that he could enroll in.

He describes himself as poor in class and having a low IQ. If given the chance to study again, he dreams of becoming a security guard. According to him, the work of a security guard is not very hard. He identified the need to go back to school in order to realize his dream. Again, he does not know of anybody who could help him with his needs. He believes that he is fated to work in the hacienda forever as long as he had no education.

For John Richard, working at an early age is his fate, having poor parents and having had no education. Besides, he never had the chance to meet his real father. However he takes pride in the thought that he is able to help his mother economically.

Much more, he never heard about child's rights, government or private sector programs on child labor.

CASE STUDY B

CHRISTOPHER MAAT: Free from the Bondage of Hacienda Work

Christopher Maat is a thirteen-year old child labor in Hacienda Josefa 2 located in Blumentritt, Murcia, Negros Occidental. Since he is an only child he is tasked to help his mother with her farm work in the hacienda. The combined earnings of mother and son mean better food and the opportunity for Christopher to go to school.

Hello, world!!!

Christopher was born in Murcia on October 15, 1989 out of wedlock. He had not been able to see or meet his father until now. He spent his childhood in Manila because his mother used to work as a domestic helper there. After five years the two returned to Negros and started working in the Hacienda.

He is now enrolled in a public high school in Poblacion Murcia as freshman. He attends classes the whole day so he brings his lunch to school. He usually rides a tricycle in going to school.

He works in the farm only on Saturdays or during vacation. His remuneration is credited to his mother's "pakyaw" work.

Determine to fight

Christopher is a good-looking boy with fair complexion. He is thin and small for his age but appears to be healthier than the other child laborers in the hacienda. He is also dressed up cleanly and neatly. He can speak and understand Filipino well because he grew up in Manila. He answered the questions actively and gave his insights with confidence. Here are his insights and feelings as child laborer:

- I don't complain about the hardships I have been experiencing because all the income goes to fulfill our family needs.
- It's really tiresome especially if it is so hot and if you are squatting or bending for a couple of hours.
- I have to make a sacrifice so I can go to school
- There are also times that I don't feel like going to the farm. My mother does not force me.
- I'm studying hard so I can become a Security Guard someday but if somebody will help me with my schooling, I want to become a doctor.
- Not enough for basic needs...

Mother earns a daily rate of P120 as regular worker in the hacienda. Most often, she opts to get "pakyaw" work so she can earn more. Basically, the combined income of husband and wife goes to food and education of Christopher. The reason for Christopher's initiative to help his mother is because she is taking good care of him and nobody else will help her in the farm. He considers the benefits derived from their earnings are for his own welfare.

Christopher felt deprived of enjoying playing and other social activities while doing farm work but he understands their situation. His mother does not force him to stay long in the farm. He usually goes home early to do the household chores like cooking rice, dish washing and fetching water.

Occasionally, the family earns extra income by cutting the bamboos in their backyard and selling these to their neighbors.

The family owns their house, but the home lot measuring approximately 100 square meters is offered for free use only. The house is made of galvanized iron sheets for roofing, with cement flooring and walls that are made of wood. It has two bedrooms with separate sala and kitchen.

The mother had acquired her home equipments and fixtures by saving for them. They have a karaoke, television set, sala set, bed, dinner plates and utensils.

Started young as worker

Christopher had been helping his mother regularly in the farm since he was 12 years old. He had been tasked to do planting. Either he drops the sugarcane points or covers the cane points with soil. Occasionally, he also did weeding. His labor was always credited to his mother's "pakyaw" work.

His day's work starts at 8:00 A. M. until 9:00 or 11:00 the same morning. If completed in the morning, he does not go back in the afternoon, otherwise, if there's a lot of work he has to be back and has to work three times a week. He usually hike half a kilometer to their workplace.

Break time means a short rest behind the leaves of the canes of the canes or in a make shift shelter, drinking water to quench his thirst and/or lunch at home. He usually eat a large amount of rice with vegetables or dried fish as viand. He can only eat meat or chicken during payday.

Too much exposure to sun or being soaked in the rain made him sick with fever, he only took medicines as treatment. He wears a jacket, a hat, socks and long pants as protection to too much heat. Generally, he describes the work in the farm as "mahirap, nakakatamad, nakakapagod, nakakangawit" and needs a lot of sacrifice.

No recourse but allow Christopher to work

Since Leonita had no options economically, she has to bring Christopher to work in the farm so they can finish the "pakyaw" work at once. She usually seeks his help in planting because she believes he can do it. She does not require/allow him to work during school days.

If he does not like to go to the farm with the mother, it's okay for her and felt glad and happier if he were around because it sped-up the work.

She values education most and plans to send him to school even to college as long as she has the strength to work. She is very happy every time she sees her son going to school and studying hard.

Mother plans to improve the finances of the family by engaging in cooking and vending rice cakes (kakanin). Presently, the business/vending work of the husband is profitable and they need a bigger capital to expand it.

She has not heard nor talked to anyone about child's rights or child labor and is very much interested to know more about it. She is willing to attend seminars should there be some offered in the future.

She identified educational assistance and capital assistance for business as her family's primary need from government or NGO agencies.

Dreaming for a better future

Christopher is determined to finish his studies. He aspires to become a security guard at the moment because his family lacks the money to sustain him to college. However, if there would be an educational assistance he dreams of becoming a doctor because he believes that as such, he could be of bigger help to other people. Furthermore, this would mean freeing his family from remaining as hacienda workers and suffering under the heat of the sun.

He plans to study hard and maintain his good performance in school, so his parents will be inspired to work hard for his future.

He also plans to continue helping his mother in the farm to lighten her heavy work. He also emphasized that he wants to remain as a good and obedient son.

PART III

THE RUBBER INDUSTRY

CHAPTER 1

RUBBER INDUSTRY PROFILE

1.1 Status and Growth

Rubber is a non-traditional export and it accounts for about 4% of the total value of production among major plantation crops in the Philippines such as coffee, abaca, mango and others.

Rubber is an important industrial raw material. Natural rubber comes from the juice of a perennial typical plant, the hevea tree.

About 84% of the world's natural rubbers grow on plantations in Malaysia, Indonesia, Thailand, Philippines, China, Vietnam, Myanmar and Cambodia. The remaining production comes from India or Sri Lanka (8%) and Africa (6%)

An estimate of 60,000 people are involved with the rubber farming and in the processing sectors with 49 as rubber processors. Approximately, there are 160 farms involved in the production of diverse products such as tires, molders, rubber, footwear and others.

The industry is a foreign exchange earner. However, future prospects are becoming dim because of various factors such as;

- (a) large areas have senile trees which are due for replanting
- (b) effect of the comprehensive agrarian reform program (CARP) implementation where plantations are connected to small plantations, resulting to a higher production cost
- (c) antiquated processing centers producing lower quality rubber
- (d) lack of marketing facilities which should allow smaller plantation owners to benefit from higher prices.

Today most of the large plantations are distributed to rubber workers, either they are fragmented in 2-3 hectare lots under the CARP and now owned by small farmers, or some lands are almost abandoned waiting for more efficient schemes of management development thru CARP.

Rubber farming is now considered a small landowner domain because 25% of farms belong to landowners with less than five hectares' land in many areas in Mindanao. The immediate effect of the CARP implementation is counter-productive as rubber plantations are now owned and managed by cooperatives who can only manage to cut the rubber trees. Expansion and re-planting of rubber areas are quite slow and not systematic.

1.2 Domestic Production and Consumption

1.2.1 Production Volume

There are only about 92,067 hectares planted to rubber. About 1,000,000 hectares however, are potential for rubber production. Production barely grew from 1985-1995, garnering only 1.4%, from 80,700 to 92,000 hectares.

Overall, Western Mindanao (Region IX) has the highest percentage of the plantation area (65.3%) followed by Central Mindanao (Region XII) and (Region XI). ARMM has the smallest production area. The production area covers the following regions;

A. Region IX (Western Mindanao)	Areas Planted of Rubber (hectares)
Basilan	12,300
Zamboanga del Norte	6,120
Zamboanga del Sur	25,654
Zamboanga City	389
B. Region XII (Central Mindanao)	
Cotabato: Kadapawan	4,233.2
Makilala, Magpet, Araku, Matalan	3,3353.8
C. Region XIII (CARAGA)	
Talakag, Agusan del Sur (MARA-NCCP)	10,547
D. Region XI (Southern Mindanao)	6,492
Davao del Norte (4 municipalities)	
Compostela Valley (7 municipalities)	
E. Region X	
Bukidnon	3,031.9
F. ARMM	420

Only 70% of the total rubber trees planted are productive and 40-60% are due for re-planting. The maximum productive years of rubber is 30 years after which harvest yields become very low.

The top 4 regions in terms of production of natural rubber are Regions 9, 12, 11 and 10. (Table 23)

Table 23
2000 PRODUCTION VOLUME (MTs)

Items Region	Qty. (Tons) MT (Value)
9	127,583
12	49,416
11	13,912
10	7,244

Source: BAS 2002 Production Figures

Demand

The potential of the rubber industry is big in terms of the local and export market. Natural rubber production is estimated to be 77,000 tons of dry rubber but annual consumption of the commodity is estimated to be 40,000 MTs, which is almost double its production (1995) Table 24.

Table 24
Projected Supply and Demand of Rubber Production (15-Yr Period)

SUPPLY AND DEMAND SCENARIO	DRY RUBBER IN TONS		
	YEAR		
Items	1995	2000	2005
Production	66,500	66,500	66,500
Domestic Consumption	41,900	53,500	68,200
Surplus/Deficit (net imports)	24,600	11,000	(111,700)

Source: Rubber Industry Association of the Philippines

Domestic consumption (1997) of 35,000 dry rubbers mostly went into the production of tires, shoes and sandals, motorcycle and bicycle tires, and re-treading, among others.

It is projected that domestic rubber consumption will reach about 68,200 tons in year 2005 with an assumed growth rate of 5% per year. Consequently, domestic needs will be doubled in the year 2005. This is based on the assumption of the steady increase of demand for end-user industries.

If production becomes stagnant within the next ten years and given the growth in domestic consumption, the country would become a net importer of natural rubber in the next ten years. It is now emphasized by key industry players that large-scale planting activities must be undertaken to meet demands of the domestic and international market.

13 The Rubber Plantations and Communities Involved in it

Today, most of the large plantations are distributed to rubber workers in 2-3 or 10-11 hectares lot under the CARP and now owned by small farmers. Some lands are almost abandoned, waiting for more efficient schemes of production management. Those smaller plantations that have not been affected by the CARP continue to operate but find difficulty in re-planting activities due to prohibitive costs.

Unlike the sugar plantations, the rubber farms are smaller in sizes and are located in upland areas or forests. The farmers engaged in rubber farming are integrated with other farmers engaged in different agricultural crops, such as coconut, coffee and other cash crops. The rubber trees are almost now senile or more than 50 years old.

Majority of the existing rubber farms established follow the mono-cropping system, which is not very profitable for small holding types. There are only a few farms/corporations practicing the integrated rubber-based systems, intercropping rubber with coffee, cash crops, livestock and others.

Visits to the Rubber Farms

Three regions were identified in the actual data gathering activity for this study, namely;

- Region X - Bukidnon (Malaybalay, Danggagan, Talakag)
- Region XI - Tacul Magsaysay, Davao del Sur
- Region XII - Rodero, Makilala North Cotabato

The researchers visited three municipalities in Bukidnon namely; (a) Malaybalay, Danggagan and Talakag Bukidnon. Farms visited include the following;

a. Malaybalay

Location/Barangay	Name of Farm	Areas Planted (hectares)	Number of Regular Workers	No. of Child Workers
San Jose, Malaybalay	Tamin Farm	10	2	0
Cabangahan, Mal.	Sajulga Farm	24	8	0
Laguitas	Cabrera Farm	30	14	2
Casinang	Asura Farm	14	2	0
Cabangahan	Sena Farm	12	5	0
Aglayan	Sajulga Farm	58	18	3
Binabo	Bolivar Farm	15	5	0

b. Dangcagan

Location/Barangay	Name of Farm	Areas Planted (hectares)	Number of Regular Workers	No. of Child Workers
	Kilorian Farm	10	3	0
	Laco Farm	24	8	0
	Talinnigon Farm	23	10	0
	Indapan Farm	11	4	0
	Dr. Pastor	3	2	0
	A. Dal Farm	4	1	0
	Detrio Pacampara	3	2	0
	Eustaquio Batistis	3	1	0
	Antonio Mados	5	3	0
	Danny Samuya	1	3	0
	Julian Ansis	2	2	0
	Rodolfo Tagading	1	1	0
	Joven Mullion	1	1	0
	Jorenciano Gupitacio	3	2	0
	Hermes Andoy	1.5	2	0
	Marcelino Ligan	8	4	0
	Veronico Bastasa	2	1	0
	Jose Gupitacio	10	8	0
	Sosimo Amisola Sr.	4	3	0
	Simeon Vitas	3	1	0
Lingi-on, Talabag	Alex Noble	60	15	0
San Isidro/Caca-on	Bigcas Farm	47	11	0
Liguron	Lazaro Asa	14	3	0
Cacaon	Rudy Sotelo	14	5	0
San Isidro	Felipe Esteves	6	2	0
San Isidro	Lago Farm	12	2	0
Sto. Niño	Vivencio Galnes	41	3	0
Liguron	Abico Farm	12	2	0
San Isidro	Sinfroso Factura	4	1	0
Liguron	Wilfredo Seno	27	6	0
Liguron	Dela Serna Farm	3.8	1	0
Liguron	Adriano Enong	12	2	0
Lingi-on	Virginia oils	21	4	0
Lingi-on	Henry Tan	12	3	0
Dagandalon	Amado Noble	6	2	0
Sto. Niño	Pepe Berneles	24	5	0
Liguron	Digoy Sumpang	4	1	0
Sto. Niño	Balili Farm	6	1	1
Lacaon	Landa Sotelo	4	1	0
Liguron	Perlita Macasusi	5	2	0
Liguron	Tormis Farm	4	1	0
Liguron	Felipino Amugis	6	1	0
Liguron	Eugene Sayatao	3	1	0
Lingi-on	Joseph Asa	9	2	0
San Isidro/Sto. Niño	FARBECO	429	250	18

c. Rodero, Makilala Cotabato

Location/Barangay	Name of Farm	Areas Planted (hectares)	Number of Regular Workers	No. of Child Workers
Rodero	Espinosa Farm	7	11 families of children	22-26

The largest farm visited was FARBECO, which covers 429 hectares planted and involving 250 workers. There are 18 child laborers assisting the regular workers in the farm. The smallest farms have an area of one hectare each in Dangcagan, Bukidnon.

The FARBECO was once the Menzi Corporation, now organized as a cooperative by the DAR under the collective production management scheme. Aside from FARBECO, the second largest farms visited were the Alex Noble Farm and SAJULGA Farm which covered 60 hectares and 58 hectares respectively, but had not been included in the CARP. The rest are below 50 hectares and the smaller ones between 1 to 40 hectares.

In some parts of Bukidnon, some rubber plantations had been converted into sugar plantations, at least those with rubber trees that need re-planting. The trees are now old, senile and unproductive and farmers do not accede to long term financing if they started re-planting because it takes 7 years for the rubber trees to mature. These plantation areas are found in Dangcagan, Talakag and Malaybalay.

Other areas visited included Rodero, Makilala North Cotabato. Based on interviews with the barangay captain in Rodero, Kamalayan Development Foundation Staff, and 2 other women, there were more or less 1,020 households in Rodero “master listed” by the Kamalayan Development Foundation. Out of these number of households, 80% are tappers and 300 children were discovered to be “tapping and mixing acid with latex” in the rubber plantations.

Likewise, in Tacul Magsaysay, Davao del Norte the Kamalayan Development Foundation with its venture with ILO-IPEC in 1998 masterlisted 350 children aged 14-16 years old working in the rubber plantation as tappers and mixers. Now, the children working in the rubber plantation could hardly be found. Key informants had attributed this situation to the intensive advocacy efforts and organization of the children’s organization and BCPC supported by the Barangay Council in the area.

Some key informants also talked about the conversion of some rubber plantations into other crops specifically in Kapalong and Sto.Tomas, Davao del Norte. According to them these two towns are generally agricultural areas with farms planted to banana and rubber. However, during the mid 90’s towards 2000, most of the rubber plantations began to be converted to banana plantations following the boom in the demand for exportation of the product particularly to China and Japan. Another reason for the

conversion was the fact that rubber trees were becoming unproductive and were already senile.

Number of Workers and Child Labor in Areas Visited

All of the farms visited in Bukidnon included 443 regular workers, with the biggest number of workers found in FARBECO Farm comprising of about 250 workers. The others have a maximum of 20 to a smallest of one worker.

Incidentally, there was only a small number of child labor identified as follows; 5 in Malaybalay, and 18 in Danggagan, Bukidnon. In Rodero, Makilala Cotabato at least 22 to 26 are child laborers assisting their parents to work in the Espinosa farm. The rest of the child laborers interviewed, numbering 44, came from small rubber farms owned by farmers in Tacul, Magsaysay Davao del Sur and Rodero Makilala, Cotabato.

Generally, there are no child laborers in the farms visited in Malaybalay, Danggagan and Talakag, Bukidnon. This is because the owners of the farms are very strict on the hiring of child workers. They feel that the children are not as effective in tapping the latex as the adult workers. The tapping activity, if not done properly could lead to the early demise of rubber trees.

The Rubber Farm Structure

Rubber farms visited utilized varied structures depending on their sizes and mode of production. Since the CARP implementation, big plantations such as Menzi, e.g., Rubber World, etc. were all subdivided and distributed to farmers. Small landholdings were maintained, however. The three organizational set-ups are as follows;

a. Consolidated plantation cooperative set-up

This type of production is practiced by most of the cooperatives composed of CARP- organized plantations. These farms used to be big plantations of multi-national companies, i.e. Sime Darby, Rubberworld, Menzi, etc. The production is collective, even as landholdings have been awarded to the workers. They currently operate as plantation companies with CARP-small-land titleholders grouping themselves together as owners. In this scheme they are both plantation owners and workers. This is predominant in Region IX (Basilan –SCARBIDC, TARBIDC, UWARBMPG, MARBEDECO, and TARBENECO; Zamboanga del Sur – GARBEMCO, SARBEMCO, MASCAR, BEMCO, JARBEMCO, etc). This is also practiced in Region X (Bukidnon- FARBECO formerly Menzi Corporation) and in Region XII SAMRARBCO and RIMFABEMCO.

Based on the cooperatives listed, these covered an estimate of 7,000 hectares, representing 8.2 percent of the 92,000 hectares planted with rubber in Mindanao.

b. Individually-managed rubber farms but under an umbrella cooperative

This group did not produce collectively, however, banded themselves into cooperatives to provide various needs of members whose memberships are voluntary. This includes services such as: loan/capital assistance, savings, mortuary, marketing, etc. Management does not have much influence on the workers since membership is voluntary (MARGICO, KRGMP, MARIPO in Cotabato). For instance, if one member chose to market his raw product cuplumps to a trader, the cooperative could not penalize him for such action.

c. Small landowner-tiller

This group is comprised of landholdings of 2.2 hectares but less than 5 hectares whose owners are either members or non-members of cooperatives. They are assisted in their farms by 2-3 helpers as tappers or make use of their own families (Davao del Sur, Bukidnon, North Cotabato). They may or may not be CARP beneficiaries.

Looking at the overall picture, the CARP plantation cooperative set-up appeared to be most problematic, as it assumed the role of a big plantation. As collective production is being pursued, there appeared to be a discord of the formers' role as new owners and tillers at the same time, now hired on a daily basis by their cooperatives. This situation brought them to a "rather confusing situation" as their "capacity and capability" to assess a management function is in question.

As they are learning the ropes "in managing their plantations" critical inputs have to be made – this is the replanting of old or senile trees, comprising of about 40% to 60% of the present rubber plantation areas. Re-planting needs a big amount of investment, assuming that there is a long-term financing assistance from the government for 5 – 6 years period before the rubber trees could be tapped.

During these years, the "owners and workers" have to spend in managing their operations; salaries and wages, benefits, acquisition of new planting materials, amortize their lands under CARP, etc.

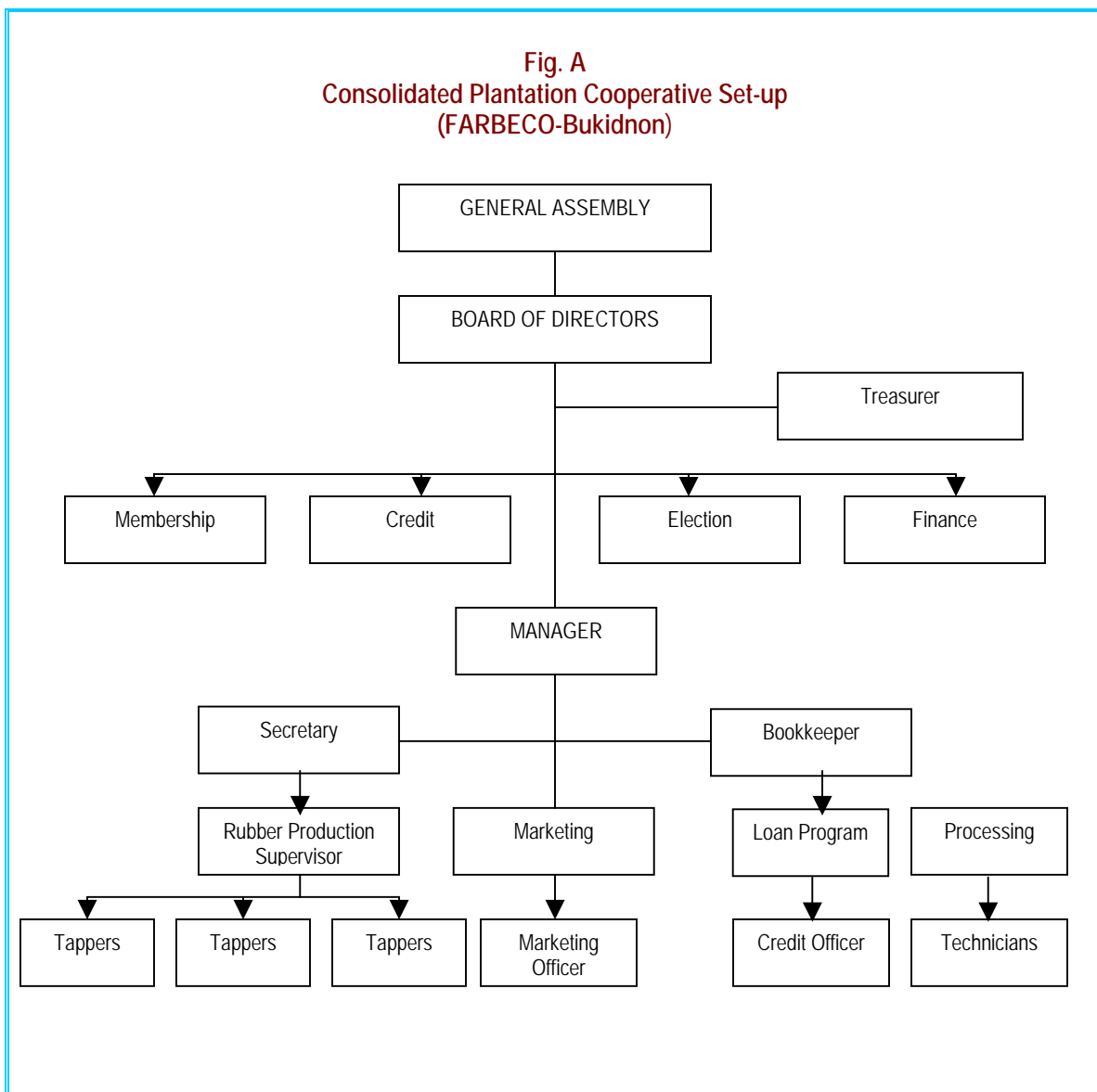
The farms individually managed by members of cooperatives (i.e. MARGICO of North Cotabato, had also their share of problems. Although they assumed individual responsibilities in production, they are assisted by their cooperatives in production loans, trucking services, processing and marketing. In marketing their produce, however, not all directly sell to their cooperatives; instead they sell to agents or to traders, in latex form or cuplumps. This actually led to nonpayment of loans among their members. MARGICO could not impose rules and regulations on individual farmer's practices on marketing but could just educate them to collectively sell as a group.

The small landowner-tillers who are not members of any cooperative also had problems in financing their production. Most farmers finance their own production. Practices of intercropping in their plantations are observed in Davao del Norte, Bukidnon, Cotabato, Basilan, Zamboanga as the lands are planted with cash crops. The landowner-tillers realized more income from cash crops than their rubber farms.

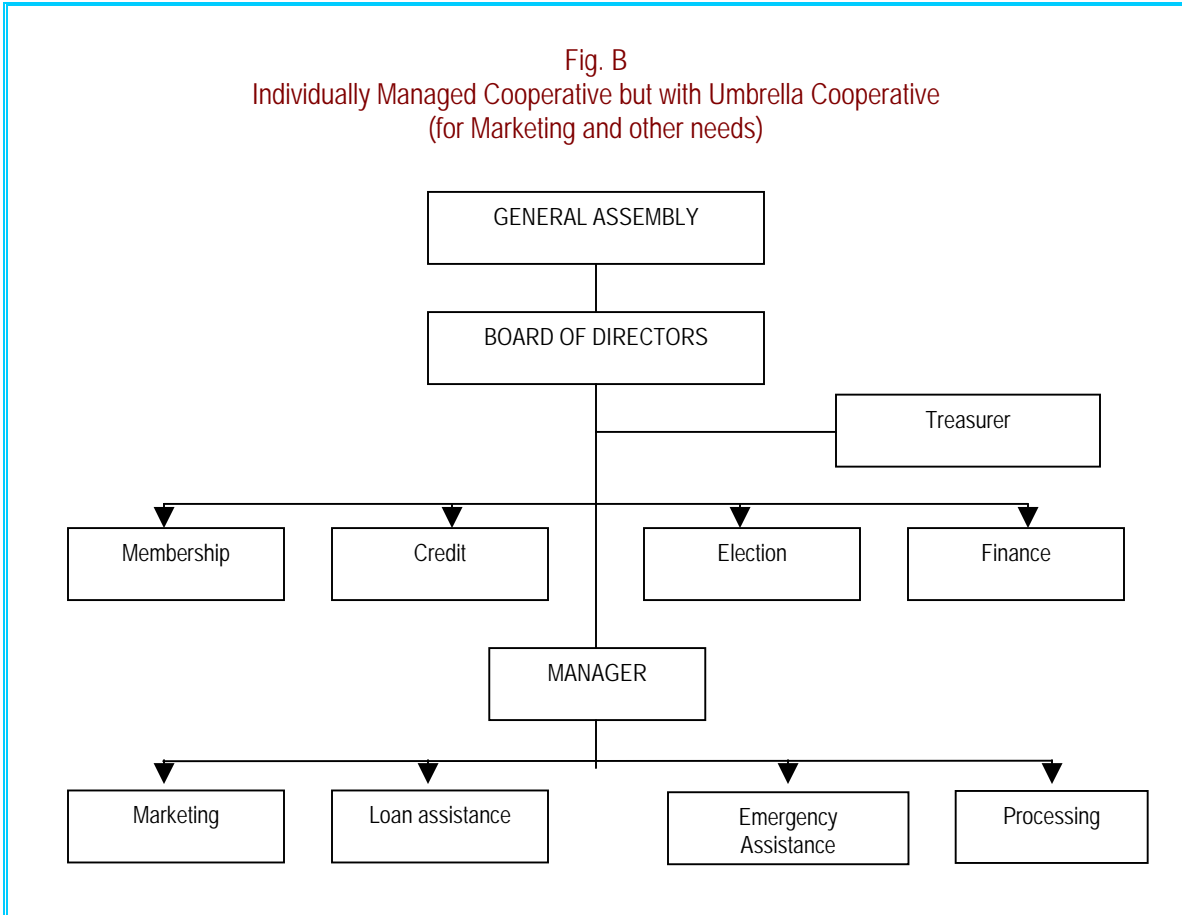
Organizational Set-up

The organizational structures of the rubber plantations are drawn below depending on the areas planted and the type of activities that are undertaken. Since they have been conceptualized as cooperatives, the general assembly (GA) and BOD govern the cooperative structure. A project management unit, with an appropriate number of personnel is hired to supervise day-to-day operations in the production and processing aspects. With respect to FARBEKO, this co-op is involved both in tapping and processing. FARBEKO directly sells its raw rubber to traders or in Metro Manila. (See Fig. A)

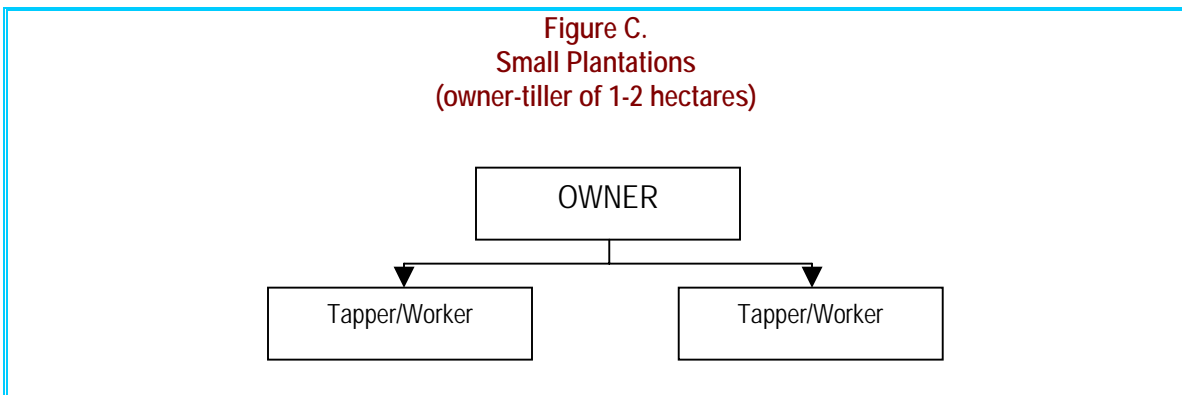
SAMPLE STRUCTURES: RUBBER PLANTATION



In the case of MARGICO, where farmers produce and tap individually and on their own, they are only bounded for purposes such as (1) marketing, (2) loan/capital assistance, (3) emergency assistance and (4) other needs of members. (See Fig. B)



The simplest form of relationship is shown in small farms where the owners are tillers themselves, or sometimes hire tappers if they could not do the work themselves. (See Figure C)

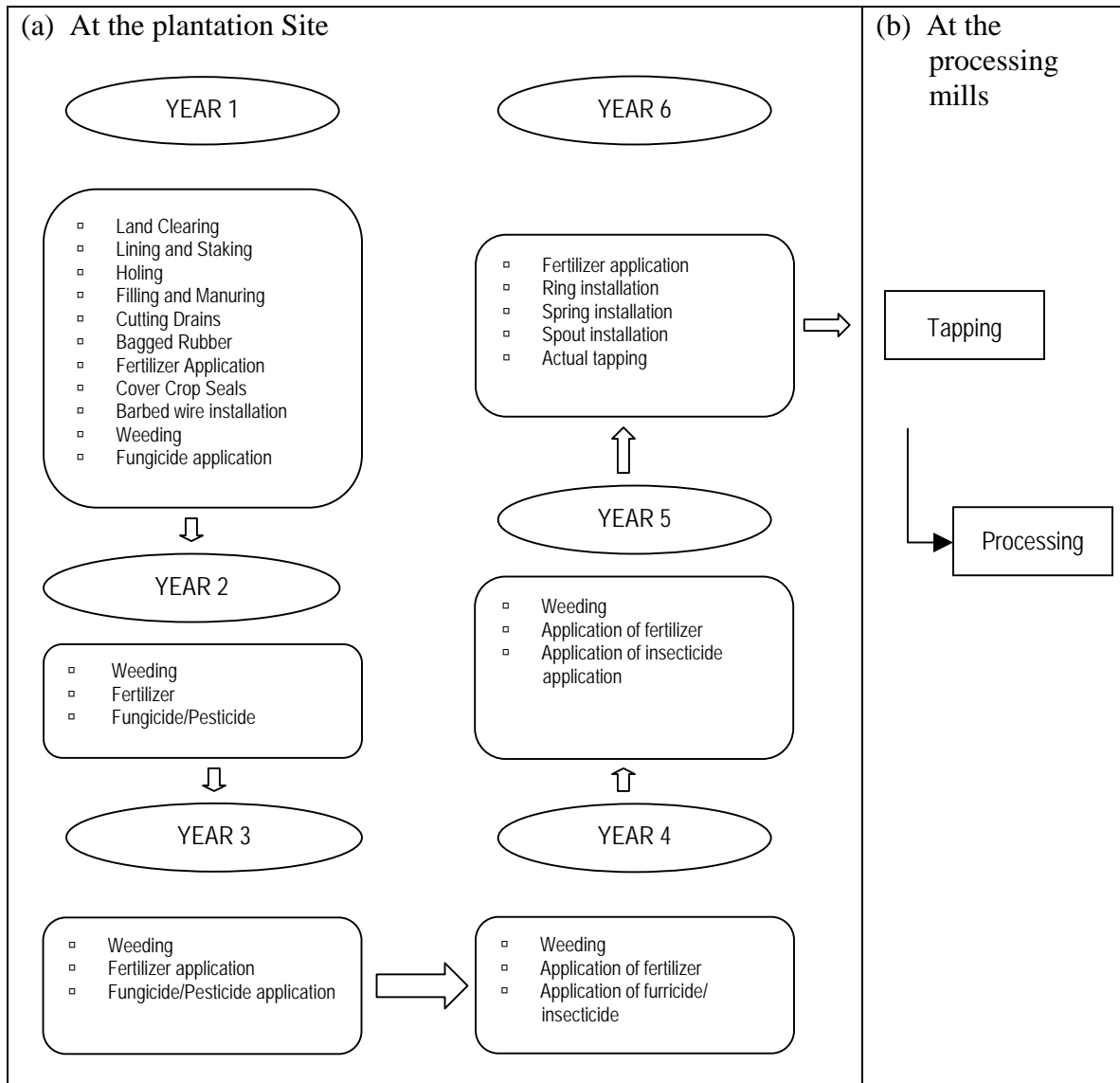


Production Process

The production cycle of rubber is 6-7 years. Within the period before tapping, the farmers invest money for yearly activities. Since there are no products to be harvested while the trees are growing, some rubber farms integrate coffee and vegetables and engage in livestock production in the interim so that they will produce some products while waiting. Six years is a long time for farmers to wait.

This activity is a big issue among rubber farmers, who will do some re-planting activities. They have to cut the old rubber trees and supplant them with new ones.(Diagram B).

Diagram B
Rubber Production Process



In the case of re-planting activities, various activities are conducted within a seven-year period. The first year is devoted to land preparation and planting while the 2nd year and onwards to the fifth year, to weeding, fertilizing and fungicide/pesticide application. On year 6, when rubber trees are mature enough, installation of ring, spring and spouts are undertaken before actual tapping.

FARBECO Experience

A big plantation as FARBECO employs workers, mostly adults, called “tappers” who collect the latex from the trees. Since the takeover of the plantation cooperative, many of the tappers are the former rubber workers and who are now “owners”. They apply the fertilizers at the rubber plantation, as such, they are also exposed to the hazards.

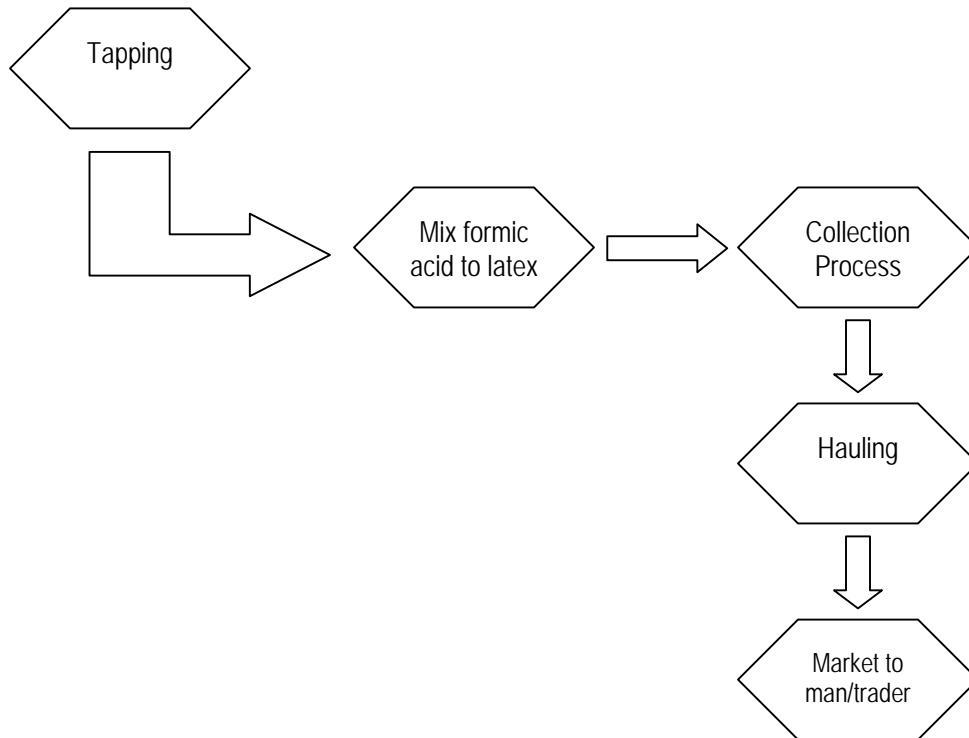
FARBECO hires a 26-regular work force that is composed of administrative personnel, supervisors and regular workers at the plantation. Farmer owners are hired on a daily or seasonal basis. They start tapping trees at daybreak because the latex flows most freely in the cool moving air. The tapper attaches a metal spout with a small cup or coconut shell. The latex oozes from the cut and flows down the groove through the spout. The spout directs the juice drop by drop into the cup. When about a teaspoonful of latex is collected from each tree, the tapper empties the cups into a large pail and carries the latex to the plantation’s collection station. The latex is transported to the factory for processing liquid latex or dry rubber.

FARBECO taps the trees every other day. Other plantations tap everyday for 15 or sometimes 30 days continuously and then rest the trees for another 15 or 30 days.

Small Farms Experience

The Espinosa Farm, categorized as a small plantation follows a similar procedure in tapping as that of FARBECO but since it does not have its own processing mills, an activity is added immediately after the tapping process.

Process of Tapping up to the Middle-Man Trader (Espinosa Farm Experience)



Based on key informants' experience, where children are involved in the tapping, the process is as follows;

1.1 The Tapping Process

The child worker uses a knife (a sharp 3-inch bladed knife with a wooden handle around 6 inches long). The tapper (a boy), cuts a diagonal line around the bark of the tree to allow the sap (latex) to drop and flow to a coconut shell strategically positioned to capture the flowing latex. As the sap flows, the tapper goes to the next tree, does the same thing and moves on and on cutting diagonally the bark of each tree.

1.2 Mixing formic acid and latex

After sometime, another child, this time a girl, mixes acid with the latex in the coconut shell. Acid is placed in a bottle and is poured into the coconut shell then stirred with the use of a stick. Like the tapper, the girl goes from one tree to another to mix latex with the acid. When asked why girls are tasked with mixing acid with the sap (latex), the informant said that this had been a practice long before and

probably because it had been perceived that mixing acid with the sap (latex) is a much easier chore than tapping each rubber tree.

- 1.3 Like the **FARBECO** process, tapping is usually done within 15 days straight, the rest for another 15 days. In Rodero, Makilala, tapping is done every 15 days. However if there is a need for money, workers go tapping at anytime provided there is an interval of one or two days.

Adult workers or full-time-children-tappers work from morning till afternoon. However, children in school, go tapping in the morning (5-7 AM) before they go to school, then, resume in the afternoon right after school. Mixing acid is done at the same time.

1.4 Collection

After sometime, the coconut shells with sap (latex) that are mixed with acid are gathered and placed in a sack. This is called the collection process, which is done twice a month or more often, if the tapper needs money.

1.5 Hauling

The collected sap (latex) is brought to the middleman-trader through a hauling process. In here, the produce is weighed and is recorded for payment. Payment is made every fifteen (15) days depending on the need of the tapper for money.

In this process children carry sacks of latex mixed with acid on their heads. Not only is the sack heavy but it has a foul odor coupled with the fact that the acid flows from the sack to the face and bodies of children.

The contact of the acid on the face and the body is quite dangerous, as it will irritate the skin or may have some side effects.

Foul odor is very common at rubber plantations. Rubber is highly perishable. As soon as it begins to flow from the tapping panel, it starts to degrade due to the action of some bacteria present in the atmosphere.

Coagulation of latex in the collecting cup is a sign of bacterial degradation and finally, the coagulated latex emits foul odor due to the degradation of the protein component in the latex. This happens 8 to 12 hours after the latex flows.

To prevent rapid deterioration of the latex and to obtain high quality rubber products, processing the latex into marketable form is a must.

The Espinosa farm makes crude rubber from latex by coagulation. Formic acid is added to the strained latex to make it coagulate. Acid thickens latex in much the same way that vinegar curdles milk. The rubber particles rise to the surface of the liquid and forms a curd-like white mass of crude rubber or cuplumps.

Workers Remuneration/Wages

In the big plantations, there is a classification of adult tappers for which they are compensated accordingly. (*Table 25*)

Table 25
Status of Workers and How Compensated

STATUS	WEEKLY/MONTHLY	HOW PAID
(a) contractual	P1,000-P2,000	daily rate
(b) casual	P2,000-P3,000	weekly rate
(c) permanent	P3,000-P4,000	every 15 th day or monthly

Children are not hired in big plantations.

In the small farms such as those experienced at the Espinosa Farm where children workers assist their parents in tapping, remuneration are as follows;

- (a) Whatever work the children would have done is credited to their parents, or family.
- (b) If a child taps or mixes acid full time in a day, he or she would finish or complete tapping or mixing acid less than the one tacking;
 - One tacking of tapping and mixing of acid = 600 trees or 8-10 raw of rubber trees, the total sales would be more or less P3,000. Out of this amount 30% goes to the tappers and the acid mixer.
 - Hauling activity – if the children do some hauling, they get an additional income of P0.30 per kilo hauled.
 - Two rows or 100-120 trees would yield 1 sack of sap or latex in coconut shells and each sack costs P20 to P30 per kilo.

Other benefits received by plantation workers in Bukidnon Farms are as follows;

Plantation Cooperative	Benefits Provided	How Much
1. FARBEKO (423 hectares)	<ul style="list-style-type: none"> ▪ Bonus/13th month pay ▪ Stock shares ▪ Dividends ▪ Livelihood/livestock (loan assistance) ▪ Emergency loan/hospitalization ▪ Character loan ▪ With retainer doctor and dentist ▪ SSS ▪ Sick leave ▪ Vacation leave ▪ Paternity leave ▪ Pension (for retiree) 	<ul style="list-style-type: none"> - 16% interest rate - 0% interest - 3% declining balance - free - P202.70/month - for 7 days - for 7 days - for 7 days - shouldered by company
2. CABRERA (260 hectares)	<ul style="list-style-type: none"> ▪ Bonus/13th month pay ▪ IGP ▪ SSS ▪ Sick leave ▪ Vacation leave ▪ Paternity leave ▪ Legal assistance 	<ul style="list-style-type: none"> - 40% company share and 60% grower - under negotiation with manager on field - under negotiation with manager on field - under negotiation with manager on field - under negotiation with manager on field - with existing legal counsel
3. VILLALON (42 hectares)	<ul style="list-style-type: none"> ▪ Bonus ▪ SSS ▪ Sick leave with pay ▪ Vacation leave ▪ Maternity leave 	<ul style="list-style-type: none"> - P1,000 - P237
4. SAJULGA (112 hectares with processing plant)	<ul style="list-style-type: none"> ▪ Medicines ▪ SSS ▪ Hospitalization 	<ul style="list-style-type: none"> - not indicated

Various cooperatives offered various benefits depending upon their capability. Smaller plantations are not able to provide benefits compared to the bigger ones. (See Figure D)

It is observed that as the farm gets smaller, hiring 2-3 workers becomes the norm, benefits are also reduced to nothing.

Figure D
List of Big Plantations and Benefits Provided

Area	Plantation	# of Hectares	Benefits Offered	How Much
1. Davao	1. SAMRARCO	248 (processing plant non-operational)	a. bonus/13 th month pay b. profit sharing c. marketing (livelihood) d. hospitalization (guarantor) e. cash advances f. trucking services g. SSS h. sick leave with pay i. vacation leave	- P2,000 to P3,000 yearly - P109.00/month - for 7 days
	2. RIMFABEMCO	367 (with processing plant)	a. bonus/vacation leave with pay b. profit sharing c. stock shares d. SSS e. Pension (fortune care)	- for 5 days - P100/monthly - P1,200 (4x a year)
2. Bukidnon	1. FARBEKO	423 (with processing plant non-operational)	a. bonus/13 th month pay b. stock shares c. dividends d. livelihood (livestock) e. emergency loan (hospitalization) f. character loan g. with retainer doctor and dentist h. SSS i. sick leave j. vacation leave k. paternity leave l. pension (for retiree)	- 16% interest rate - 0% interest - 3% declining balance - free - P202.70/month - for 7 days - for 7 days - for 7 days - shouldered by the company
	2. CABRERA	260	a. bonus/13 th month pay b. IGP c. SSS d. sick leave e. vacation leave f. paternity leave g. legal assistance	- 40% company and 60% grower - under negotiation with the manager on field - do - do - with existing legal counsel
	3. VILLALON	42	a. bonus b. SSS c. sick leave with pay d. vacation leave e. maternity leave	- P1,000 - P237.00
	4. SAJULGA	112 + (with processing plant)	a. consultation b. medicines c. hospitalization	- no fixed company counterpart
	5. TAN/GINTO	25	a. bonus/13 th month pay b. SSS	- tappers received 50% of the total sales
C. Cotabato	1. MARTINEZ	157 (with processing plant)	a. bonus/13 th month pay b. SSS c. pension (for retiree) d. sick leave with pay e. vacation leave	- 15 days - 1 month
	2. PACHECO	36	a. bonus/13 th month pay b. SSS c. sick leave with pay d. vacation leave	- P2,000 to P3,000 - P130.00 - for 7 days
	3. SANDIQUE	124 (with processing plant)	a. bonus/13 th month pay b. farm lots c. SSS d. sick leave with pay e. vacation leave	- 2/3 company's counterpart - for 7 days - for 7 days
	4. LAGUDA	461	a. bonus b. hospitalization c. SSS d. sick leave with pay e. vacation leave f. maternity leave	- 2/3 company counterpart

Figure E
List of Cooperatives and Benefits Provided

Area	Cooperative	Benefits Provided	How Much	Date Organized	No. of Members	Rubber Has.
Davao	1. SAMRARBCO	a. annual dividends b. trucking services c. bonus/13 th month pay d. hospitalization e. cash advances f. profit sharing g. marketing (livelihood) h. SSS i. sick leave with pay j. vacation leave	- P2,000 - P3,000 yearly - P109.00/month - for 7 days	1996 - close type - CARP	106 members of which 99 are workers	308 hectares 248 has. planted with rubber
	2. RIMRABEMCO	a. annual dividends b. profit sharing c. bonus/13 th month pay d. insurance subsidy (fortune care) e. stock shares f. SSS	- P1,200 (4x a year)	1997 - CARP - close type	120	367 hectares 292 has. planted with rubber
Bukidnon	1. FARBEKO	a. annual dividends b. bonus 13 th month pay c. hospitalization (emergency loan) d. character loan e. other source of income (livelihood) (livestock) f. with retainer doctor and dentist g. SSS h. sick leave i. vacation leave j. paternity leave k. pension (for retiree) l. stock shares	- free - P202.70/month - for 7 days - for 7 days - for 7 days - shouldered by the comp.	1997 - CARP - close type	120	423
Colabato	1. KRGMPC	a. annual dividends b. trucking services c. acid retailer of farm inputs d. marketing	- was able to declare once in 1996	1991	142	small farmers 1 ha. to 10 has.
	2. MARGICO	a. annual dividends b. profit sharing c. bonus/13 th month pay (for office employees only) d. merchandizing e. marketing f. processing g. planting materials h. savings i. lending j. mortuary aid k. freight trucking l. pension (ideal pension plan)		1986	1,256	small farmers 1 ha. to 10 has.
	3. MARPICO	a. annual dividends b. profit sharing c. bonus (BOD, staff, and committee members only) d. merchandising e. howling f. trucking services g. marketing		1989	50 plus	small farmers 1 ha. to 10 has.

Figure F
List of Small Plantations and Benefits Provided

Area	Plantation	Benefits Offered	How Much
1. Davao	1. Dr. Lim	a. bonus b. profit sharing c. emergency loan d. SSS	- worth P500 - P2,000 - twice a year
	2. Alcantara	a. bonus	- worth P500
	3. Sumugod	- none	
	4. Mr. Chan	- none	
	5. Apolonio Abinir Ernesto Plaza Ramir Manalili	a. bonus	- worth P600
2. Cotabato	1. Jesus Rasonabe Wilson Adlaon Romeo Gonzales Simo Eltagundi Antonio Alleluia Marcelo Sambayan Paulino Tonasas Ariel Lubo Jude Mungcal Maximo Amarillo Valentin Albiso Joseph Linao Nicolas Sabay Dionisio Enoc	- none - none - none - none - none - none - none - none - none - 13th month pay - none - none - profit sharing - none	- P1,200
	2. De Guzman Plantation	a. bonus b. SSS	
	3. Quijano Plantation	- none	
	4. Bernardo Plantation	- none	
	5. Marasigan Plantation	- none	
	6. Chang Plantation	a. SSS	
	7. Panopio Plantation	- none	
	8. Repicio Plantation	- none	
	9. Muyco Plantation	- none	
	10. Batasan	- none	
	11. Turing-Birador Plantation	- none	
	12. Cartageras Plantation	- SSS	
	13. Gabiosa Plantation	- none	



CHAPTER 2

PROFILE OF THE WORKING CHILDREN IN THE RUBBER INDUSTRY

This chapter covers the general profile of the working children including their demographic, physical and personality characteristics. It also describes their literacy status and provides other relevant information.

A total number of 42 children working in the rubber farms are interviewed in various farms in Bukidnon, Davao del Sur and North Cotabato.

2.1 Status and Growth

It is quite difficult to estimate the number of children working in rubber plantations in regions and provinces where they are located.

It is estimated, however, that there are 60,000 regular workers in the rubber plantations. Based on a conservative assumption, if a child worker is brought along by at least 20% of the regular workers as tappers, mixers, collectors and haulers in small plantations, then the estimated number of working children will be:

- 60,000 assumed as regular workers (20%) = 12,000

Age distribution of child workers are as follows;

- children ages 5-9 (6.68%) = 801
- children ages 10-14 (53.78%) = 6,453
- children ages 15-17 (39.53%) = 4,743

It is assumed that child laborers may be decreasing in number over the years. In Bukidnon for instance, out of the 55 farms visited there were only 23 children identified by key informants in 3 plantations, the rest emphatically declared there were no children working in their plantations.

The same incident occurred in Tacul, Maysaysay Davao del Sur, where KDF masterlisted 300 children working in rubber plantations. However, at the time of interviews, these children could no longer be found, or had stopped working in small rubber farms.

2.2 Demographic Characteristics

Out of the 42 children interviewed the highest percentage of working children (64.2%) belonged to the 10 to 14 years of age. This is followed by ages 15.17 (23.8%). The least number came from ages 5.7 (11.9%).

In terms of gender distribution, there were more males (66.7%) than females (33.3%).

Children were born in various barangays in Rodero, Riverside, New Baguio, Kinambulan; Davao del Sur, Managu, Laya, Tacul, Tagaytay; Cotbato, Marbel, Makilala, and Malaybalay, Bukidnon.

2.3 Physical and Personality Profile

Generally, the children appeared thin and with medium height. The height of 18 children aged 12 – 15 is between 4' to 4' 10" and posted weights between 23 to 32 kilos. Children aged 12-15 also posted weights between 23 to 32 kilos.

In terms of appearance, many have rough and dry skin and somewhat dark in complexion. Fifty percent appeared sickly and weak, with sad eyes. Generally, the children were shy, not confident, nervous and anxious and they looked very serious. This was evident during interviews.

2.4 Literacy Status of Children

Out of 42 children interviewed, 78.5% attained elementary education, 19.05% reached high school and 1 never went to school, 2.38%.

When asked if they were currently attended school or were enrolled, 29 out of the 42 children (69.05%), said yes; the rest are not currently enrolled. All of them are in various grades at the elementary level. It is interesting to note that elder children are enrolled in the elementary grades. For instance, 3 children aged 10-13 are enrolled as grade 1, and 1 child aged 15 is enrolled in grade 4. Another child who is enrolled in the 1st year high school is already 18 years old. (*Table 26*).

Table 26
Grade Level By Age

AGE	ELEMENTARY						HIGH SCHOOL			
	I	II	III	IV	V	VI	I	II	III	IV
7										
8	1	1								
9	1	1	1							
10	1	1		1						
11	1									
12				1		4	1			
13	1		1			1	2			
14					1	3			2	
15				2				2		
16										
17										
18							1			
19										
20										
TOTAL	5	3	2	4	1	8	4	2	2	0

These elder children who may be enrolled currently, may have stopped studying or had been out-of-school for some time before they decided to go back to school.



CHAPTER 3

HOUSEHOLD PROFILE OF THE WORKING CHILDREN AND THEIR COMMUNITIES

This chapter discusses in detail the circumstances surrounding the household of the children working at the rubber farms, including their socio-economic status, number of siblings, their parents' profile and outlook of the child, among others.

A total of 42 parents were interviewed in various barangays in Malaybalay, Bukidnon, Tacul Magsaysay, Davao del Sur, and in Rodero, Makilala South Cotabato.

3.1 Household Demographic Profile

Children in the rubber farms visited came from big families, with an average of 6.5 per household. Specifically, 26 or 61% of 42 parents interviewed have households with 4-7 members. Number of children per household varied such as; 33.3% with 4-6 children, 30% with 6-7 children and 23.8 with 8-9 persons. A total number of 167 children are in the households of 42 parents.

The children are young with the oldest at 30 years old and 77.2% comprised of ages 20 years and below. There are more males (52%) than females (48%).

Parents are relatively young as 67.7% of the parents are between 31-45 years.

In terms of educational status, majority of household members reached elementary education (132 out of 167) and reached high school level. Only one (1) household member is in college.

Parent's Profile

Out of the 82 parents listed in the household, most, (55) 67% are between 31 to 45 years of age. The older age group which is between 51-60 comprised 21%. Out of the 42 household heads who were covered, 25 are males and 17 are females.

All of them are married (100%), but 3 couples are not living together with their spouse, while a couple is separated.

The parents were born in various places such as in Makilala, North Cotabato, Kidapawan, Tacul, Magsaysay Davao del Sur, Paria, Iloilo, Sta. Cruz, Davao Del Sur, Bansalan, Asiran, Daig, Valencia, Bohol and Malaybalay among others.

In contrast to the Catholic religion of parents of child workers in the sugar industry, the parents of children in the rubber farms belong to JECOFI, Alliance, Baptist, United Methodist and Church of Christ sects. All of them are considered Protestants.

In terms of the parents' education, more than half (54.8%) reached elementary level and 9 or 21.42 are elementary graduates. Only 11.9% are high school graduates.

Parents as Past Child Laborers

The parents of child workers in the rubber farms were also child laborers in their younger days. The male parents also started early, as 64% of them had begun working between 10-14 years of age. Majority of the female parents (mothers) also started working while young at 10-17 years of age (56%).

Most of them were paid for their work as tappers and for the collection of latex (59.5%). The others are not paid because the farms that they are working on are their own farms.

In the case of the rubber farms or communities, majority are not working, (32 out of 42 or 76.18%) but simply managed their households taking care of their children, in contrast to the mothers in sugar plantations. Only 7 or 16% of the 42 mothers are working as domestic helpers (2), laborer (hormal) (1), collecting latex/resin (1), and tapping (4).

Majority of the husbands did the tappings and other activities at the rubber farms.

Other skills possessed by the male parents or father of the children include carpentry, practical electricity and driving.

3.2 Household Socio-Economic Status

The household of the children is composed of their immediate family members, their parents and their siblings. It is not indicated if there were grandparents or uncles/aunts living with them. One child lives with her aunt and seven others are working in other municipalities as domestic helpers or waitresses.

Household Income

Family members attempt to cope with the perennial problem and are involved in earning a living. It was noted that major earners of the household were the fathers, children and a few of the mothers. As such, most of the time the fathers are the breadwinners or the major income earners with support from the wife or elder children.

A few of the mothers are laborers (harvesting rice), beauticians (manicurists) and laundry women. (*Table 27*)

Table 27
Range of Remuneration Received by Family Members

Remuneration Received (multiple response)	Father	Mother	Children	Total
P70-85/wk	3	-	-	3
100-250	5	3	9	17
300-400	22	3	3	28
500-600	3	1	8	12
700-800	4	-	-	4
900-1000	-	-	-	-
P1,500	-	-	-	-
P2,000	2	-	-	2

The predominant household income per week is P500-P600. The average income is about P2,927 a month, in comparison to sugar workers' household average income of P3,290.50.

To augment the household income, there are households that planted vegetables, citrus, coffee in their farms.

Assuming that there are other sources of food and income for the family, an average of P2,927 income for a 6-member household may not be enough. This is way below the poverty threshold level in the rural areas which is pegged at P11,155 in Region XII and P10,489 in Region XI.. (NEDA Poverty Threshold 1997)

Housing Condition

Majority of the roofing of houses use GI sheets (26 households) and nipa/cogon/anahaw/coconut (9 households). Their walls however, are mostly bamboo. Only a few use coconut flooring (3 household) and glass windows (4 households).

Twenty-nine (29) houses are one-room affairs that serve as multipurpose areas, simultaneously used as sala, dining room and kitchen and sleeping quarters. The rest of the houses have separate kitchens and 1 bedroom (9 houses). A few have more than one bedroom, a sala and separate kitchen (9 houses).

There were households who owned agricultural lands (13 households out of 42), the rest who farmed were lessees (3 households), share/tenant croppers (10 households) and with sharing arrangements 30-70 or 40-60%, with 30 or 40% accruing to them (10 households).

The households, aside from tapping rubber, planted fruit trees, corn, coconut and banana in the lands that they owned or leased or worked on as sharecroppers. These become additional sources of their daily income and food requirements.

Homelots

Only 21 households out of 42 owned their homelots, the others leased them from private individuals (13 households), the rest are squatters in a government-owned lot (7 households). The smallest home lot is 85 sq. meters and the biggest is 400 sq. meters. All of them, except one, own their houses.

Ownership of home equipments/fixtures

Ownership of house fixtures and equipments is something that every household invests on whenever they have available cash. Among the households at the rubber farms, 12 households possess radios, kitchen wares (4 households) and beds (2 households). Only one household owned a TV set among the 42 households. All of these were bought in cash.

3.3 Parents Perception of Child Labor/Working Children

Parents of child rubber workers also worked in the farms as child laborers. In fact, for long years, and old as they are, the parents are still toiling in the rubber farms to earn a living. Based on this experience, there were various reactions on their perception of working children. (*Table 28*)

In contrast, a few parents expressed that it was alright to let children work in the farm than seeing them doing nothing aside from helping them increase their household income.

Table 28
Parents Perception on Working Children

Reasons	Number of Responses
• children should not work, they must attend school	2
• children experience difficulty cannot do anything/pity them	4
• were told by KDF that child labor is bad, so stopped	2
• health reasons	5
• affects their mind and health	3
• affects their studies and health	13

If children are involved in the farm

Despite the negative reactions against child labor, the reality is that, out of the 42 parents, 28 of them involved their children to work in the farm as early as 10-14 years (57.1%). Only 5 parents said they had not involved their children in their contracts. Those who involved their children said they couldn't do anything about it because they have to augment their family income.

Various work identified by parents where children are active included; tapping (5 responses) tapping and acid mixing (23 responses), hauling (5 responses), loading (5 responses), hornal/clearing the rubber farm (2 responses), clearing the corn farm (5 responses) and selling (2 responses).

Despite their children’s involvement in the farm, the parents claimed that their children could still attend school because they work only on weekends, school breaks or early in the morning and late in the afternoon.

Although many parents feel the crunch if their children completely stopped working (61.9%), they feared that if the children did not go to school they would remain to be workers throughout their lives.

On the other hand, if children did not work, they also feel bad and angry because of the negative impact on their situation (12 responses). Two parents feared that their children might become lazy.

Only few parents reacted about their children going or not going to school. Four parents feel pity and sad, depressed, hopeless and worried if their children did not go to school (4 responses). Two parents feel optimistic that their children could finish their education. However, one parent pities his child because he has to triple his efforts – that of working, studying and doing household chores.

Plans to improve their family finances

Many parents are not sure about what they intend to do to increase their finances. But those who responded, had these plans – (*Table 29*)

Table 29
Parents’ Proposed Solution to Improve Finances

Reasons	Number of Responses
• plant corn in the farm	1
• own carabao/house	1
• ask assistance from NGOs government agencies	12
• go into business; vending, sari-sari store, etc.	9
• engage in service fattening	2

Awareness of Agencies/NGOs Providing Assistance to their Barangays

Seventy-six percent of the parents (32 out of 42) expressed they are aware of the existence of agencies and NGOs in their barangays. The agencies known to them are; MRDP (12 responses), KDF (25 responses), UDP (1 response) and MABA (7 responses).

Specific services mentioned that were provided to their communities are as follows;

Table 30
Agencies Identified to Have Assisted Brgys.

Agency/NGOs	Projects Implemented
LGU	Infrastructure
Mindanao Rural Development Program	Livelihood Project
Upland Development Program	Reforestation
KDF	Child Labor Meetings, Seminar/Educational Assistance
MABA	Capital assistance/Carabao Dispersal/seedlings

Asked about their assessment of projects implemented by groups in their communities, their response was ambivalent and non-committal as they were more on the negative side;

Many parents, generally, did not want to answer or make comments. (Table 31).

Table 31
Ambivalent Responses Re Agencies' Assistance

Reasons	Number of Responses
• no assistance given	1
• not felt/didn't materialize	2
• none	1
• no comment	4
• don't know/no response	16

Borrowing Practices

It is recognized that households in both sugar and rubber plantations are encountering financial difficulties. Thus, it is logical that they may be regularly borrowing money from various groups or individuals.

More than eighty percent (83.3%) claimed they had borrowed money for various purposes as follows;

Responses	No. of Responses
• household needs	11
• emergency	11
• hospitalization	20
• tuition fees/allowances of children	10
• business/loan	5
• everyday expenses	1
• fertilizer for farm	2

Sources of their loans came from friends (23 respondents), usurers (2 responses), relatives (10 responses), cooperative (responses), religious group (Church of Christ) (2 responses), BCS (1 response), and their employer (1 response).

The interest rates paid per month were really high. Samples of the interest rates are shown in Table 32.

Table 32
Interest Rate Per Month

Interest Rates	Respondents
3%	10 responses
10%	2 responses
13%	1 response
15%	6 responses
30%	1 response

There are those however, who borrowed without interest, and the loans were from relatives/friends of the parents

Current Engagement of IGP Among Households

There were four parents who are currently engaged in IGP and these were in pot making, bottle trading, herbal medicine and selling and vending.

There were more parents who did not know of any business/IGP they would like to engage in.

Four parents who are currently engaged in business, though, claimed they are having difficulties, and the reasons that they cited were; (a) the need for more capital, (b) had bad credits, customers did not pay, (c) capital was used for food.

Parents Awareness of Child Rights/Child Labor

There were more parents among the rubber farmers who claimed that somebody had discussed with them child rights/child labor compared to the parents from sugar plantations.

Child Rights

- right to education (14 responses)
- right to live (4 responses)
- right to play (9 responses)
- right to support for parents (1 response)

Child Labor

- children should not engage in work (5 responses)
- tapping is hard work (7 responses)
- bad for children (1 response)

Majority of the parents expressed interest in attending more seminars but added however, that there should be some on livelihood. One parent claimed she had been regularly attending KDF seminars on child labor.

There were areas wherein the parents expressed need for assistance. (*Table 33*)

Table 33
Type of Assistance Needed

Reasons	Number of Responses
• livelihood assistance	39 responses
• educational assistance	20 responses
• health assistance	7 responses
• carabao dispersal	1 response
• skills training	1 response

Asked if they knew of an entity that could assist them, two parents mentioned that these might be any government agency or bank. The rest did not answer nor offer any suggestion.



CHAPTER 4 EARLY FARM INVOLVEMENT OF THE CHILD WORKER IN THE RUBBER INDUSTRY

This chapter discusses the entry of the child worker into the farming activity and the type of activities undertaken. It also describes their situation as to whether they had been forced by parents to work, whether they are being paid and how.

4.1 Age When Child Worker Started Assisting In Farm Work and Type of Activities Undertaken

Out of the 42 children interviewed, there are equal numbers of children that started between ages 5-9 and 10-14, 47.6% for each age group. The youngest children who entered the rubber industry were the seven-year-old children. Most of the children, however, entered the farm work between 10-12 years of age. These workers were engaged in tapping and acid mixing. (*Table 34*)

Table 34
Age When Started Working By Current Age

Current Age	5	6	7	8	9	10	11	12	13
5									
6									
7									
8			2						
9			2	1					
10				2	1				
11	1				1				
12		1			1	4	2	1	
13				1	1	3		1	
14				2	2		1	2	
15					1	4			
16						2			
17						2			
18								1	
TOTAL	1	1	4	6	7	15	3	5	0

Since the child started working at an early age, many of them had more than 2 years' participation in rubber farming activities such as tapping and mixing acid, 35 out of 42 children (83%). (*Table 35*)

Table 35
No. of Years Working By Current Age

Current Age	< 1 yr.	1 yr.	2 yrs.	3 yrs.	4 yrs.
5					
6					
7					
8	1	1			
9		1	2		
10		1	2		
11			1		
12		2	4	2	
13		1		3	1
14			2	1	
15					
16					
17					
18					
TOTAL	1	6	11	6	1

Number of hours spent in farming activities

On the average the children work in the farms between 3-4 hours for tapping and acid mixing, 2-3 hours for collecting rubber and 2 hours for hauling the raw rubber product or cuplumps. There are others involved in vegetable gardening (2.3%) and selling and vending (9.52%). (*Table 36*)

Table 36
Number Of Hours' Work Among Children

Type of Activity	N	%	Hours Work	N	%
• tapping and acid mixing	8	19.95	3-4 hrs.	4	9.5
			1-2 hrs.	3	7.1
• collecting rubber	2	4.7	2-3 hrs.	2	4.7
• hauling	1	2.2	2 hrs.	1	2.3
• selling and vending	4	9.52	2-2 ½ hrs.	4	9.5
• gathering vegetables	1	2.36	2-3 hrs.	1	2.4

4.2 Other Activities/Household Work Assigned to Children

Aside from their work in the rubber farms, the children are involved in cooking, laundering, cleaning, fetching water, taking care of their siblings and carabao pasturing.

4.3 Type of Activities Paid by Parents and How Much

Only one child revealed receiving remuneration from parents at P20 per day for pasturing carabao. All the rest were not paid but given in the form of transportation allowance and for other school requirements and projects.

4.4 If hired by Neighbors/Community Members

Six out of 42 children revealed they did some work for their neighbors for some monetary consideration.. This includes domestic work, selling and vending, weeding, construction work, carabao-pasturing and acid - tapping.

Specific amount paid for such activities are as follows;

Activity	Payment/day
Domestic work	None
Selling/vending	P10-20/day
Laborer	P70/day
Tapping/mixing acid	P10/day
Carabao pasturing	P70/day

Children who have been hired said there opportunities came only occasionally and not on a regular basis.

4.5 If past working experience/or being involved in household chores deprived them from enjoying social activities

Socialization and playing are two of the most important activities that children should enjoy while growing up. These activities help them to grow normally and mature physically and emotionally.

Asked if they felt deprived from enjoying their social life, almost all of them or 39 out of 42 children said they had been deprived of playing with peers (35 children), studying (19 children), and enjoying other social activities (19 children) such as attending birthday parties or church activities. There were only 2 children who expressed they could still find time to play after working and coming from school.

4.6 If children were forced by parents to do household tasks and Farm Work

Interestingly, 34 out of the 42 children expressed they were not forced by their parents to work or help in household chores.

Only 8 of them felt they were forced to work. Asked how parents made them work, there were varied responses. Some of them include the following;

- requested by parents to help
- punished and beaten by parents
- were told (sinasabihan lang)
- were told that it augment was necessary to their income
- nobody would help

Those who said it was up to them to help stated that they realized there was a need to assist parents augment their income (17 responses) and others expressed, they just love to work (18 responses). There were also children who stated that their parents were lenient and it was up to them to assist or not.



CHAPTER 5 CURRENT WORK UNDERTAKEN AND WORKING CONDITION

This chapter describes the current work activities and working conditions of children, detailing time and work schedules, access to work place, work hazards and protective gears used including benefits derived from their involvement, if any.

5.1 Current Work Activities, the Process and Working Arrangement

Similar to the working children in the sugar industry, these children had been thrown into the labor force as early as when they were only eight years of age. Despite the fact that they had begun as support to their parents, they also did what adults were doing. Details of their work are as follows;

Farm Activity	How its Undertaken	Number of Hours Spent
Tapping	- involved cutting the bark diagonally with the use of a sharp knife to allow sap to flow down to a cup or coconut shell/done	1-2 hours (7) 3-4 hours (15) 8 hours (1)
Mixing acid to latex (sap)	- done immediately after the sap fills up the cup/ use formic acid to mix and stirred by stick to achieve maximum mixture, to prevent deterioration	- 1-3 hours (8)
Collection	- mixed latex or cuplumps are collected and put in a sack and go from one tree to another at least finishing 600 trees per day	- 2 hours/twice per week - 3 hours/twice per week
Hauling	- after collection, sackfuls of cuplumps are hauled to the community collection center managed by middle man-trader	- 3 hours per week (7)
Hornal (laborer)	- used as laborer in plantation to do weeding and fertilizing	- 2-5 hours (3) - 7-8 hours (7)
Bring food	- deliver food to parents and other working children in the rubber farms	- 2 hours (1)

In the rubber farms, the children also work with their families, but some work independently and are hired by small plantation owners.

Descriptions of their work activities are described below;

- **Tapping**

Tapping is a very tedious process. It requires precision of cutting the back diagonally to allow the sap to flow freely into a coconut shell or cup attached to the trunk in rings. Although, based on interviewees, this was usually done by older male children, in some instances female children are also involved in tapping. In fact, 2 female children in this study reported to have been engaged in this activity. The children have to finish at least 200-600 trees to make some money. Tapping is done every other day for a period of 15 days, rest for another 15 days, and then resume tapping. The danger of this activity to children is that they use a sharp knife to cut the bark and if they were not skilled enough they may cut their hands or fingers. In fact, most of the plantations now in Bukidnon do not hire children because they are not skilled enough to cut the bark of trees.

- **Mixing acid to latex**

This is an activity usually done by female children at the Espinosa farm and from surrounding farms. The female children go from one tree to another to mix acid to the latex and stir it in a cup. This activity exposes the female children to chemicals that when inhaled will affect their respiratory system or may cause skin irritation. Going from one tree to another is also a tedious activity, especially during rainy season, where the trails are slippery as most rubber farms are in the mountains or uplands.

- **Collection of coagulated latex**

This activity again involves going from one tree to another, collecting from the cups the coagulated latex (cuplumps). The collection entails picking up the cup and putting the latex into the sack. As the children go from one tree to another, the load gets heavier and they have to carry the sack while moving about. One sack may weigh at least 30 kilos.

- **Hauling of the coagulated latex**

The children are also tasked to haul the sacks of coagulated latex and bring them to a collection center in the barangay where a middleman/trader is stationed. The hauling activity entails the children to carry the sack load on their heads. As they carry their loads, some latex not yet fully coagulated would flow on their faces and bodies. Since the latex is mixed with acid, this would most likely irritate or infect their skin. At the same time, since there is gradual deterioration of the sap, despite the mixture of formic acid, foul and offensive odor is emitted.

- **Hornal (laborer)**

Some children are hired as laborers at the farm doing weeding, fertilizing and applying fungicides and pesticides. But these activities are done by only a few children. Most often, adults do them.

Overall, this type of work takes a toll on the health of many children and come in different forms.

5.2 Time/Work Schedule and Length of Break Times and What They Do

A look at the activity of working children appears to be quite hectic. Working in the farm early in the morning or late in the afternoon and going to school in-between including doing household chores such as cooking, cleaning, etc. leave the children dead tired at the end of the day. And they still have to do their assignments for the following day.

Specifically, the work schedule of the children working in rubber farms are as follows;

Start Working	Stop Working	N=42 (multiple response)
5:00 AM	7:00 AM	10
6:00 AM	9:00 AM – 10:00 AM	9
7:00 AM – 10:00 AM	11:00 AM – 12:00 PM	18
11:00 AM – 12:00 PM	3:00 PM	2
1:00 PM	5:00 PM	21
4:00 PM	5:00 PM	22
	8:00 PM	2

There were varied schedules for the children depending upon their situation. One situation is that if the children were going to school, they would either wake up early at 5:00 AM or stop working at 7:00 AM, and then they go to school. Some return again in the afternoon after class at around (4:00 PM and stop at 5:00 PM or 8:00 PM. They also work during Saturdays and Sundays, in which case they work longer either the whole day or half day and either in the morning or afternoon.

The children are forced to absent themselves though, if the family needed money.

Work breaks and what they do

The work breaks for working children happen either at mid-morning or lunch or mid-afternoons. The length of break times also differed. Samples of length of breaks are as follows;

Break Time	No. of minutes/hours	n
AM	20 min. – 30 min.	4
	15 minutes	12
	1 hour	2
Lunch	1 hour	13
	2-3 hrs.	3
	No break	6
	Long and not regular	1
PM	20 min. – 30 min.	8
	10 min. – 15 min.	

The lunch breaks are long because children have to go back home to prepare for lunch. During break times the children do a lot of things. Majority take their much needed rest (32 out of 42 or 76.1%) after eating. Others find time to play (14 or 33.3%) and one child said he takes his breaks in order to study.

Number of working days per week

The number of days worked by children varied depending upon their situation, for instance, if they are currently enrolled or not. Specific schedules followed are;

Number of Days Worked Per Week

Number of days worked per week	f (N=42)	%
1 day (during Saturday only)	4	21.4
2-3 days	19	45.2
3-5 days	4	9.5
4-6	7	21.4
6 hrs. per week or during vacation	1	2.3
7 days	7	16.6

It could be gleaned that the children may work 2-3 days a week and only during early mornings and late afternoons. However, whenever the family is really wanting for more income, the children usually absent themselves from their classes, so they could tap more trees. The out-of-school youths comprising 13 children in this study worked on longer days, or some, continuously for seven days a week with longer hours per day. (Table 37)

Table 37
Number of Days of Work/By Type of Students

No. of days	In-school (29)	Out-of-school (13)
1	8	1
2	7	2
3	4	
4	3	2
5		3
6		4
7	4	1

Working Arrangement

Only three children work independently from their parents, and these are the elder children (17 years old). The 17 year-olds have informal working arrangement, on a contract or sharing basis depending on the type of activity undertaken. Minimum share they earn per day is at least P90 to P100.

5.3 Manner of Access and Distance to Work Place

The children rubber workers walk farther distances compared to their sugar worker counterparts in Negros.

Less than half (47.6%) walk 1 to 1 ½ kilometers to the rubber farms which are in the uplands or in rugged terrains. Almost one-third (28.5%) walk 2 to 2 ½ kilometers. During rainy season, going to the farms is slippery because the soil and grasses are wet (Table 38)

Table 38 Distance to Work Place		
Distances	f	%
½ km.	8	19.14
1 km. – 1 ½ km.	20	47.6
2 kms. – 2 ½ kms. within the area	12	28.5
1 hr. walk	1	2.4

5.4 Exposure to Work Hazards: Natural, Physical and Chemical Elements

The children in rubber farms are as much exposed to work hazards as the children of sugar workers. Exposure to sun and rain are experienced by both, although exposure to heat is more prevalent among children in the sugar cane plantations.

In terms of chemical exposure, the rubber workers are more exposed compared to children in the sugar cane plantations. The male and female children are directly exposed to chemicals specifically during the mixing of acid with the latex and hauling, where coagulated latex is still dripping and since the sack that is full of coagulated latex is carried on the top of the head, liquid latex drips on the face and whole body of children.

An experience shared by Rufina Mendoza in Tacul, Magsaysay Davao del Sur is something to ponder about. In tears, Aling Rufina brought up the problem of her 15 year-old daughter who was among the first groups of children KDF identified to be working in the plantation from the time that she was 9 years old. Now Analisa is 15 and is in pain due to the lumps on her two breasts. Her mother said they discovered this a few months ago but since they had no money for the doctor or even for transportation to Digos for examination they just relied on what a relative told them - to use herbal medicines. So, for some months Analisa ate carrots and applied mashed leaves that her grandfather had given her. If she eats meat, eggs or chicken she feels pain on her breasts. Unfortunately her grandfather lives far from her place so she cannot regularly have carrots and the other herbal medicines. Thus, she was brought to the Davao Regional Hospital where KDF and the researcher for Davao (Luisa Logan) had to pressure the hospital's social workers to classify the patient as 100% indigent and entitled to free services. Result of the tests is yet to be known.

Another experience was that of a boy who revealed that after several years working in rubber farms, his testicles had become enlarged.

Experiences such as those of Analisa and this boy, will certainly give insights into the impact of the direct contact of acid to the children's health.

Other experiences to chemical exposures are as follows;

- chemicals/acid cause sinusitis, cough (30)
- poison - insect and snake bites (2)

Body posture is also affected as children carry sackfuls of coagulated latex. The offensive odor may further cause respiratory problems because children continuously inhale the acid that is mixed into the latex.

5.5 Protective Gears Used

In the rubber farms, many of the children working thereat are not quite aware of the adverse effects of acid and other activities on their health and bodies such that when asked if they had protective gears, 38 or 92% of the children said they did not wear any. No protective gears are used. They only use their regular outfits (T-shirt/pants) when they go to the farm.

Those who do not wear their protective gears found them expensive and others felt they were not necessary.

5.6 Relationships with their Employer

As mentioned earlier the elder children were contracted to work on various activities in the rubber farms such as tapping, mixing, collecting and hauling. Elder children work independently from their parents. Of those who have experienced working in rubber farms, more than one third (33.3%) expressed their employers were good to them, and the other third said otherwise. Praises were given to those who hired them – because they give them food and clothing, allow them to rest, smile at them, help them financially in times of needs/provide daily needs.

5.7 Remuneration of Children and Who Receives Payment and Benefits Received

Children are remunerated indirectly through the parents who signed the contract. (Table 39)

Table 39
Children's Remuneration & How Given

Remuneration	Mode of Payment	Who Receives It
P70/day	weekly	parents
P20-P70/day	weekly	parents
P400-P600	monthly	parents
P1,000	monthly	parents
P700/mo.	weekly	parents/children

Benefits Received

Children are not regular workers at the rubber plantation. Neither are they regular workers at the small rubber farms. There are no benefits accruing to them.



CHAPTER 6

WORKING CONDITION OF THE GIRL WORKER IN RUBBER PLANTATIONS

This chapter tries to provide special focus and attention to the working condition and experience of the girl child worker in the farm including whether there are special privileges or protection provided them.

6.1 Profile of the Girl Child Worker

Out of the 42 children working in the rubber farms who were interviewed, 13 were females. Generally, these girl child workers start as housekeepers like their counterpart in the sugar cane plantation. As early as 7 or 8 years of age, these children start helping their mothers in managing their households. They undertake such activities as cooking, laundering, fetching water and taking care of their siblings.

Physically, the children are on the skinny side but their height was normal for their ages. They also looked quite anxious but with serious faces. (Table 40)

Table 40
Age When Started Working (n=13)

Ages	f	%
7	1	7.6
8	3	23.1
9	1	7.6
10	4	28.6
11	1	7.7
12	3	21.4

Generally, while the girl child worker is assigned to mixing acid with the latex, she also does other tasks in the farm. These include collection of latex and pouring it inside sacks.

Compared to male child workers in rubber farms, the girls also do tapping and hauling activities. These are considered more difficult tasks, as they require more skills in cutting the bark of trees and physical strength to bring the collected latex from the farm to the barangay collection center.

Either Forced by Parents to Work or Not

When asked how their parents involved them to work, majority of the girl child workers expressed they were not forced by their parents to work. There were only 3 girls who said they were really forced by their parents, however, declared that they like to work to help their parents. It seemed that children were being obedient and respected their parents' decision. They were also happy that they could assist their parents in augmenting their income.

Deprived From Enjoying Childhood Social Activities

While almost each of the girl workers claimed they worked at their own volition, all of them except one child expressed that they were deprived of their childhood social life like playing with their nephews and friends including limited time for studying their lessons and assignments.

Affected School Performance

The girl child workers are no different from their male counterparts. They are as affected as they are when the need for more income among the household happens. These happen during occasions before fiestas or Christmas and the like.

When tired and physically exhausted, they are not able to do their assignments or concentrate in classes. The girl child worker walks at a farther distance in tapping activities compared to the male child sugar worker, aside from the fact that rubber farms are located in the uplands and forests and full of physical hazards.

Impact to Physical Well-being Due to Exposure to Sun and Rain/Chemicals and other Environmental Hazards

Girl child rubber workers are more exposed to chemicals and natural hazards than the girls in the sugar plantation as they are directly involved in the mixing of acid to the latex for it to coagulate. As mentioned earlier, the case of a girl worker who had lumps in both breasts is noteworthy to reflect on. The girl had begun tapping at age 9 and is now 15 years old or a period of 6 years' exposure of coming in contact with the acid (almost daily) without any protective gadgets such as thick garments to protect her from the oozing latex, nor a mask to prevent her from inhaling the offensive odor of the deteriorating substance.

Kamalayan Foundation is contemplating to enlist the assistance of health authorities and look into the health of child workers through medical exams in coordination with health volunteers in the barangays.

Other ailments usually experienced by the girl worker are headaches, nausea, dizziness or some become afflicted with sinusitis. Bites from insects (centipedes) and snakes are but a few of the dangers that these girl workers are exposed to.

Protective Gears Used

Based on observation, there are no protective gears that are used by the girl child workers in the rubber farms. They just use their ordinary clothes such as T-shirts, jackets or long pants. During rainy season, they could not even wear slippers because the trails are slippery. Unawareness of the negative effects of acid to their health; not to mention the high cost of protective gears are seen as some of the factors that contribute to the malady of child workers.



CHAPTER 7

ACCESS TO HEALTH AND EDUCATION

The deprivation of the child workers in the rubber farms in terms of their social and emotional needs, indicated by the limited opportunities to play and interact with their peers had been discussed earlier.

This chapter describes how the child workers access social services, specifically, health and educational opportunities. With regards to health access, it looks at health status and medical treatment received. School attendance and performance as an impact of their involvement in the plantations is also discussed.

7.1 Access to Health Care

Constant exposure to chemicals such as formic acid by child workers in the rubber farms require that routinary medical check-ups should be instituted to track changes in the health status of these children.

Given this premise, children were asked if they ever got sick for the last two years and 37 out of the 42 children (88%) answered positively. The range of ailments that almost everyone was afflicted with were headache (28 cases), fever (33 cases), body muscles and pain (25 cases), colds/cough (2 cases), stomachache (1 case), dizziness (18 cases) and sinusitis (2 cases).

Asked further if they consulted a doctor to ease the pain, almost all of them with the exception of four respondents, said no. Lack of finances was the underlying reason for not seeking medical treatment from medical doctors.

More significantly, children who are directly hired by owners of rubber farms are not provided health benefits, as the companies could not afford it. This area is one of the issues that have to be looked into in the big plantations and small rubber farms.

7.2 Access to Education and Performance

Access to education among children is influenced by the financial capacity of parents to send their children to school or purchase basic school needs including projects, provide transportation allowances and “baon” that are all required based on the availability of money.

Currently, there are 28 children out of 42 (66.7%) who are enrolled at different levels in the elementary and high school. There are twelve respondents who have dropped out of school due to lack of finances.

Twenty-eight children are both working and studying at the same time, with hectic schedules. Waking up early morning and going to the farm in the afternoon after classes, doing household chores and undertaking assignments at night are a tough order to follow.

When asked that they rate their school performance, out of the 28 children attending school, only two attempted to do so. The rest were observed to be reluctant to talk about their performance and more so, about their class standing. The responses were exhibited with non-verbal language such as shrugging of shoulders, bowing of heads, impishly smiling and clamming up, indicating unwillingness to talk about it.

The two children who were more courageous to speak up, rated themselves with “very good performance” as they claimed they study their lessons well and are active in class.

Majority of the children with silent responses in drawing their performance, however, were willing to describe themselves while at school and these were their responses;

Responses	No. of Responses
• sleepy in class	7 responses
• not interested	7 responses
• cannot catch up with lessons	11 responses
• cannot recite orally when asked by teacher/felt ashamed	7 responses
• ashamed among classmates, old already	1 response
• too tired to write	5 responses
• shy	7 responses
• could not concentrate	8 responses

Out-of-school children and their reasons for stopping

There are 12 child workers out of the 42 (28.6%) who are currently out-of-school and their reasons are as follows; (Table41)

It could be gleaned from their responses that lack of finances is the main culprit in their situation.

When asked whether they would want to go back to school if given the opportunity, out of the 12 children who are out-of-school, 8 children were

Table 41
Reasons for Not Schooling

Responses	No. of Responses
• have to work	6 responses
• no time to go to school	4 responses
• do not have money for transportation and for allowance	9 responses
• just not interested	2 responses

interested, except for four who were not sure and no longer inclined to study.

Interestingly, when asked further what could be done for them to go back to school, some said; (*see Table 42*)

Those who did not want to go back to school, said they were more interested to work and help their parents and their other siblings.

Table 42
Ways How Child Could Go Back to School

Responses	No. of Responses
• have to save	4
• have to work	3
• have to seek free schooling	2

Although some workers think their parents would like them to go back to school, they foresee that they would be facing more difficulties if their time for work would be reduced. They also feel their parents want them to have higher education to be ascertained of a better future.

7.3 Children's Dreams and Aspirations: The Children in the Rubber Farms

The children in the rubber farms have also dreams of a better future like their counterpart in the sugar plantations. Like them, they also want to become; (*see Table 43*)

Although these are still dreams, the children have something to look forward to - a new direction and purpose.

Interestingly, one child said he did not have a dream or aspiration, but instead, allows things to just happen. It is unfortunate that this early in his life, it seems that hope and enthusiasm have already been lost. This could be the worst impact that child labor could do to children. Although children are not complaining, this may be their response to the harsh realities that they are confronted with – and become resigned to their fate.

Table 43
What Children Hope to Become

Responses	No. of Responses
• Teachers	9
• Doctors	2
• Drivers	3
• nurses	2
• businessmen	2
• soldiers	9
• lawyer	1
• own house/carabao	1
• computer technician	1
• pastor	1
• conductor	1
• electrical engineer	1

Other children in the rubber farm however, still maintain the hope that someday things will change for the better. Majority expressed they have to strive to study further, but feared their poverty would hinder them from achieving their aspirations.

Asked how they plan to achieve their dreams, they said that they hoped for more productive opportunities to improve their family conditions. Many still look at their parents to provide them the support, not only economically but the will to enable them to finish education.

CASE STUDY C

Case Study of a Child Worker in the Rubber Plantation

Name of Children: RITCHIE ESPINOSA
RUEL ESPINOSA
ROXAN ESPINOSA

Ritchie Espinosa is 13 years old and was born on January 5, 1988. His father is a Bagobo and his mother is a Christian and a full time housekeeper. There are 6 siblings in the family and he is the oldest child.

Ritchie stands 3 feet and weighs about 30-35 pounds. He is dark and his skin looks rough. He appears to be really malnourished. His eyes look sad and he manifests shyness though he looks handsome when he smiles. He doesn't talk a lot but immediately follows what he is being told like demonstrating how he do the tapping.

Being out of school, Ritchie is a full time tapper. He begins the day by drinking coffee without milk but with brown sugar. Sometimes he eats corn rice with his coffee. After breakfast, he goes to the plantation and starts tapping. His lunch consists of corn rice and bagoong; sometimes with dried fish. He does not play but after lunch he takes a short nap and then taps again until daybreak.

At the time of the interview, he was barefooted. He says his rubber slippers broke last week so he had been going to the plantation barefooted. His pair of short pants is almost worn out and so with his t-shirt which looks like it had not been changed for some days. He has a "kalo" or a bolo with a 3-inch sharp blade and 6 inches wooden handle. He wears no gloves or mask or long-sleeved clothing or pants to protect his hands and legs from getting hurt or himself from inhaling too much of the acid. He walks almost a kilometer to get to the plantation owned by Irene Tenebro.

Ritchie works with his father in the plantation. Like Ritchie, his father had been a child tapper and still is; although he has a piece of kaingin land planted to corn. Ritchie's nine year-old brother, Ruel, is also engaged in tapping during Saturdays and Sundays or when there were no classes. However, there are schooldays that he has to absent himself to tap to be able to buy some rice corn. Ruel is a little shorter than Ritchie but looks friendlier and very thin, looking sickly. He was all smiles during the interview but exuded nervousness when answering questions. He stated that when he is not tapping, he helps clean the surroundings and wash the dishes. Though fairer than Ritchie, Ruel has some kind of skin rashes. Ruel started tapping when he was seven years old. Now he is in grade school and walks 2 kilometers in order to get there even if there is a short cut of almost a kilometer passing thru a hanging bridge which he doesn't take. He eats in school and his "baon" consists of corn rice and dried fish. He rates himself "good" in school although his teacher always scolds him for not doing his assignments.

Ruel says his parents forced him to go tapping just by ordering him to go to the plantation. He works 5 hours a day if he has no class, and puts in 2-3 hours work before or after school. He had never seen a doctor all his life although he often experienced body and muscle pains. Sometimes he takes Alaxan (maybe once or twice) if he had the means otherwise, he just sleeps it off. Ruel reported that the owner of the plantation is good to them because she gives them food and clothes.

Another cousin, Roxan Espinosa, mixes acid with the sap (latex) collected every other day or 15 days straight in the plantation. Since she attends school she works after school at 3pm or if there is no school, works the whole day. Acid mixed with water is placed in a plastic gallon and brought to the plantation. Girls and older women are tasked with mixing acid, a practice that had been done for a long time. Roxanne wears nothing to protect her from the heat of the sun or from the acid she carries everyday to the plantation. She had been mixing acid since she was 7 years old. Roxan looks beautiful with her fair skin but has rashes. She looks shy and not confident manifested by avoiding looking at the interviewer eye to eye. She started putting acid when she was nine. In addition, she sells fruits in season at the main barangay whenever asked by her mother or by a neighbor. For this chore she gets P20.00 per day but this selling happens only 2 or 3 times a week. She feels she is deprived of devoted full time to her studies because she has to work. While her parents do not force her to work, she is happy with the thought that she is able to help her family have money to buy rice at least. She doesn't draw her pay but her parents give her P20 for a three hour job of mixing acid and latex. during Saturdays and Sundays or when she absents herself from school. She walks a kilometer to the plantation and she says that she is exposed to the rain especially if the rain catches up with her while in the plantation. She knows that she is exposed to dangers brought about by chemical inhalation but said "what can I do?" She and her family who work in the plantation do not have any social services benefit nor have they seen any doctor. Since her family owns the small plantation they work in she considers her father her employer and rates him as very good and Roxan feels lucky and successful.

Roxan is the fourth of five children of Oscar and Betty Espinosa. Oscar, like almost everyone in Rodero has been tapping since he was 10 but he never got paid because he worked with his family. His wife Betty worked as a domestic helper in Davao City when she was 14 years old. The pay she got was too meager for herself. Now, every child in the family of Oscar and Betty has their own share of work in the small plantation that he owns. The husband and wife also have something like ¼ hectare planted with rice. Their income is not enough to maintain their daily living expenses that is why he allows his children to work even if he knows that they should be in school and not at work. When one of his children got hospitalized he borrowed money from a friend but with interest of 10% per month. He feels happy that his eldest daughter has finished high school but feels bad that he cannot send her to college. His daughter works in a small carinderia in Bansalan. He is not happy either that his daughter works away from the family because of exposure to danger but he says he has no choice. His wife who was quiet all the time during the interview said she would like to have some animals to take care of to add to the family coffers but she does not know how. Oscar and Betty are very active in the advocacy efforts of Kamalayan Development Foundation in the area and believe that a child has rights but poverty pushes them to let their children work.

Roxan's house is made of temporary materials with only one room built on a government lot allotted to be a barangay road. The family has a radio (AM only) and some dishes, bowls, glasses and spoons and some cooking utensils.

Though Ritchie works full time, he does get his remuneration directly. Whatever amount is due his brother is collected by the father and are given only some for their work. Ritchie buys clothes with P50.00 his father gives him every time he gets paid which is every 15 days while his brother is given pocket money.

Ritchie, Ruel and Roxan also have dreams. Ritchie dreams to be a skylab driver; Ruel wants to be a businessman and Roxanne sees herself as a teacher someday.

PART IV

THE BANANA INDUSTRY

CHAPTER 1 INDUSTRY PROFILE

1.1 Status and Growth

Banana is one of the leading fruits grown in the Philippines and considered the most important crop in the country being a consistent top dollar earner. Despite the impact of globalization, the Philippine banana industry for both the domestic and foreign markets is still promising what with the country's growing population rate.

Its importance to the Philippine economy could not be overemphasized, as the Asian market where the Philippines is included aside from China, Indonesia and Thailand, produce 21.9 MTs or 37% of the world production. The Philippines is ranked fifth among the world's major producers of banana.

1.2 Domestic Production and Demand

Of the 13,025,000 hectares of prime agricultural land in the archipelago, 339,196 hectares (2.6%) are planted to banana of different varieties.

Historical production volume from 1990-2001, that is over a 12 year period, is consistently increasing with 3.5 MTs in 1990 to 5.05 MTs in 2001. An increase of 7.82% is achieved within a 5-year period (1995-1999).

The top producing regions in banana include;

REGIONS	VOLUME (MT) 2001
Region XI	2,245,157,000
Religion XII	514,110,000
ARMM	334,709,000
Region IV	304,144,000
Region II	265,199,000

Biggest producing provinces also include the following;

PROVINCE	VOLUME (MT) 2001
Davao del Norte (11)	783,366
Compostela Valley (11)	547,415
Lanao del Norte (12)	314,055
North Cotabato (12)	174,514
South Cotabato (11)	174,123
Iloilo (6)	132,101
Western Samar (8)	117,189
Misamis Oriental (10)	105,169

Demand Potential

In the local market, with a growing population rate, banana production is expected to increase since it contributes 73% of consumer fruit intake. Banana planting in the Philippines is also favored by existing agro-climatic conditions with 5,800,000-farm households served.

In 1998, the world's total banana export was estimated at 13.5 million MTs and valued at US \$4.9 billion. The Philippines is the only Asian country included in the world's top exporters of banana, ranking 5th with 1.1 million MTs of export, valued at US \$217 million.

The Philippine banana exports are mostly sold in Asia (Japan, Korea and Hongkong), Europe and the United States. In fact, the Philippines ranks first in the fresh banana export to Japan.

The Philippines exported a total of 3.1 million MTs in all forms in 1999 valued at US \$ 261.5 million, which is 13% higher than the export in 1996 of 1.2 million MTs.

Banana chips export increased by 4.38% in 1999 with 19.5 thousand metric tons valued at US \$ 17.8 million, from 18.8 thousand metric tons in 1998.

Banana is one of the promising industries that have not been affected much by globalization or free trade inputs.

The Banana Plantations and the Dependent Communities

Initial review of the list/inventory of banana plantations and growers revealed 46 growers in several regions mostly cooperatives, such as:

Region	Number of Big Plantations (multinationals)	Number of Growers
2	-	54
4	-	2
5	-	3
8	-	2
9	-	2
10	-	5
11	4	46

The biggest number of banana growers that are organized by CARP is in Region 2. Big plantations, however, are found in Region 11, with 46 listed as growers, slightly smaller than that of Region II.

1.3 Production Schemes/Process and Entry of Child Labor

Initial interview with key informants on the situation of the production activities and schemes revealed that there are two schemes being used. They are;

1. Growership

This scheme came out as a result of the CARP implementation. According to informants, 4 to 7 hectares of land especially those in Compostela Valley and inner part of Davao del Norte, were given to small landowners. These small landowners lease their lands to a company with whom they will forge a contract to finance production expenses and buy their produce. These landowners are also given an opportunity to work in the company while maintaining management of their own farms. The landowners hire members of their families or other members of the community as farm workers.

Allegedly, it is in this scheme that young children work.

According to key informants some plantations that are involved in this scheme are NEDA Farms, Ligaya Farms, Suyapa Farms and Luna Farms. They are supposedly connected with STANFILCO plantation.

2. Multi-nationals/Corporations

These are the big plantation farms that are owned by individuals or multinationals. They supply Del Monte and DOLE or directly export to Japan, Australia, Hong Kong and others.

Examples of these are AMS Farms (owned by Andres M. Soriano), Tanglao Farms, and Farmington Farms.

Production Process and how workers are involved

The results of the focus group discussions (FGD) conducted by researchers and attended by more than 15 members of the AMS Farms and Kapalong Davao del Norte provided an important insight into the changes that are now taking place in the banana plantations.

To avoid the feeling that they are being investigated, the researchers started to ask the farmers about how production process takes place in AMS farms. The other question delved on the presence of child labor that was asked after the question on the sharing on production activities. Results of the discussion are as follows;

AMS farms used to be planted with rubber trees more than bananas. However sometime in the mid-1990s, the whole area was wholly planted purely with bananas. Ismael Magtubo (beneficiary cum supervisor) then discussed the various steps in the production process.

a. Land Preparation

This happens once at the very start of the farm operation; and the procedure may be done at one time generally by male workers. Several activities are undertaken;

- the area is cleared with the use of big machines/equipment like tractors
- main canals are installed to allow the earth to breath with the use of backhoe
- cable wires are installed where the bananas will be hung in order to get to the packing shop
- roads are also constructed for easy transport of the goods after packing and also for workers to use

b. Planting/Re-planting

Planting is done once a year and the shoots that sprout during the growing period of the banana plants takes place when the original ones are deemed unproductive by the field workers. Sprouts are used during the replanting activity.

Adult male workers are usually engaged to do the planting and re-planting.

The banana shoots are brought either to the neighboring nurseries or these are grown in their own farm nurseries. There are generally two varieties of bananas and each variety has its own peculiar way of being planted. A case in point is the distance in planting, i.e. the “cavendish” variety is planted at a farther distance from each other compared to the “umalag” variety that is planted at shorter distances between banana plants.

c. Fertilizer Application

Application of fertilizer is done manually and by male workers in this farm. At other plantations, however, fertilizer is applied by aerial spraying.

Ammonium sulfate is scattered around the plant when it has reached the height of 42 cm. This is done regularly up to 6 months. On the 6th month, the type of fertilizer appropriate for fruit bearing is applied.

At the same time, the adult male workers undertake weeding around the banana plants.

d. Budding

When the bananas are 6 feet tall, male workers inject the plant with chemicals, using a spot gun to induce budding. At the same time, chemical spraying is done at 72 cycles a year or every 5 or 6 days per cycle.

e. Bagging

Bagging is done to protect the fruits from getting infected. The banana fruits are covered with plastic bags to protect them from insects. Male workers do this manually.

There are times when women and children pick up the used plastic bags and wash and sell them to be recycled. However, it is not prevalently done.

f. De-Leafing/Trimming

Male workers do the de-leafing/trimming of leaves manually. In this procedure, the parts of the leaves that are brownish are trimmed or discarded.

g. Propping

Because the fruits are getting bigger, the banana tree tends to bow down so propping is done by either one of these ways; conventional propping where a bamboo in X form is used to make the tree stand tall; or the overhead method, where the tree is tied to a string with a metal as big as a fist. This metal is thrown overhead across wires running along the banana plants making them stand up.

h. Harvesting

Male adult workers do the harvesting by cutting the bunch of bananas from the plant and attaching each bunch to the cable wires that will bring the fruits to the packing house.

i. Quality Control and Packing

Quality control and packing are done by checking each fruit as to whether its size and weight are in accordance with the terms of the buyers. Quality fruits are then packed in boxes and ready for transfer to specific buyers. The other fruits that do not meet the standard are sold to the community people who make them into banana chips or process them as hog foods.

Almost 90% of the workers in the Quality Control/Packing Division are women.

Activities where Children are Involved

Other activities found to be engaged in by children in the communities near the plantations:

a. Re-cycling of plastic bags

Sometime after the application of fertilizer, the plastic bags are removed from the plants. Children pick the bags up and press them with their bare hands. These re-cycled bags are sold back to the companies at P.05 a piece. According to the PHO, the children pressing these bags with bare hands are exposed to the chemicals because skin pores are in all parts of the body and the entry of the chemicals left on the bags is inevitable.

b. Banana chip production

The bananas that have been rejected are sold to community folks who convert them into chips. With the aid of a slicer attached to a wooden brush, children are tasked to cut the bananas into chips. Then, these sliced chips are dried under the sun and again, children are tasked to turn the chips over as often as needed to dry the chips well.

c. Banana chip as log food

Some of the chips are sold to traders who are engaged in the production of hog food.

In banana chip production, children are exposed to hazards because of the use of the slicer that might hurt their hands and at the same time they are exposed to the sun every time they turn over the chips.

In an interview conducted in 1997 for a UNICEF-related project, the parents had admitted that they usually let their children absent themselves in

school when the supply of rejected bananas is high. They said that the income earned from production of banana chips help their families a lot.

d. Rope making

Particularly at the Tanglao farms, children, along with their mothers are engaged in rope making out of abaca bought from a nearby abaca plantation. The production of ropes might look easy. However, the difficulty in its production cannot be determined. Children involved by their parents in this activity are girls usually 8 years old and above. Children in rope production work at a standing position throughout the weaving process and since the length of the rope is usually long, they are exposed to the scorching sun with no shade to protect them.

e. Other activities engaged in by mothers together with their children in order to augment the income of the family are the following;

- vegetable growing
- basket making
- food processing

Other activities that may have been undertaken by the households relative to IGP are not yet fully documented.



CHAPTER 2

AN EMERGING SCENARIO:

Mechanisms In-Place for the Prevention of Child Labor in the Banana Plantations – Cases in Davao del Sur and Davao del Norte

This chapter discusses an emerging situation in the plantations visited where the hiring of child laborers has stopped. It also describes why and how the situation came about, citing the key organizations, the NGOs, labor unions and government agencies responsible for it.

2.1 Past Situation in Davao

The farms that were visited by researchers included the NEDA Farms, Ligaya Farms, Luna Farms and the Suyapa Farms, all in Compostela, Compostela Valley.

Eight (8) trade unionists that came for the FGDs attested that these child laborers worked in the farms in the past, that is, before 1997 when they had not attended seminars conducted by TUCP in cooperation with Associated Labor Unions (ALU) and funded by the UNICEF-Funded Child Labor Project. Workers in the AMS also attested to the presence of working children but this practice was gradually phased out sometime in 1995 and 1996.

Working children then were found in the “growership” since the family, and in some extent, friends of the owners, are involved in the various production processes. The company that finances the production and which buys the produce does not have “direct control” over the hiring or involvement in all processes except in harvesting and sorting/packing, which ironically, are the easiest tasks of all the activities entailed in production.

It is definite that those in the bigger plantations cannot hire children because they cannot legally enter into contract with them or for the children to receive remunerations.

2.2 Current Situation of Child Labor in Two Sites Visited: Kapalong, Davao del Norte and Compostela, Compostela Valley

It has been confirmed by FGD groups in various farms in Compostela Valley (NEDA Farms, Ligaya Farms, Suyapa Farms and Luna Farms which are attached to STANFIL CO and the AMS Farms in Kapalong Davao del Norte that child laborers are no longer involved in the banana farms.

AREAS VISITED

Davao del Norte	Kapalong	CARP Banana Plantations (cooperatives) <ul style="list-style-type: none"> • AMs Farms • Checkered Farms • Diamond Farms
	Panabo	Individual farms
	Carmen	Individual farms
	Tagum City	Individual farms
Compostela Valley	Compostela	Suyapa Farms
		NEDA Farms
		Ligaya Farms
		Luna Farms

Big rubber plantation areas were converted into banana plantations effective in the mid 90s towards 2000. The plantations owned by the Lorenzos, Marforis, Sorianos and others have been subjected to land reform under the CARP. To prepare the farmers for eventual full ownership of the land, farmer beneficiaries were organized into cooperatives and were given trainings to manage collectively their own lands from production to marketing. Checkered and Diamond Farms are two successful CARP areas. During the visits of researchers, the offices of aforesaid plantations were found to be air-conditioned and members moved around in the plantations not by foot or tricycle but by motorcycles. Cooperative members directly involved in managing cooperative affairs and transactions are being paid.

In some plantations, however, like the AMS (Alberto Marfori Soriano), researchers found out that the land is not yet fully turned over to the beneficiaries, thus, production and marketing are still done by AMS, though, two cooperatives composed of member beneficiaries are actively in operation. One cooperative is composed of 80% of the total farmer beneficiaries and the other one is composed of the remaining 20%.

2.3 The Role of the Trade Unions/NGOs in Advocacy, Monitoring and Provision of Direct Services

In Davao del Norte where the AMS Farms is located, there had been child laborers in the early 90s but, with the entry of the partnership of TUCP-ALU, there were changes that took place in the farms. The workers and beneficiaries are conjoined in organized labor and the local union is active. Part of the CBA provides that “women and children are not allowed to work in banana plantations” because of chemical hazards. Every worker is very much aware of his rights including the issues on child labor.

The Department of Health, on the other hand, had been regularly monitoring the health status of workers, specifically when the problems about workers going sterile (baog) and some having contracted cancer and other afflictions surfaced.

The Department of Labor and Employment has since been very active in discussing issues on child labor including some NGOs advocating the elimination of child labor in the plantations because not only is it dangerous to children but is also prohibited by law.

Asked what the children are doing, participants in the FGD answered that their parents had allowed them to go to school.

Further asked what happens with the “rejects” or bananas that do not conform to standards, participants said these are processed into “banana chips” or for “hog mash or foods” and that the children are involved in this undertaking. When asked if activities involved in banana chips production does not pose a hazard to the children’s physical conditions, the participants said no. On the other hand, they look at it as a means of training the children to learn how to work.

The children are involved in slicing the banana through a slicer, and in drying the chips afterwards. They expressed that this is not being done everyday but only on Saturdays and Sundays. Participants said further, that “there should be a program of government to help them market their banana chips, because we learned that it could be exported”.

There was another group of FGD participants comprised of trade unionists who had participated in the UNICEF-funded Child Labor Project implemented by TUCP in partnership with Associated Labor Unions (ALU) covering Suyapa, NEDA and Ligaya Farms. There was one from Trade Union on Child Labor Advocates (TUCLAS) and another was a representative of the workers sector in the 1998 Global March in some Asian countries.

Testimonies of this group revealed that after they had attended a Specialized Training on Child Labor in Tagum City in 1997, one of them, then aged 15, confronted the management that children working in the plantations is forbidden by law because of the dangers that it poses to health and development.

Other events led to the serious thinking of management on child labor. The group revealed it was not easy for them change their policies. One breakthrough was the constant visits of dignitaries such as those from US Embassy, ACILS, ICFTU, etc., to the extent that management then had become “scared” and stopped hiring young boys to do the “canal digging, cropping, application of fertilizers and de-leafing”. Another activity that had influenced management to turn around its decision against child labor was the TUCP Photo Exhibits of children working in banana plantations. That time, management took the matter seriously.

Soon the prohibition against hiring of child labor in the plantation was slowly but steadily being integrated in their CBAs. STANFILCO also warned the growers from hiring children to work in their farms.

Asked if their income was affected when children were no longer in the farms, they expressed “not much”, because DOLE provided capital to mothers to engage in food processing, bread and pastry making as well as dress making.

All further expressed their need for marketing assistance to really help their families augment their income. Bigger boys 17 years and up who finished high school are now allowed to work in the farm.

They also acknowledged better access of high school education as a national high school is already established in their town. Every one however, felt that college education assistance is also needed.

They also expressed the need for continuing advocacy to sustain the awareness of farmers against child labor.

Scholarships are seen to be a need as, it would be hard for parents to sustain the education of their children, otherwise, many would again go back to work in the farms.

Appropriate rates of daily wages is also seen to be an area to be improved as farmers feel that if their income were enough, they would not really want their young children to work in the farms.

2.4 Impact of the Initiatives of Groups: Labor Unions, NGOs and Government Agencies

There had been an observed change in the attitude of the corporation management (STANFIL CO) and cooperative farms on the use of child labor in banana plantations. A strong foundation had been laid down in the plantations that became part of the CBA of unions in the farms. The growing awareness of workers on the impact of chemical hazards on the health of children also reinforced the policy of corporations/cooperatives against child labor.

Workers are assisted in their decision not to involve their children among workers in the plantation.

There are however, some areas that they should strengthen relative to the current situation of children – these are in the areas of education, health and livelihood assistance. Continuing awareness-training on child labor issues is also an aspect that needs to be strengthened and to be continued.



PART V

THE PINEAPPLE INDUSTRY

CHAPTER 1

INDUSTRY PROFILE

This chapter provides the status and growth of the Pineapple Industry in terms of its potentials, production volume including local, domestic and international demands.

1.1 Status and Growth

Pineapple is one of the traditional export products in the Philippines. It is one of the industries least affected by globalization. It is grown almost in all regions, with the biggest plantations situated in Region 10 and Region 11. Other regions produced them either in the backyards or in smaller plantations.

Production Volume by Geographical Area

Historical average of land area dedicated to pineapple production is 40,813 hectares. Current production area is 43,449 hectares. Major locations include Bukidnon, South Cotabato and Laguna.

In terms of volume of production, top producing regions and provinces are as follows:

Region	Volume (MT)
Region X	798,758,000
Region XI	619,876,000
Region IV	75,285,000
Region V	73,956,000
Region II	18,328,000

Production yield is 35.07 MT per hectare. Provinces with the high yields are Bukidnon (48.9 MT/hectare) and Cavite (11.67 MT/hectare).

Province	Volume (MT)
Bukidnon (10)	795,575
South Cotabato (11)	601,627
Camarines Norte (5)	69,582
Laguna (4)	60,119
Nueva Vizcaya (2)	9,803

Export

Based on 2000 figures (BAS), the following pineapple products are exported in various countries in the world:

Product	Volume (MT)	Value	Country
Fresh pineapple	135,389	US \$2459M	Japan (79.5%) Korea (12.8%)
Dried	50	US \$199632M	Hong Kong (46%) USA (12%)
Prepared/Preserved	208,368	US \$90.70M	USA (64.3%) Japan (6%)
Concentrate	41,164	US \$28.25M	USA (48.4%) Netherlands (29%)
Juice	60,403	US \$12.20M	USA (89%) Canada (6%)

The processed pineapple has the highest volume in export at 208,368 MTs with value of US \$90.70M. US and Japan are the biggest markets with 64.3% and 6% share, respectively.

Import

The Philippines however, imports pineapple concentrate and juice. BAS statistics in 2000, indicated a total import of 94 MT for juice and 19.6 MTs for concentrate.

Domestic Consumption

Total volume of domestic consumption is pegged at 694,184 MTs for net food disposed with value of P16.14M and 610,882 MTs for Net Food Processing with total value of P10.94M.

Production Scheme and Process

Earlier accounts of key informants described the production scheme and working arrangements in the pineapple industry into three categories:

1. Corporate Farming

Big plantation set-ups engage the services of regular workers at the plantation site from soil preparation to harvesting and quality control.

Example of this is Del Monte that maintains regular workers to do the various task except those done by AMCI.

2. Labor Pool Contractor

A plantation like DOLE hires workers from a labor supplier to undertake various work processes in the area. This scheme allows the organization to “escape” payment of benefits, etc to the workers.

3. Grower agreement with small landowners

For example in Suralla, South Cotabato small landowners owning no less than 5 hectares supply Class A produce to pineapple companies. In this scheme, family labor is utilized.

Production Process

The following describes the pineapple production process and specific activities that are undertaken;

1. Soil Preparation

As part of the preparation process, chemicals and ‘dung’ of Del Monte-grown cows are mixed to the soil to dry it up.

Then the soil is cultivated and made ready for planting.

2. Before actual planting is done, lines are placed to guide the planters in planting. This is called furrowing.

3. Fertilizers are applied after some time.

4. Harvesting:

(a) Early harvesting: some plants yield fruits earlier, thus, early harvesting is done. In the case of Del Monte and ALU Multipurpose Coop Inc (AMCI), they have a contract agreement for the latter to do the early harvesting and sell the produce by tonnage to the former.

(b) Boom harvesting is done in two touches. In both periods, harvesting of the fruits is done by regular employees again, in this case with Del Monte.

5. Selection and Quality Control

During this process fruits undergo selection and quality control process considering size and weight to determine which fruit goes to fresh fruit packing and to the cannery. The packed fresh fruits are mostly exported.

6. Clearing of the area/ratoon gathering:

Usually, the clearing of the area and ratoon gathering is contracted to a grower cooperative. Ratoon gathering consists of picking up pineapples left at the plantations.

Again the case of Del Monte in Bukidnon, AMCI has an agreement with Del Monte to do the ratoon gathering.

In the early harvesting and ratoon gathering, AMCI hires out of school youth ages 16 and above and unemployed spouses to do the work.

How children are involved and what they do/work condition

The working children are usually involved with their family in the “growers” scheme. Since the family is contracted for specific production output, the parent will tend to maximize his labor force to produce more, before engaging the services of a helper who may be his neighbors. In this arrangement, the children are involved in almost all of the major activities in the pineapple production.

Working condition of children is similar to those in the other agricultural sub-sector or industry.

Exposure to the heat of the sun during production and harvest season affects the health of children and they become susceptible to colds, cough and flu. Ratoon gathering may also expose the children in difficult working positions that enhance back pains and bad posture. Socially, the children are deprived of their educational and social rights to socialize and play with their peers and hamper both their psychological and emotional development.



CHAPTER 2

AN EMERGING SCENARIO:

Mechanisms In-Place for the Prevention of Child Labor in the Pineapple Plantations – Case of Del Monte in Bukidnon

This chapter discusses specific situations related to the decrease of the number of child labor in the Del Monte Farms in Bukidnon. This also defines the roles of group/institutions in the process of child labor elimination.

2.1 Visits in Different Farms and Del Monte

In an attempt to locate an interview pineapple child laborers in Bukidnon, different sites were visited. Assisted by stakeholders including LGU Mayors, MPDC, MSWDO, Barangay Captain and Municipal Agricultural Technicians and others, no respondents were found.

According to the 1999 figures coming from Provincial Agricultural Statistics office of Bukidnon, there were 12,050.97 hectares planted to pineapple in the province of Del Monte. Among the municipalities that have the most number of hectares planted to this crop are; (*see Table 44*)

Libona	6,206.80
Manolo Fortich	3,500
Sumilao	1,498
Malaybalay	661.56
Impasug-ong	12,350

Currently, the estimated number of workers is stand at 2,100. In 2002, the plantation was expanded to 17,000 hectares from 12,050.97, employment of which totaled to 2,800 workers.

No Child Labor in Del Monte, Bukidnon

According to key informants, there are really no child labors in the plantations. The assistant administration manager of Del Monte expressed that they never hire workers with ages below 18 years old. The reasons for these are many;

- pays are above averages not to mention the investment in terms of training and others, so they hire the best laborers in the community. He said further, there is a strict system in hiring workers.

Barangay Labor Pool

The barangay labor pool is used by the DOLE plantation. At the barangay level, qualified laborers are screened and anyone who passed the requirements will be considered for hiring, whenever there are regulars who are on leave.

There were also no child laborers present in other municipalities visited such as in Libona, Sumilao, Malaybalay and Impasug-ong. According to the mayor of Sumilao, Bukidnon, Del Monte is very strict in its implementation of its policies of “no hiring of minors or young children”. Aside from leasing their farms, the farmers are also workers in Del Monte and are paid between P39-P42 per hour. The maximum pay per hour is given to a skilled mechanic or operator, lead man and supervisor. The minimum wage is given to workers who are engaged in planting and harvesting. Given that workers worked 8 hours per day, they receive between P312 to P336 per day.

This is the highest daily rate that is recorded in all the four industries under this study.

All of the key informants expressed that were no attached growers to Del Monte as most of the farms are already leased to Del Monte for their use.

In Sumilao, there is an on-going campaign for a better education for children at the LGU level.

2.2 Initiatives of NGOs Labor Unions at the Plantations and their Impact

Continued presence of the labor groups such as the TUCP-ALU may have contributed to the decrease or complete absence of child labor in the pineapple plantations or in Del Monte. It is possible that governing rules against child labor may have been included in the CBAs of workers at Del Monte.

2.3 Child Labor Present in Ormoc

Based on the account of a key informant from KDF (Mr. Alejandro Apit), there are child workers in the pineapple farm of the Larazabal Hacienda, which is incidentally a sugar plantation. Recorded daily wage of pineapple worker is P60/day. Current advocacy and organizing efforts are undertaken by the KDF in the area.



PART VI

INITIATIVES AND MECHANISMS
ESTABLISHED BY NATIONAL
GOVERNMENT, LGUs, NGOs AND SUPPORT
FROM DONOR AGENCIES FOR CHILDREN,
THEIR FAMILIES AND COMMUNITIES

CHAPTER 1 GOVERNMENT RESPONSE TO CHILD LABOR AND PARTNERSHIPS WITH DONOR AGENCIES

1.1 Legal Framework: Laws, Policies, Children and Child Labor

The most significant policy document regarding children in general is enshrined in the Philippine Constitution and in the Child and Youth Welfare Code (PD 603) which states that, “the child is one of the most important assets of the nation. Every effort should be exerted to promote his welfare and enhance his opportunities for a useful and happy life”.

Article XII under Family, Sec. 3 further states, that “the state shall defend the right of children to assistance, including proper care and nutrition, and special protection from all forms of neglect, abuse, cruelty, exploitation and other conditions prejudicial to their development”.

Over the years, the Philippines had been a party of various international covenants that give stronger protection specifically on the employment and exploitation of children.

In 1990, the Philippine Government ratified the covenant on the rights of the child. Article 32 of this covenant specifically states that children have the right “to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child’s education, or to be harmful to the child’s health or physical, mental, spiritual or social development”.

On June 4, 1998, the Philippines also ratified ILO Convention 138 on “Minimum Age for Admission to Employment”. This convention puts strong emphasis on effectively abolishing child labor by setting a minimum age for admission to employment or work, which shall not be less than the age of completion of compulsory schooling. It further stated that the minimum age to be specified in conformity with the convention shall not be less than the age of completion of compulsory schooling and in any case shall not be less than 15 years. It further emphasizes that the minimum age shall not be less than 18 years or 16 years under certain conditions, for any type of employment or work which is likely to jeopardize the health, safety or morals of young persons.

On November 28, 2000, the Philippines ratified ILO Convention 182 declaring the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labor. The convention lists four categories of worst forms of child labor which require immediate elimination;

- all forms of slavery or practices similar to slavery such as the sale and trafficking of children, child bondage and forced or compulsory labor
- the use, procuring or offering of a child for prostitution
- the use, procuring or offering of a child for illicit activities specifically in drug related activities
- work which, by its nature on the circumstances in which it is carried out, is likely to harm the health, safety or morals of children

While the Philippines had been party to international covenants on the protection of children, it has made significant strides in crafting local laws with regards to the employment of children, child labor and working conditions.

The basic foundation is mandated by the Labor Code of the Philippines which regulates the employment of the children by requiring employers to guarantee the provision of a non-hazardous environment and non-deleterious working conditions for child workers to avoid risks to their safety and health. RA 7658 further strengthens the protection of children below 15 years of age in public and private undertakings, except when under the direct responsibility of their parents or guardian.

DO 4 Series of 1999, further defines hazardous work and activities to persons below 18 years of age by direct listings of the type of prohibited work and activities consistent with ILO Convention 182 and its accompanying Recommendations 190.

In the lists are the types of work which expose children to (a) physical, psychological or sexual abuse, (b) work in dangerous places, (c) use of machinery, equipment and tools or heavy loads, (d) exposure to hazardous processes – extreme temperatures, noise, toxic, noxious, dangerous chemicals, etc. and (e) difficult conditions such as working for long hours, during nights or confined environmentally within the premises of the employer.

Although significant policies and laws have been passed over the years on the protection and prohibition of child labor, compliance to and implementation of such laws had been difficult. For one, the government, with the Department of Labor and Employment has been limited in terms of its human and financial resources to undertake monitoring activities specifically in the agricultural sector. Owing to the nature of agricultural production that is based on small-based land holdings wherein households are both owners and tillers, utilization of child labor in the farms is quite difficult to monitor. Only recently have the big plantations begun to comply with child labor regulations due to intensive advocacy and awareness campaigns of government agencies, NGOs and other partners.

Strengthening Mechanism for Monitoring Rescue and Rehabilitation of Child Labors

The “Sagip Manggagawa” was launched as an Inter-Agency Quick Action Program aimed to respond to cases of child laborers in extremely abject conditions.

It is a community-based mechanism for detecting, monitoring and reporting most hazardous forms of child labor who can either refer cases to the appropriate institutions or provide assistance directly. In this respect, an Inter-Agency Quick Action Team (QAT) was drawn to respond to immediate/serious child labor cases. The QAT provided 24 hours service to detect, monitor and respond to the most hazardous forms of child labor. Specifically, other initiatives include the conduct of search and rescue operations, psycho-social interventions for rescued children, imposing administrative sanctions and filing criminal and/or civil cases against violators of child labor laws. Judicial assistance for the prosecution of said employers is also provided facilitating the safe return of the child to their parents and upgrading the capabilities of implementers in coming up with child – friendly procedures in protecting children.

The implementation of the program has resulted in several rescue operations, specifically cases of child laborers in piggery farms in Bulacan and factories in Cavite and Novaliches, and in other sites, with the cooperation of various government agencies and an NGO namely the Kamalayan Development Foundation in 1994. The government agencies involved in this program are the DOLE, DSWD, DOH, NBI, DILG, PNP, CHR-CRC and other NGOs including TUCP, LACC, ECOP, NCSO and KDF and other NGOs and POs; at the community levels are BCPCs and children’s organizations.

Senate Bill No. 2155 Consolidated Bill on Child Labor

Despite past initiatives, the continuing unabated persistence of child labor has called for the review of the existing laws and local ordinances on child labor and international instruments applicable to child labor, vis-à-vis the experiences of child labor program implementors. Through The collective effort of the policies of ILO-IPEC, several consultations were made in order to come up with a comprehensive child labor bill that would provide for a stronger deterrence and special protection against child labor. A technical group comprising of government and non-government groups including the Bureau of Women and Young Workers, the Institute for Labor Studies, Visayan Forum, STOP Trafficking of Pilipinos, Inc., Employers Confederation of the Philippines (ECOP) Trade Union Congress of the Philippines (TUCP) and Adhikain Para sa Karapatang Pambata, Ateneo Human Rights Center (ACAP-AHRC), among others was formed.

This measure is hoped to serve as the magna carta on child labor as it provides the conditions where childhood would be what it rightfully should be – enjoying their rights to education and attaining their normal growth and development.

The bill contains definition of child labor employer and hazardous occupation, the minimum age and requirements of employment of children: the terms and conditions of the employment of children, the circumstances which contribute to the crime of trafficking and illegal recruitment of children; the special rights and privileges of working children and the creation of a National Child Labor Committee. The bill likewise imposes stricter penalties for violators of child laborers' rights. It also takes consideration of the ILO Bill No. 138 on the minimum age required in the employment of children.

The National Child Labor Committee (NCLC)

The creation of the NCLC provided the mechanism for the implementation of various laws and regulations for child labor, structures of which are organized or functional in a few areas of the country as of today.

The creation of the National Child Labor Committee, Article VI of S.B. No. 1530 introduced by Senator Loren Legarda, an Act Providing for Stronger Deterrence and Special Protection Against Child Labor, providing Penalties for its Violation, is a measure for creating the structures to implement various child labor committees and national laws on child labor. Its specific provisions:

- to promote the enforcement of relevant provisions of the Rights of the Child, the International Labor Convention on Minimum Age of Employment, National Labor Legislation and Standards on Child Labor;
- establish, coordinate, monitor, assess programs and standards for the elimination of child labor and protect the rights of working children;
- accredit non-government organizations and institutions dealing with the welfare of the victims;
- coordinate multi-sectoral action at the regional and local levels to respond to the needs of the working children
- support and participate in the worldwide movement against child labor;
- administer the endowment fund and to receive and accept donations for the benefit of child workers.

The committee comprised the Secretary of the Department of Labor and Employment (DOLE) or his/her representative not lower in rank than an undersecretary, as chairperson, the Secretary of DSWD or his representative as vice-chairperson and the other members are undersecretaries of the DECS, DOJ, DOH, DILG, PIA and two representatives from each of the following groups: employers' organizations, workers' organizations and non-governmental organizations.

1.2 Government Agencies Programs for Children and Child Labor

Several government agencies have had continuous interventions on the welfare of children including the monitoring of, and the implementation of rules and regulations.

The Department of Labor and Employment, aside from promulgating rules and regulations necessary for effective implementation of national and local legislations governing labor, is also concerned about the employment of children and minors below 18 through the Bureau of Youth and Child Work. It is the lead agency for the national Child Labor Program.

The Department of Social Welfare and Development (DWSD) also runs various programs that concern the welfare and protection of children. Early Childhood Development (ECCD) is one program that promotes the well-being of the pre-schoolers 5-7 years old in mental development and nutritional feeding. The BYWC (Bureau of Child and Youth Welfare) program takes care of the protection and rehabilitation of the abandoned, neglected, abused or exploited children and youth, delinquent youth, street children and victims of prostitution.

The DECS is also mandated to prepare the children and youth in their educational needs to prepare them to become productive citizens. In this regard, free elementary education is now being provided by the public school system.

1.3 Government/NGO Partnership of Donor Agencies

Partnerships had been forged between International and National Government Organizations (NGOs) as well as government agencies in various programs and projects.

Among the international agencies that have provided continuing assistance to children are;

- (a) International Labour Organization (ILO) – specifically in its International Programme on the Elimination of Child Labor (IPEC). The ILO-IPEC tripartite partners (include the employers and the workers organizations in raising awareness among members and child workers, in lobbying for policy and program efforts and in the monitoring of children’s working conditions. The employers confederation of the Philippines, the Trade Union Congress of the Philippines and the Federation of Free Workers and implementing child labor programs in the Philippines.

Non-governmental organization (NGOs) are among the most effective partners in the campaign against child labor. IPEC has worked with the Kamalayan Development Foundation, Visayan Forum, Philippine Center for

Investigative Journalism, and STOP Trafficking for Filipinos, Inc. and the Ateneo Human Rights Center, among others. (*See Figure F*)

- (b) The United Nations Children’s Education Fund (UNICEF) – which has been involved in the various programs such as the CPC (Children Participation Communities, ECCD (Early Childhood and Development Program with DSWD), among others.
- (c) The United States Aid for International Development (USAID) – which provided funds for increasing participation of children in communities and the pilot program for the child labor elimination with four partners i. e., World Vision Development Foundation (WDF), Plan International (PLAN), Education for Research and Development (ERDA) and the Christian Children’s Fund (CCF).

Other agencies include the United Nations Development Program (UNDP) and the Food and Agricultural Organization, among others. Two development banks also provided funds for the social development of communities. These are the Asian Development Bank (ADB) and the World Bank (WB).



CHAPTER 2 PROGRAMS AND SERVICES FOR SUGAR WORKERS AND THEIR FAMILIES AND COMMUNITIES

Although programs and services have not focused directly on the working children, the government has drafted laws and developed programs in support to sugar workers and their families. Whatever supports that is provided to the children's families will have an impact on the status and lives of these working children.

The Sugar Industry directly employs an estimated 500,000-600,000 workers with more or less 3,000,000 dependents. The downfall of the industry would be a major tragedy to these families and may endanger the stability of the economy as a whole.

As early as the 70's, the effort of the Marcos government was focused on the establishment of PD 621 creating the Social Amelioration which mandated a lien on locally-produced sugar, of which 9% will go to the Sugar Industry Foundation of the Philippines (SIFI). The SIFI was organized by a tri-sectoral group representing the planters, millers and the workers association in December 1970 and was incorporated in 1971. Its primary purpose was to provide a formal institutional medium to initiate, sponsor, assist and finance programs and projects for the social and economic development of the living conditions of the workers in the sugar industry as well as their families and to promote the stability of the industry. The amelioration fund set up by PD 621 was to finance the initial projects of the SIFI.

In 1991, under the regime of President Corazon Aquino, PD 621 was amended and a law called the Social Amelioration Act of the Sugar Industry, or RA 6982 was enacted and signed into law.

RA 6982 provides that a lien of P5 per picul was to be collected from locally produced sugar effective 1991 and shall increase by P1 every two years for a period of ten years. Under the law, 80% of the lien is returned to sugar workers as cash bonus, 3% as maternity benefit, 5% death benefit, 9% for socio-economic projects and 3% as administrative expenses for the management of the fund.

The 9% Socio-Economic Fund is the source of the funds from programs and services for sugar workers and their dependents implemented by the planters associations, workers' cooperatives, planters' cooperatives, labor unions, and organizations and SIFI.

Section 7 of RA 8962, further states that the amounts imposed shall be borne by the sugar planters and millers in proportion to their corresponding milling share and said amounts shall contribute a lien on their sugar quedan and/or warehouse receipts.

Cash bonus is given each worker in the sugar farm based on the proportion of work rendered by him. The cash bonus share of the workers is to be collected by the sugar mills and released to planters associations in the case of the affiliated planters, or directly to unaffiliated planters for distribution to their respective workers.

The remaining 20% of the lien is collected by the sugar mills and remitted to the Bureau of Rural Workers of the Department of Labor and Employment.

Effective at the start of crop year 2001-2002, the social amelioration lien on raw sugar produced locally is increased from P9.00 to P10.00 per picul. The P10.00 per picul lien is equivalent to P7,905.13 per 1 kg-bag.

In response to the need to stabilize the industry for it to attain more stability and thus enable it to become ready for global competitiveness, the 10-year master plan of the sugar industry is being implemented.

Key government agencies had been contributing to the enhancement of the strides made by the industry to address their problems over the years, such as;

1. The Philippine Sugar Institute (PHILSUGIN) has played a major role in bringing up production primarily through micro propagation and distribution of higher yielding varieties. Technology transfer, pest control, soil analysis and the entire range of agronomy have been stimulated and promoted through the Mill District Development Councils (MDDCs).
2. The Sugar Regulatory Administration, through the Agricultural Competitiveness Enhancement Fund (ACEF), jointly with the Agriculture Department had distributed brand new tractors and other agricultural implements that could boost production and productivity.
3. Sugar mills have also invested hundreds of millions more in upgrading mill equipment and facilities, while the sugar farmers' cooperatives have contributed to the overall program of making the industry more competitive.
4. The Confederation of Sugar Producers Associations, Inc. (CONFED) federation of cooperatives, helped bring down the cost of urea when it was allotted 5,000 metric tons of the fertilizers.

The Sugar Foundation Industry, Inc. (SIFI)

The SIFI is the social amelioration arm of the sugar industry, and as such, it administers and implements the 9% Socio-Economic fund which is the source of funds for programs and services for sugar workers and their dependents as implemented by planters, associations, workers cooperatives, planters associations, planters cooperatives, labor unions and organizations.

SIFI focuses on the overall growth and well-being of sugar producing and milling areas. As such, the principal targets of its development efforts are the sugar workers and their dependents and the communities where they live.

It also gives priority to programs that have greater impact for change, significant search to sugar workers that are feasible and sustainable.

Since the 70's, it has continuously provided the following services; education (high school, vocational and college scholarships), Cooperative and Enterprise Development, Health Care Services, Skills Development and shelter.

Current Programs and Services

For crop years 1999-2000 and 2000-2001, its project funds amounted to P40,659,096, and this was for the use of Luzon-Mindanao Regional office and the Visayas Regional office.

Project funds are shown by their distribution in regional offices is presented in Table 44.

Area	1999-2000	2000-2002	TOTAL
Visayas	19,138,217 74%	8,848,318 59%	27,986,535 68%
Luzon and Mindanao	6,455,278 26%	5,930,200 41%	12,672,561 32%

The fund was used to provide social services and assistance to 34 milling districts nationwide. The Visayas Regional Office had provided services to 23 milling districts while the Luzon Mindanao Regional Office had delivered services to 11 milling districts.

In terms of the distribution of funds by programs, they are as follows;

(In Millions of Pesos)

REGIONS	EDUCATION		HEALTH		LIVELIHOOD	
	1999-2000	2000-2001	1999-2000	2000-2001	1999-2000	2000-2001
Visayas	6.3	4.17	2.09	1.61	10.7	3.0
Luzon and Mindanao	3.09	2.24	1.58	1.47	1.77	2.49
TOTAL	9.39	6.41	3.67	3.00	12.47	5.49

The distribution of grantees by regional offices are as follows;

REGIONS	HIGH SCHOOL		COLLEGE		MANTAP	
	1999-2000	2000-2001	1999-2000	2000-2001	1999-2000	2000-2001
Visayas	2076	2011	350	385	164	149
Luzon and Mindanao	843	843	71	76	183	183
TOTAL	2919	2854	421	461	347	332

Aside from financial assistance, the Program also provided additional training to selected grantees like leadership training and assistance in the selection of courses in college after graduation from high school. A total of 233 high school grantees graduated in 2001. Eight (8) college scholars graduated while 22 trainees finished their vocational courses.

Over the years, SIFI has graduated thousands of college students that have become professionals in their own fields as teachers, engineers, and the like.

It is interesting to note that the graduates or alumni have also initiated to form themselves into associations.

Health Insurance programs have also enrolled a total of 6,365 enrollees, which considered the SIFI-PhilAm Insurance Coverage. Of the total, 5,272 avail of the family plan while 1,093 are enrolled under a single coverage. 5,441 of the enrollees came from the Visayas representing 53 organizations from 10 milling districts in Mindanao.

With respect to the pre-need plan, SIFI subsidized 50% of the cost per enrollee. A total of P4,459,981.00 was released for the last 2 cropping seasons.

The coverage of the PLAN is P20,000 per year. It provides the planning services; out-patient, consultation, basic dental services, emergency treatment, and in-patient hospitalization benefits which include confinement in intensive care unit up to a maximum of 14 days.

Other services includes a donation of 6 ambulances to various groups at P300,000 per unit, including Luisita workers union, CAT Labor Union, CAT Planters Association, Batangas Sugar Planters Cooperative Marketing Association, NORPHIL and Batangas Labor Union.

Immunizations and Botica sa Barangay projects are also provided. For crop year 2001, seven organizations from Luzon and Mindanao availed of loans to set up Botica sa Barangay.

Assistance to cooperatives in terms of management and assistance to livelihood projects reached P11,688,094.00 during the crop years 1999 thru 2001.

The range of services of SIFI over the years is illustrated in Annexes D and E.

In the implementation of various programs, the SIFI partnered with NGOs and the sugar plantation associations, workers cooperatives, millers associations, labor unions and others.

There are currently four (4) NGOs working with SIFI in their programs (Annex F) Table on NGOs/SIFI Partners.

Labor Unions

NACUSIP, in cooperation with TUCP also provided other services such as those related to the problem of sugar workers, labor problems, including family planning.

Overall assistance to sugar workers could be assessed as quite comprehensive except that the actual reach or coverage of the sugar workers may need to be expanded. This is due to the limited funds available from SIFI and various organizations that are currently assisting the sugar workers families and communities.

Limited Child Labor Direct Programs/Services

Current programs and services are directed to families of sugar workers, but among those found to be significant to children as a whole are their health and educational programs, including livelihood assistance provided to cooperatives and organizations.

Despite these initiatives, the programs for child laborers are still limited in the plantations visited. This means that the assistance is still wanting, and needs to be expanded and improved.

Although awareness and advocacy activities on the issues of child labors have been started by TUCP-NACUSIP partnerships, these initiatives either have not made a significant impact on the hearts of parents of sugar workers or just, that they could not help but still enlist the support of young children in the farms due to financial difficulties.

The ILO-IPEC Program Related to Sugar Workers and other Agricultural Children Workers

Most of the programs by NGO partners are focused on awareness raising on the issues of child labor and their impact to children, advocacy, law and policy reform and capability building through training and action-oriented research. (*See Annex I*)



CHAPTER 3 PROGRAMS AND SERVICES FOR THE RUBBER WORKERS AND THEIR FAMILIES AND COMMUNITIES

Like the sugar industry, the rubber industry has also its ups and downs which might lead to the downward trend or fall of the industry if not abated. If this happens, the lives of almost 60,000 workers who are dependent on it for their livelihood will definitely be affected.

The Rubber Association of the Philippines has tried to make their plight known to government including downstream industries that depend on rubber for their raw materials like the processors. To address the issue, a 10-year development program has been crafted by various stakeholders in the industry including the support of research institutions that are responsible in developing technologies that will enhance productivity of the rubber plantations.

In 1997, an assessment of the current situation of the rubber workers and their families was made and looked into the feasibility of developing a social amelioration program for rubber workers similar to that of the sugar workers.

A feasibility study conducted by the Asia Development Consultants. Yielded negative results as the status of the rubber industry had been influenced by the impact of the CARP implementation.

The small-scale production of 10-15 hectares could not afford to provide its share due to financial difficulties encountered by the plantations at that time. As it is, their revenues were just enough to pay their workers and provide a little income to them. In fact, a look at the benefits being provided to workers revealed that only the bigger plantations could afford to pay meager benefits such as SSS and Medicare. The majority of smaller plantations of 5 to 10 hectares resorted to sharing schemes that varied from 30%-70% or 40-60% in favor of the landowners. Aside from this situation, the processing scheme was not efficient as many small owners directly sold their raw rubber to traders. Unlike the sugar industry where sugar canes went directly to sugar mills, the rubber produce from the farms went to different channels or processing mills. It was therefore hard to monitor the volume of rubber being milled by rubber processors as some went directly to consumers or processors of various finished products.

As the cooperative scheme of rubber production is currently enjoyed among the CARP beneficiaries, it was also uncertain for them to finance their needs for expansion and replanting, installing their processing plants to make quality rubber and command a

better price. On the other hand, if investments were to be done on re-planting, it will take seven years before they could tap the rubber trees and within the time frame investment will be costly and the members could not wait that long for their investments to bear fruit because their need to satisfy daily basic requirements is more urgent.

Limited Services and Assistance to Rubber Workers

Except for the services being provided by the cooperatives which now run the rubber plantations, collective efforts of rubber workers in meeting their needs in marketing and production including social services such as livelihood, health and mortuary funds are limited..

There is no direct assistance from government that meets the specific issues and needs of rubber workers. Basic services are generally provided by local government units and government agencies.

NGO/Labor Union Initiatives on Child Labor

This study did come across two NGOs that provide assistance and services to areas visited. These are the Kamalayan Foundation and the TUCP (Trade Union Congress of the Philippines). This initiative on child labor that was funded by the UNICEF, focused on advocacy and awareness-raising activities and organizing advocates for the prevention of child labor.

This resulted in the awakening of families and communities on the effects of child labor on the physical and social well-being of working children. The sites visited confirmed the gradual decrease of child labor after intensive seminars and awareness campaigns against child labor were made in many areas in Davao del Sur.



PART VII

SUMMARY OF FINDINGS,
ANALYSIS AND CONCLUSION

CHAPTER 1

SUMMARY OF FINDINGS OF INDUSTRIES COVERED

This chapter describes the summary of the findings including significant insights and learnings that have been discovered during the conduct of data gathering activities.

Presentation will be made per industry studied, citing similarities and differences of the same in the process.

1.1 Summary of Findings: The Sugar Industry

1.1.1. Industry Profile: Status and Growth

- The sugar industry is in a very challenging stage wherein there is a need to balance the impact of globalization and solve current domestic problems such as the El Niño phenomenon, inefficient production system for CARP plantations/high cost of production, low price of sugar and the entry of cheap sugar from other countries and also due to smuggling activities.
- Sugar industry stakeholders are hoping to revive the industry and initiatives at implementing the sugar industry through its 10-year Development Plan with support from the Agricultural Competitive Enhancement Fund (ACEF) had been done. Corollary to this, the amount of P278M was ordered released by President Gloria Arroyo to initially fund the development of the sugar industry for the next ten years.
- The volume of cane production has its ups and downs but it has remained at 24 MTs for the last three years. Despite this situation, however, the raw sugar production is decreasing due to low juice content of cane sugar harvested.

1.1.2. Profile of the Haciendas and Communities

- Out of the 7 haciendas visited in Negros Occidental and 2 haciendas in Tarlac, majority are small haciendas, with areas below 100 hectares, in comparison with Hacienda Luisita's 4,000 hectares. Due to the fact that Hacienda Luisita had been covered by the CARP, it had distributed stock certificates to sugar workers making them co-owners of the hacienda. Others still maintain the profit-sharing arrangement such as 45-55% in favor of workers (e.g. Central Luzon Cane Growers, Inc).

- Basic facilities are installed such as the potable water system, roads (although unpaved and rugged), among others. Sugar workers and their families are given the option to occupy 100 sq.m.. homelots for free. Thus, in some haciendas, many families enjoy the opportunity to earn added income through the planting of vegetables and raising livestock.
- Generally, it appears that the haciendas are communities on their own, as they had designed their own sets of structures and had formulated policies and regulations for strict compliance.
- Hacienda Luisita and Sugar Cane Growers, Inc. happen to be within the geographical areas that are fast industrializing Central Luzon. Industries have located inside the hacienda and the priority for being hired thereat is given to workers' families provided they met the required qualifications. Industries provide employment to casual workers during off-season. In Tarlac, compared to the Negros counterpart, there are more activities engaged in by women outside of the farms such as vending, laundering, tending sari-sari stores and food processing.

1.1.3. Profile of the Children's Household and Families

- The children's households are quite big with average members of 6.5; and average children of 5. The highest registered number of children in the family is 10.
- The parents of children had been child laborers themselves in their younger days and who eventually became regular workers until the time of this study, and have been staying at the haciendas all their lives. Majority of the parents reached only elementary education.
- In Negros Occidental, most of the fathers are regular workers and the mothers are casual or contractual workers. At least 2 children (5-17 years of age) are involved in the plantation and a few children are working as regular workers in the plantation. All in all, at least 3 household members are involved in the work at the haciendas.

In Tarlac, specifically Hacienda Luisita, it is only the fathers that worked in the plantation and no children were found to be working. On the other hand, mothers are engaged in more entrepreneurial activities.

- Comparison of the household incomes in haciendas in Negros and Tarlac revealed that, the latter has much more compared to the former in terms of wages at P190 for Hacienda Luisita workers and P120-140 for the haciendas in Negros Occidental. Overall, given the poverty threshold income set by

NEDA which is pegged at P10,800, these are still below the poverty threshold. This means households of both Negros Occidental and Tarlac would find it difficult to make both ends meet, including the provision of funds for the education of their children.

Investments in household fixtures and equipments followed, with the availability of cash. Most of them own radios and television sets. Despite the fact that in some barangays there is no electricity, many use batteries of jeeps to view their favorite dramas/soap operas.

Overall, it could be observed that workers in Hacienda Luisita are more well off compared to those haciendas visited in Negros Occidental.

1.1.4. Profile of the Child Workers in Negros Occidental

Since no child workers were found at Hacienda Luisita, this profile will be limited to the child workers in Negros Occidental

- Most of the children have been inducted to farm work as early as the tender age of eight years. Aside from this, they assist in their family's households in cleaning, washing clothes, fetching water and taking care of their siblings.
- Most of those interviewed have had at least 2 years involvement in the farms because they had started young.

1.1.5. Working Conditions/Exposure to Hazards and its Impact

- Most children are involved in weeding and planting activities together with their mothers who are contract workers. At least 2 to 3 children in one household assist their mothers in the farm in weeding and planting activities.
- Due to constant exposure to heat and rain, children looked dark brown with rough and dry skin. They are thin and underweight by standards (some weigh only 29-30 kls. kilos with heights of 5'-5'5"). (Normally, children have an average height of 4'10" or 5' at age 10-11 years). They also appeared to be malnourished and looked haggard. Everybody was shy and nervous during interviews and lacked self-confidence.
- Majority of the children are in school and some are already too old to be at the educational level that they are presently in (some who are 11-15 years old are still in grade school) making them feel embarrassed among their younger classmates.

- Most of them work between 2-3 days a week, or on Saturdays and Sundays. The pressure on them, however, is heavy because the children wake up as early as 5:00 AM and work at the plantation before going to school and get back to work again after school, usually at 5:00 PM – 6:00 PM. Some extend their work at the farm to as late as 8:00 PM. For those who go home at 5:00 PM, they cook their meals for the evening, fetch water and wash dishes. The remaining hours before bedtime are spent in preparing their assignments. At this time however, the children are already too tired or sleepy to be able to concentrate on their assignments.
- They perceived their performance in school to be ‘good’. However, they are not able to concentrate to study their lessons. They feel already tired and exhausted even if it is still early in the morning. Some cannot concentrate in the classrooms and are not able to do their projects. It appeared, however, that they are not contented with their performance.
- Despite this situation, when asked if they were forced by their parents to work, the group is divided on the issue. One group felt they were forced to work and scolded by their parents to get them to work. The other half said that they worked on their own “will” and that they want to help their parents to augment their family income.
- Everybody felt, however, that he is missing the simple joys of childhood, most of all, in playing with his peers and joining them in fun activities
- Children work under pressure and their constant exposure to heat and rain makes them susceptible to ailments such as headaches, cough and colds, flu, backaches, stomachache and dizziness due to physical stress. Weeding and planting activities are undertaken on squatting or sitting positions that cause the body to arch for long hours, in addition to the fact that they have to finish more hectares to get more sharing with the contract work despite the fact that the older children do the cutting of cane points and fertilizing. Some younger children (8-19 years of age) are engaged in given the observer of elder siblings in the family.
- The female child worker does not receive any preferential treatment, except perhaps, in cutting canes where more males are used. The female child worker does the rest of farm activities i.e., weeding, planting and fertilizing. In addition, she has to prepare the family’s meals, clean the house and take care of her younger siblings.
- There are no benefits that are received by children. Remunerations are given indirectly to them through their school allowances and putting up school projects, but a sizeable amount is devoted to daily maintenance of the household.

1.1.6. Workers Benefits and other Privileges

- Workers at the haciendas in Negros Occidental receive benefits in the form of SSS and Medicare. Added benefits include free use of homelots, house construction and repair, emergency loans and others.
- Compared to Hacienda Luisita, however, aside from the fact that workers of Hacienda Luisita receive higher wages at P190/per day, they also are provided with stock certificates, by which they receive dividends at the end of each year. The existence of industries within the hacienda also provides other opportunities to household members to work during lean months or off-season.
- In Hacienda Negros Occidental, during off-season, some workers work in constructions, become waiters/waitresses or become domestic helpers in the city or in Manila. Others may return but the rest usually lose touch and don't communicate with their family for a long time and just settle down where fate had brought them.
- Overall, the general condition of the children and households in haciendas in Negros needs improvement, essentially in providing them more opportunities in increasing their incomes; making them aware of child rights and the issues on child labor. It would seem however, that even if awareness-raising be provided them, the parents are resigned to the fact that they have to enjoin their children to work and help the family in its unending quest for a better life.

1.2 The Rubber Industry

1.2.1 Industry Profile: Status and Growth

- Like the sugar industry, the rubber industry is now faced with problems and issues arising from the impact of small scale production as a result of CARP implementation, low production output due to senile trees and technology, low quality of latex or rubber and low price of latex as dictated by middlemen and traders. The fact that senile trees need to be replaced plus the high cost of investment needed for replanting and seven long years gestation, make the CARP plantations unable to meet these challenges.
- As a result, there are some rubber farms in Bukidnon and in Davao del Sur that have shifted to banana plantations.
- The 10-year Development Plan, which is currently implemented, has yet to achieve progress and it takes time before the workers would benefit from it.

1.2.2 Profile for the Rubber Communities

- Rubber communities have no strict set-ups compared to the haciendas. The rubber farms are separate from the communities where rubber workers live. They have to walk at least 2 kilometers trekking rugged and slippery trails when raining.
- In some rubber farms in Bukidnon and North Cotabato, multiple cropping system is used while the rubber trees are still growing where cash crops and vegetables including coffee and citrus are integrated in the farms. Harvests from these crops augment the household income. In fact, these crops have become the major source of income for most households, while the rubber trees are waiting to be tapped. There are positive efforts that may be continued or supported to maximize productivity of rubber farms that are currently tapped or have yet to be tapped.
- Current initiatives of labor unions and NGOs are being enjoyed by some communities in North Cotabato and Davao del Sur, where the interviews took place. The conduct of intensive awareness campaigns against child labor has contributed much in the decline of child labor in said areas. The number of child workers in Takul Davao del Sur eventually decreased.

1.2.3 Household Profile of Child Laborers

- The households of children are also quite big, numbering at least 7 members. The average number of children is 6. Given these figures, there is a need to exert much effort to achieve an income that is adequate to fully support all the needs of children.
- The parents of rubber child laborers had been also child laborers in the past and as such, have had limited exposure outside their communities, considering also the fact that they reached only elementary education.

The households have other sources of income. These include vegetable and cash crop production, livestock and coffee growing, among others. These efforts pay off in terms of satisfying the need for food, and to a certain extent, the income from harvest supplement their meager income from rubber production. There are a few who own agricultural lands, that is, about ½ hectare on the average and the rest are sharecroppers in corn production. Given the amount to maintain the household's basic requirements for food, education, health, clothing and shelter, household incomes are not enough and need to be further augmented.

- Over all, parents are quite ambivalent in involving their children in farm work, but could not do anything about it. Some arrangements have been made such

as letting their children work only before or after school activities during the day, or on Saturdays and Sundays or during vacation. When there is a need for money, however, the children have to absent themselves from class to tap rubber.

1.2.4 Profile of the Child Workers in Bukidnon, Davao del Sur and North Cotabato

Like their sugar children counterpart, the rubber children workers start working early in the rubber farm. Recordings of early child labor show that they start as early as eight years of age. This was validated by parents. Although many farms in Bukidnon reject the idea of children's tapping activities, farms in North Cotabato and Davao del Sur involve children who are 5-17 years old.

- In terms of their physical development, the rubber children workers are quite thin and underweight given their heights, which is quite on the normal side. They looked starved and haggard and similarly, shy like their counterpart in the sugar industry.
- Children experience hectic schedules that include working in the farms, attending classes and doing household chores. At an early age they have to wake up as early as 5:00 AM to tap rubber, walking an average of 2 kilometers of rugged terrain in the uplands.
- Children feel that they are not forced by their parents to work but instead “like it” because they are able to contribute to the family income.
- The female child worker is no different from her male counterpart, they both tap the rubber at the farms. However, the mixing of acid to latex is known to be the girl's most frequent task, which is quite more dangerous due to constant inhalation or touching of the formic acid causing possible skin contact. This may eventually lead to some adverse effects such as those experienced by some children in Davao del Sur – enlarged breasts by one child worker, enlarged testicles among young male workers and other ailments of the respiratory system.

It appeared that in addition to farm work activities, the female child worker is more involved in the household chores compared to the young boys.

1.2.5 Children's Working Condition and Hazards in the Work Place

- Psychological pressure caused by hectic schedules and responsibilities take its toll on the children's physical and personality development. As they try to juggle between farm work, school attendance and household chores, they are

already too tired at the end of the day to work on their assignments, too sleepy to concentrate on their classes and ultimately their performance at school is affected.

- The children are not too happy with their performance, although, their assessment of “good” ratings was meant to express they could do better given a better opportunity.
- The effect of chemicals during the mixing of acid to latex and hauling activities where they put sackloads of latex on their heads while oozing uncoagulated sap flows down their faces and whole body will further affect their health. The foul odor of the rubber also contributes to ailments such as headaches, nausea, sinusitis, and dizziness, among others. The worst cases are that of the female child worker aged 15 and these few cases of male child workers who testicles are enlarged.
- Sun and rain and rugged terrain are also contributing to the physical ailments of children including snake and insect bites.

1.2.6 Protective Gears Used

Children wear ordinary clothes in their work at the rubber farms. Only some use thicker clothing and sometimes long sleeves and long pants to protect themselves from heat and rain. Generally, the children and their parents are not very particular about what to wear, and neither are they aware of the need to protect themselves. This is true particularly at the sites visited in Makilala, North Cotabato.

1.2.7 Children’s Aspiration

If there is a positive effect of the children’s work experience, it would be in their dream to become professionals someday. They dream to become doctors, nurses, soldiers, lawyers, engineers, teachers, among others. They expressed however that they would need support from both their parents and agencies.

1.2.8 Decreasing number of Working Children

A decreasing number of working children is recorded in Bukidnon and some parts in Davao del Sur. This is seen as the impact of continuing awareness campaign against child labor, strict compliance of government regulations and rules by many plantations, observed ill health effects on working children, constant monitoring of DOH and the DOLE in some rubber plantations in Davao del Sur.

1.3 The Banana Industry

1.3.1 Industry Profile: Status and Growth

- Banana is one among the traditional exports of the country contributing a significant portion of the country's export and investing local fruit requirements. Although the banana industry has not been affected by the impact of free trade, recently, there were restrictions imposed by some countries like Australia it's the quality and possible pest diseases that it will bring into Australia. Overall, its growth rate is maintained at an average of 4.46% annually.
- Its potentials in the world market remain to be strong with the entry of the banana chips, a processed product that are taken from the rejects after subjecting the fruits for quality standards.
- In fact, the banana chips processing activity has provided mothers entrepreneurial activities by engaging in them.

1.3.2 Number of Children Decreasing in the Banana Plantations

- The children in the banana industry are observed to have decreased in number. In the sites that have been visited by the researchers, such as in Davao del Norte and Compostela Valley, where there are reported cases of working children in the past, it was validated that children are no longer working in the farms. This is due to reported ill health effects as a result of the chemicals sprayed on the bananas in their growing stages.
- Earlier key informants revealed that children are engaged in bagging and propping activities. Visits, however, did not yield any children working at the banana farms.

1.3.3 Roles played by the NGOs, Labor Unions and LGUs

- There is an observed affect of the initiatives undertaken by various groups in the banana industry. Restricting child labor and its compliance is integrated into the CBA agreements of union workers.
- Awareness raising activities also contributed to the attitude and practice of plantation owners and local government on the elimination of child labor.

- Alternative sources of income were provided to mothers, giving the opportunity to supplement their current household income.

1.3.4 Entry of Children into Processing Activities

- Currently, parents in the banana chips processing activities involve children. These activities similarly expose them to potential risks as they do their slicing and drying activities. Slicing entails the use of sharp blade attached to a wood plank and drying activities expose them to the heat of the sun. Although these are done only in small scales yet, big scale means extended exposure to heat. They only do these during weekends.
- Interviews with parents and some unionists revealed that they see this activity as a means ‘to teach their children to work’ and require less exposure of children to hazards.
- There was no chance to interview children in this activity to validate what this parent had expressed.
- Overall, it is not possible to generalize that children in the banana plantations had been totally eliminated. Incidentally, those sites visited happen to be the largest producers of bananas – Davao del Norte and Compostela Valley.

1.4 The Pineapple Industry

1.4.1 Industry Profile: Status and Growth

- The pineapple industry is one of the traditional export products that the Philippines is trading worldwide. Being in the tropics, pineapple is a natural product that grows almost everywhere in the Philippines.
- It is not much affected by the impact of free trade compared to other industries. The industry maintained its production volume at 1,617,864 MTs.

1.4.2 Decrease/Elimination of Child Labor in the Industry (Bukidnon)

- Initial interviews with informants revealed the presence of child workers mostly in post harvest activities like ratooning, which is contracted to organizations outside the Del Monte plantation.

- Validation activities during the data gathering did not show any presence of child workers even in the outskirts of the Del Monte plantation. The areas planted with pineapple have expanded. Thus, more lands in several municipalities have been leased to Del Monte.
- The absence of working children was due to the strict policy against “child labor” by the company. The efficient system of pooling labor pool in the barangays has contributed to the strict selection process whereby only adult workers are considered for hiring.
- It is also possible that no recruitment of child labor must have been included in the CBA of the labor union.

1.4.3 Roles played by the NGOs, Labor Unions and LGUs

- Positive developments are due to combined LGU labor pool, compliance with child labor laws, and advocacy of labor unions in the pineapple industry. Interesting insights into the practice and attitude towards child labor by companies is worthy to ponder about and be further documented.



CHAPTER 2

ANALYSIS OF FACTORS CONTRIBUTING TO THE INCIDENCE AND HAZARDOUS WORKING CONDITIONS/ELIMINATION OF CHILD LABOR: The Experience of the Four Industries

2.1 Analysis of Factors: Poverty and Culture

Poverty has influenced the decision of parents to involve their children in the farms even at an early age. This was shown in this study by the experience of households in both the sugar and the rubber industries. Owing to the meager income of parents from their farm activities the children augmented their income as additional “labor force or human capital” in their contracting work.

It was also observed that parents have ambivalent feelings on whether they would allow their children to work in the farms or when to let them go on with their studies. Parents also felt bad and pity their children on the complex situation that they are in – that of stressful situation in balancing their involvement in the farm, their school and household chores.

It is also worthwhile to note that some parents perceive the involvement of their children in farm work as a means to “teach value of work and responsibility”.

These parents qualified that working schedule is set only during vacation, on Saturdays and Sundays. The boundary between child labor and “teaching values and responsibility” is quite narrow, as there is a need to make people and parents aware of the difference and impact of each of the situations on the children. This has an implication on the type of awareness-raising activities that are currently being conducted by NGOs and labor unions.

The parents take a crucial decision on the fate of their children. Their inability to manage their crisis – which is also the result of their limited know-how and exposure, will further put the lives of their families into grinding poverty and helplessness.

Rubber farmers have more options in farming (multi-cropping system, cash crops, coffee and citrus), compared to the sugar workers, with the exception of Hacienda Luisita which provides quite a comprehensive benefit package including stock certificates to its sugar workers, and the presence of industries inside the hacienda which could be alternative sources of livelihood opportunities during off season.

The parents had been child laborers themselves, as such, farm work has been passed on to them from their parents or grand parents. How to break the cycle of helplessness from poverty may be some of the focal areas to be explored. Families should learn how to plan for their future with parents taking the lead in the process and the children would just be willing partners.

2.2 Industrialization: Children's Changing Role

“Troubled” industries such as the sugar and the rubber, take on long time development plans for safety nets and prepare themselves toward open world market but such efforts have yet to bear fruits. At this point, some rubber plantations are now converted into sugar plantations and sugar industries are challenged by industrialization specifically in the Batangas and the Central Luzon areas (Tarlac), with more plantations giving way to the establishment of commercial centers and industries. Either way unless child workers are educated or empowered, when industrialization sets in, they would just change roles, move out from the agricultural sector but would still be marginalized in other sectors, either in the manufacturing or the service sectors. Cases of children moving out of their communities in the agricultural sector have been happening a long time ago, at first taking other jobs during lean season in the sugar farms, but eventually moving out completely to other sectors to the urban centers or cities like Metro Manila as househelpers, prostitutes, factory workers, etc.

Breaking the cycle means empowering them where they are and moving them to indulge in something more worthwhile and with lasting impact, and that is toward the improvement of their life conditions.

2.3 Cheap Labor vis-à-vis Contracting Work

Cheap labor has been the main factor for the parents to involve their children in their farm activities. With meager income from sub-contracting activities, the children were the most “valuable” labor force in their ‘pakyaw’ activities in the weeding and planting activities in all of the haciendas visited in Negros Occidental.

2.4 Low Level of Education and Alternative Courses of Action

The low level of education among parents have also contributed to their inability to take on alternative courses of action in improving their living conditions. They seemed to be helpless in changing the situation they are in, further contributing to the use of children in generating income for the household.

2.5 Low Income and Access to Enterprise Projects

Parents' meager income contributed to their inability to raise funds to engage in alternative livelihood sources or income generating projects. This situation also made them vulnerable to the exploitative relationships between them and usurers. Financing their own IGP projects is quite hard and this is aggravated by the fact that they are not organized as workers. Not being able to generate alternative sources of income pushes parents to involve children in their farm work.

2.6 Low Level of Access to Social Services vis-à-vis Non-organized Status

Findings in all haciendas revealed the sugar and rubber workers are not organized into associations or cooperatives. Only a few declared that they were members of a trade union. This situation makes it harder for them to access support from among institution or government agencies for that matter. Most institutions would require workers to organize themselves before any assistance is provided. For instance, the SEA-K (Self-Employment Assistance) of the MSWDO at the LGUs could only be accessed by a group of 5 members. No worker will be provided individual assistance specifically if livelihood and income generating projects are concerned.

Organizing them, therefore, is a crucial strategy that will be taken into consideration in any program's intervention assistance, such as the TBP.

2.7 Limited Access to Information as a Factor Low Access to Social Services

It appeared that workers and household heads in both sugar and rubber plantations are not aware of resources that could be tapped within their barangays and LGUs. This led to their limited access to social services that could be tapped within their LGUs (i.e. DSWD, SEA-K project, SIFI assistance for sugar workers, etc.).

Limited access to health services means inability of parents to provide continuing protection on the health of working children, causing more potential health risks.

2.8 Awareness on the Impact of Hazardous Work Condition

Lack of awareness of the parents on the effect of the exposure of children to work hazards such as those in the sugar (i.e. extreme exposure to sun and rain) and rubber

workers (prolonged exposure to chemicals) contributed to the continued involvement of the children in the sugar and rubber farms.

Even as other parents are aware of the ill effects of hazardous conditions on children, the parents' inability to buy appropriate protective gears also led to the unprotected situation of children. Again, inability to buy protective gears is caused by low income. Their meager income is intended for the family's basic needs such as meeting their food requirements.

2.9 Female Workers as Equals in the Farm Activities

In both sugar and rubber farms, the female child is not excluded from the hazardous conditions. Her exposure to hazardous situation is the same compared to her male counterparts. Her traditional role in helping in the household chores, taking care of her siblings and managing their households in the absence of the mothers makes her likely to bear the heavier and more tedious work because of her additional tasks in the farm.

This has an implication on future interventions focusing reorientation of responsibilities of household members as part of family development approaches.

2.10 Continuing Awareness Campaign as a Contributing Factor to Child Labor Elimination

Continuing awareness campaigns on children's rights and the effects of the hazardous situation on the psycho-social and emotional development of children have contributed to the decrease in the number of working children in the rubber and banana plantations.

It also led to the awareness of parents on their responsibilities in the development of their children.

This would be a crucial consideration in developing intervention programs in both sugar and rubber communities.

2.11 Integrated Intervention as a Factor in Complete Child Labor Elimination

A comprehensive package of services targeting the working children and their families focused on generating awareness on their situation, providing social protection covering health and nutrition, livelihood alternatives, educational support, non-formal education, vocational and skills development, organizing workers into cooperatives or

associations may will be the way to eliminate child labor. Experiences in various industries studied have their own limitations.

For instance, awareness campaigns alone on child labor (in the rubber farms of Davao del Sur) according to FGD parents may not be enough, it definitely contributes to the initial stop of working children but once the parents feel the economic difficulties they will surely involve again their children in the rubber farms, unless they are provided with alternative economic opportunities.

2.12 Improved Parents' Income as Factor for Child Labor Reduction

It would seem that in big pineapple plantations, improved living conditions due to high minimum wage rate at P316 average per day including additional rent of their lands from their lease contract with Del Monte were factors that contributed to the decrease of child workers. This is aside from the strict compliance of the child labor laws by Del Monte.

2.13 Impact of the Social Amelioration for Sugar Workers

As early as the 70s, the Sugar Industry Foundation of the Philippines (SIFI) had already planned for the development of the plantation workers and their families. PD 621 of Marcos Administration was amended into the sugar amelioration act (RA 6982) of Pres. Aquino. The SIFI was assigned as administrator of the 9% socio-economic funds levied for every kilogram of sugar milled at sugar centrals.

Today after so many years, the foundation has implemented programs on health, livelihood, education, cooperative development, livelihood and entrepreneurship development.

Based on secondary data review, there has been a significant impact where children of sugar workers have graduated from college and are now professionals. Scholarship funds are provided on a competitive basis to deserving students. It would be good to further study the requirements and the background of these successful graduates and how they were able to achieve their dreams of becoming professionals. Education is considered the most powerful tool towards development of a human being – once one person is educated and skilled, nobody can take that away from him in contrast to a capital invested in business that could be lost through mismanagement.

Health care programs were also implemented with the access of insurance schemes covering P20,000 health package, Botica sa Barangay for affordable medicines, herbal gardens for alternative health formulas and distribution of ambulances, among others.

Cooperatives of workers are also being organized to look into multiple needs of workers on livelihood and productivity, including enterprise development and others.

The sugar industry workers comprised around 600,000. While the effort of the SIFI has been very comprehensive, the actual reach of workers may need to be expanded. The limitation of funds may have contributed to the current coverage of their programs and services.

The situation of the rubber industry is not entirely, where more or less 60,000 workers depend on it for livelihood and employment. Conversion of more rubber farms to banana and sugar plantations will just move child workers from rubber to other plantations.



CHAPTER 3

CONCLUSION

3.1 Overall Progress in Child Labor Assistance

Important achievements have been made over the years in the following areas on child labor assistance through programs that were provided by the LGUs, NGOs and government agencies in cooperation with partners, specifically, ILO-IPEC, UNICEF, USAID, among others. Specific to the agricultural sector, however; challenges in improving and expanding interventions as well as programs and services remain to be crucial. Most of the achievements were the following;

3.1.1 Intensive Awareness Campaigns/Consciousness Raising

Most of the programs have been focused on advocacy and awareness-raising on issues of child labor and child rights in general. These were done on the national and local levels, and to some extent at the barangay level. Ever since ILO-IPEC started its support in 1995, various programs have been implemented with partner NGOs and government agencies i.e., the Department of Labor and Employment (DOLE).

3.1.2 Direct Program Assistance

Specifically in the sugar industry, there had been efforts by government and NGOs to look into the plight of the sugar workers. A major policy and law called the Sugar Workers Amelioration Act is in-place. The Sugar Industry Foundation, Inc. (SIFI) as its implementing arm for so many years, provided various services such as health, education, IGP/livelihood and currently, housing. Cooperatives development and capability building were also conducted with interest groups and associations of sugar planters, workers cooperatives, labor unions and others.

3.1.3 Policy Development on Strengthening Mechanism for Monitoring and Protecting Eliminating of Child Labor and Child Rights

The strengthening of local councils such as the BCPCs, have made initial momentum at the local level, however, functional only in limited geographical areas in the country. This attempt is the most innovative approach in localizing monitoring efforts and one that is participatory wherein children's representatives are members of the council.

In the agricultural sector such as in sugar, rubber, pineapple and bananas, this localized monitoring was felt in areas where interventions were made in terms of advocacy and strengthening local councils. These are in the rubber, banana and sugar plantations in Ormoc Sarangani and Negros Occidental through the Kamalayan Development Foundation specifically in the rubber areas. KDF also organized child advocates in Davao del Sur and North Cotabato, which resulted in the awareness of the councils, parents and the children on the issues of child labor.



PART VIII

ISSUES, GAPS AND
RECOMMENDATIONS

CHAPTER 1

ISSUES AND GAPS IN PROGRAM INTERVENTION

Presentation of the issues will be focused on the children, their parents and their families' capacity to avail of social services and other programs and mechanisms to access such services. Program intervention gaps are identified based on issues currently experienced by the children and their families.

1.1 Summary of issues currently affecting the children and their families are as follows;

1. Children's and their families' situation

Compiled issues raised by parents and children, NGOs and LGUs including observations made by researchers, are the following;

- Children's families and households are big and poor often causing rifts and fights between parents, causing dysfunction and ultimately resulting in separation (based on review of other studies).
- Parents'/family's inability to handle or manage their situation and the crises that they are currently experiencing
- Parents' low level of educational achievement (elementary level) causing their inability to compete in other jobs, or skilled employment
- Parents' lack of knowledge and skills that could be traced back to their background even to their cultural values and attitude towards work
- Being child laborers themselves, limited awareness of parents on the impact of child labor on their children's social, psychological, physical and emotional development
- Ambivalent feelings and attitude of parents toward children going to school and working in the farm
- Despite awareness of parents on their responsibilities, they are resigned to their fate and difficulties and left with no recourse and options but to allow their children to work

2. Household Income and Economic Opportunities

- Limited alternative economic opportunities and social services specifically in the haciendas which are far from the centers and rural areas

- Average income per household which is way below poverty threshold of P10,800 (in Region 6), P11,155 (Region 12), P10,489 (Region 11) and P8,755 (Region 8).
- Lowest recorded rate of haciendas is P60/day for regular workers (Ormoc and Saranggani) and the highest Hacienda Luisita (190/day with benefits and stock certificates issued to workers)
- The smaller the hacienda, the lesser their capacity to pay bigger wages and benefits
- No opportunities during lean season at the hacienda in Negros, Ormoc and Saranggani children have to go to cities/centers as waitresses, helpers, vendors, etc.

3. Assistance/Services Accessed from Government Agencies/NGOs in Partnership with Donors and SIFI

- Lack of knowledge and information on the resources of government, NGOs and civic organizations that could be tapped
- Limited assistance including social services received from government agencies/NGOs
- Most of the intervention have been on advocacy and awareness campaigns, institutional development and capacity development for child labor advocates and local councils
- Actual reach of program assistance in sugar is limited to barangays in municipalities/provinces in ILO-IPEC Ormoc, Kabankalan (TUCP) and in rubber (KDF)

4. Organization of Sugar Workers/Rubber Workers and their Capabilities

- No organization of rubber workers are observed in haciendas visited in Negros (although, there are organizations of sugar workers organized by the Kamalayan Development Foundation in Ormoc, Saranggani and Negros (Sugar Social Worker's Association for Social Amelioration-SWASA in Hinigaran Binalbagan)
- The number of sugar workers and rubber workers' association or cooperatives listed are few vis-à-vis the overall number of workers in the sugar and rubber industries

1.2 Gaps in Current Program Intervention and Assistance

Gaps in program intervention is classified according to the following categories; (1) Program Focus and Strategies, (2) Program Reach, (3) Policy Mechanism, (4) Research and Documentation, (5) Information Dissemination and (6) Organization Building, Networking and Linkaging.

1.1 Program Focus and Strategies

- Provision of services is not family-based and industry oriented
- Most programs focused on awareness - raising, policy advocacy and institutional development focus on law and reform, specifically targeted working children in general and lacking in direct programs such as livelihood, health, education, etc. (ILO-IPEC)
- Economic opportunity programs are focused on small scale or micro enterprises on traditional livelihood activities, capital of which could be easily consumed by families due to economic difficulties
- Approaches are rather fragmented and not holistic such that when advocacy and awareness raising are emphasized, changed knowledge and attitude among parents could not be sustained
- Limited focus on capacity building and skills development to enable families of child workers to respond and manage their difficulties and improve their conditions.

1.2 Program Coverage and Reach

- Considering the large number of adult and children workers in each of the industries, there is still a significant number of workers to be assisted
- In terms of geographical coverage, the farther the plantations and farms are from the centers, the lower the degree of access among workers to direct programs and services including awareness of the availability of programs for them
- Limited number or presence of NGOs in most of the haciendas and rubber plantations including government agencies that are providing services to workers in the industries covered
- Child workers' siblings and families not included in the assistance

1.3 Research and Documentation

- Documentation on project experiences limited to progress reports. Baseline information not undertaken before project implementation in communities to become basis for assessing the extent of program impact to child workers, their families and communities
- Baseline information not undertaken before project implementation

1.4 Information Dissemination

- Limited information available to all agricultural workers (sugar, rubber, pineapple, etc.) as to where and what they could tap in terms of programs and services
- Use of newsletters may be limited or inadequate to reach all of the 600,000 sugar workers in the sugar industry (SIFI)

1.5 Policy Mechanism

- Lack of capacity and capability of local groups to implement and monitor compliance of the child labor in the big and small farms in sugar and rubber industry. Experiences in strengthening local incapacity are limited to ILO-IPEC projects with Kamalayan Development Foundation/ECLIPSE (Ormoc/Region 8) and TUCP (Kabankalan), and KDF to children in the rubber plantation (Davao del Sur)
- BCPCs and councils mandated to monitor the protection of exploited and child labor not functional. Membership composition needs to be reviewed considering the changes in composition due to changes in Barangay Council membership every after election. Although multi-sectoral in approach,, not all sectors are represented, i.e., the religious sector, business/industry sector, children's representatives, etc.
- Lack of appropriate methodology and approach to monitor small farms compliance to the child labor laws of the Philippines.
- Limited networking capacities of organizations and cooperatives for mobilization of resources and technologies of improving the workers condition.



CHAPTER 2 RECOMMENDED ACTION PROGRAMS

The proposed Action Programmes in the following pages are to be undertaken in specific areas in the sugar and rubber plantations. These could also be replicated and made more appropriate in other areas that are not covered the in-depth study on children and their families.

**DEVELOPING A STRATEGIC AND CONCERTED ACTION
AGAINST CHILD LABOUR IN THE SUGAR AND RUBBER PLANTATIONS
IN REGION 6 (NEGROS OCCIDENTAL AND ILOILO) AND REGION 12
(NORTH COTABATO) THROUGH RESEARCH AND DOCUMENTATION**

I. INTRODUCTION/BACKGROUND

1.1 Justification

General Situation

Both the NSO Surveys on Children conducted in 1995 and 2001 revealed that most of the children found to be working are in the rural areas doing various work in the farms and plantations. There were also previous efforts from both the government and non-government sectors to present “warm bodies” of these working children. However, despite the fact that masterlisting of working children in different sectors had been undertaken, it is sad to note that these efforts yielded results that are statistically insignificant considering the huge number of children in the agriculture sector in the 1995 and 2001 Surveys.

Research Findings: Rubber and Sugar Workers Profile and Data Based System

There has been no data-based system developed in projects whereby some NGOs are involved in child labor action programs in various sites visited (i.e. Kamalayan Foundation, NACUSIP). Although listing of child laborers is undertaken there is no systematic tracking of the changes in their situation and including the receipt of assistance from programs and services that are undertaken. They are not often updated and some child laborers may have already migrated to other places.

The significance in establishing a data-based system could not be over-emphasized. For one, it could be used as a tool for establishing benchmark and impact of intervention after project completion. It also track the changes in the situation of child laborers, their families and communities as a result of the project intervention. Data is also used to draw strategies that will be appropriate to meet the concern and issues on child labor in the sugar and rubber industries.

This Action Programme is an effort to involve local leaders in obtaining comprehensive baseline information and identification of child labourers in

the target areas and their families and in the participatory designing of appropriate actions for the empowerment of the working children and their families.

1.2 Programme Strategy

This Action Programme aims at establishing a database on child labour in Negros Occidental, Iloilo and North Cotabato through the involvement of community leaders in identifying and documenting the profile and conditions of the children working in the plantations. The following strategies will be undertaken:

- 1.2.1 awareness-raising and developing capacity of the community leaders to identify child labourers, document their situations, and conduct continuous monitoring
- 1.2.2 capability training on database utilization in developing integrated and sustainable action against child labour
- 1.2.3 capacity building of programme implementors and the community to effectively implement prevention and protection programme for working children in the target areas

II. TARGET GROUPS

Working children and their families, community leaders, implementing project staff in the provinces of Negros Occidental, Iloilo and North Cotabato.

III. INSTITUTIONAL FRAMEWORK

The implementing organization, through a trained and able project staff, will be responsible in the effective and efficient conduct of appropriate and necessary capacity and capability building packages for the target beneficiaries and partners.

IV. OBJECTIVES

4.1 Development Objective

The programme will contribute to the prevention and protection of children working in the sugar and rubber plantations

4.2 Intermediate Objectives

Objective 1: At the end of the programme, a comprehensive database of children and their families working in the sugar and rubber plantations would have been established.

Objective 2: At the end of the programme, specific action programmes on the prevention and protection of working children would have been prepared and developed by the community leaders and working children together with the project staff

V. OUTPUTS

- 5.1 Comprehensive database of children including their families working in Negros Occidental, Iloilo and Cotabato
- 5.2 Appropriate action programs such as scholarship program, livelihood projects, values formation and cultural transformation programs
- 5.3 Data-based System for continuous monitoring of working children and their families' situation established and functional

VI. ACTIVITIES

Capacity and capability training packages will be undertaken to ensure the meaningful conduct of survey/masterlisting working children by the implementing project staff and community leaders as well the working children.

VII. INDICATORS

- No. of capability trainings conducted for community leaders to do baseline data survey and monitoring work.
- No. of committed community volunteers to do baseline data survey.
- No. of working children identified as child laborers and their family/household situation described.
- No. of action programs developed to address child labor issues in the target communities identified by families and households.

DEVELOPING LEGISLATIVE SUPPORT AT THE MUNICIPAL/BARANGAY LEVELS AND ENHANCING ACCESS TO AND UTILIZATION OF LOCAL FUND APPROPRIATIONS AND RESOURCES

I. INTRODUCTION/BACKGROUND

1.1 Justification

General Condition

In the Philippines, even before the adoption of ILO Convention 182 in June 1999, partners and advocates against child labour have closely worked in drafting a comprehensive bill on child labour that clearly defines and raises penalties for the worst forms of child labour and provides for the state's adoption of prevention and protection programs.

At the provincial, city, and municipal levels, a number of local governments has passed legislation on the protection of children from abuse and exploitation. Some government units have passed ordinances protecting children from prostitution and trafficking and/or banning the employment of children in specific occupations such as fireworks, mining and quarrying, and early recruitment but none yet to speak of in the agricultural sector.

There is also a low turn out of barangays that are able to avail of the IRA allocation for women and children programs.

Legislation, while not an assurance to eliminate child labour, is an important basis for taking action against child labour. Moreover it provides a mandate for governments working with civil society to articulate and pursue programs to benefit children.

1.2 Research Findings: Sugar and Rubber Workers and their Communities

Study findings revealed the following conditions for both the sugar and rubber workers;

- (a) Lack of knowledge and information among parents in the sugar and rubber industries on the availability of resources from government LGUs, NGOs and civic organizations that could be tapped.
- (b) Limited assistance accessed including social services from government.
- (c) Most of the programs received from support groups were on advocacy and awareness raising and capacity development.

- (d) There is a limited reach and extent of the number of child labor and families that were provided assistance.

Over all, given the opportunities for assistance from their nearest LGUs through the Gender Development Fund from the 10% Development Fund of the IRA available to women, empowering them with the appropriate organization, information and how to access this fund will be a significant strategy.

1.3 Programme Strategy

This Action Program is an effort to provide target communities opportunities to be involved in the formulation of a legislative agenda/reforms in addressing child labour in the sugar and rubber plantations. To achieve these programme objectives, the following strategies will be undertaken:

- 1.3.1 advocacy and awareness-raising on child labour issues as well as child's rights
- 1.3.2 organizing advocates for the prevention of child labor, promotion and protection of child's rights at the barangay/municipal levels
- 1.3.3 formulation of resolutions relative to the prevention of child labor, promotion and protection of child's rights
- 1.3.4 designing mechanisms for accessing/availing of budget allocation from government funds (IRA)
- 1.3.5 organizing the workers into associations/cooperatives as an interest group to lobby for the appropriation and release of appropriate government/LGU funds

II. TARGET GROUPS

Organization of sugar/rubber workers including female workers' groups, Barangay Councils and LGU officials in target areas

III. INSTITUTIONAL FRAMEWORK

The implementing organization is expected to initiate, and lead in training and providing advocacy and capacity-building activities to target beneficiaries.

IV. OBJECTIVES

4.1 Development Objective

The programme will contribute to the progressive elimination of child labour in the sugar and rubber plantations.

4.2 Immediate Objectives

Objective 1: At the end of the programme, a strong agenda for advocacy and legislative reforms on children in the agriculture sector would have been developed through increased awareness and public attention to the issue of child labour.

Objective 2: At the end of the programme, local ordinances/resolutions on the protection of children from working in hazardous work, government services and budgetary support would have been submitted and approved for implementation in the different barangays/municipalities at the target areas through advocacy and lobbying.

Objective 3: At the end of the programme, IRA allocation for children's concerns would have been accessed and availed of by the child labor organizations in target communities.

V. OUTPUTS

- 5.1 Formulated, "lobbied" and passed ordinances/resolutions supportive of child labour issues specifically for those in the sugar and rubber plantations.
- 5.2 Availed of and utilized properly the IRA appropriation for the implementation of programs such as support activities for policy advocacy, protection, removal and rehabilitation of children working in hazardous undertakings.
- 5.3 Organized network of informed community groups supporting legislative and policy agenda on children in the agriculture sector.
- 5.4 Specific course of action to address children's concerns including child labor issues and their families' needs are given priority in the development plan of the local government.

VI. ACTIVITIES

The implementing organization will undertake appropriate training, advocacy and capacity building activities to and for the target beneficiaries.

VII. INDICATORS

- No. of municipalities in the target communities included children's concerns in their respective development plans
- No. of community groups initiating and doing advocacy and lobbying activities for the approval of ordinances/resolution on children's concerns
- No. of BCPCs/LCPCs or sugar/rubber organizations availed of the IRA budget allocated for children's concerns including the needs of their families, specifically women
- No. of programs for children and their families, specifically women from funded by the IRA allocation

DEVELOPING/STRENGTHENING LOCAL MECHANISMS FOR MONITORING AND REMOVAL OF CHILDREN WORKING IN THE SUGAR AND RUBBER PLANTATIONS

I. INTRODUCTION/BACKGROUND

1.1 Justification

A major strength of the Philippine child labour campaign against child labour is its broad based and committed alliance of different and diversified organizations acting in concert against child labour. However this active network of organizations is only visible at the national level.

The significant role of community-based organizations towards the elimination of child labour cannot be undermined and has been recognized in previous efforts by various groups. Therefore the organization of Barangay/Local Council for the Protection of Children has been encouraged through a Department Order from the DILG. It is however sad to note that there are not much inspiring results in the compliance to the said Department Order.

1.2 Research Findings

Communities and barangays visited in research sites in Bukidnon and North Cotabato (Rubber) and in Negros Occidental and Tarlac (Sugar) and based on key informants' discussions, there are no active BCPCs/LCPCs that are currently looking into the protection of children in their barangays. Moreover, not many barangay councils give focus on the child labor issues and concerns in specific industries like sugar and rubber. Given that many children are really found working in hazardous work situations, it is crucial to organize, activate or strengthen BCPCs/LCPCs in barangays where sugar and rubber plantations are located.

This Action Programme is an initiative at the local level to monitor, document, and remove children from hazardous work utilizing community organizing and advocacy as core elements in forming community mechanisms such as Barangay/Local Councils for the Protection of Children and working children identified and referred to agencies providing specialized services in education, health and economic alternatives.

1.3 Programme Strategy

This Action Programme is an effort to effectively and meaningfully address child labour and is directed towards developing and/or strengthening local mechanisms for monitoring and removal of children working in the sugar and rubber plantations in the areas reached in the preparation of an in-depth study for children in the agricultural plantations. To achieve the programme objectives, the following strategies will be undertaken:

- 1.3.1 Advocacy and awareness-raising on the issues of child labour and child's rights
- 1.3.2 Organizing child workers
- 1.3.3 Capacity building of BCPCs, LCPCs and networking
- 1.3.4 Documentation, Monitoring, Removal and Rehabilitation
- 1.3.5 Establishing a referral system
- 1.3.6 Capability building for implementing staff
- 1.3.7 Provision of the social protection programs for children and their families in the sugar and rubber industries
- 1.3.8 Set-up community-based monitoring system at the barangay level

II. TARGET GROUPS

BCPCs/LCPCs and network of organizations against child labour in Regions 6,7, and 11 for sugar plantations and Regions 9,10, and 12 for rubber plantations.

III. INSTITUTIONAL FRAMEWORK

The implementing organization is expected to be facilitating, enabling and organizing target communities and groups to enable them to develop and strengthen local mechanisms in monitoring and the removal of children from hazardous work in the sugar and rubber plantations.

IV. OBJECTIVES

4.1 Development Objective

The programme will contribute to the progressive elimination of child labour in the sugar and rubber plantations.

4.2 Intermediate Objectives

- Objective 1: At the end of the programme, awareness of working children, parents, and families on child labor issues and exploitation as well as the rights of the child and the indigenous peoples, where applicable, and other international conventions and national laws is deepened.
- Objective 2: At the end of the programme, strong community groups are developed and in the process, build and their capacity as “watch support system” to protect the promote child’s rights.
- Objective 3: At the end of the programme, child workers are organized in target areas by raising consciousness on these issues, providing legal education and encouraging participation in negotiating for alternative work and/or improved working conditions, benefits and services for themselves and their families from employers and governments.
- Objective 4: At the end of the programme, community organizers are trained to effectively implement the project, and community leaders trained on the development and management of programs for the elimination of child labour.
- Objective 5: At the end of the program, a community monitoring system could have been established and various data of which will be included in a data-based system.

V. OUTPUTS

- 5.1 Developed functional and sustainable BCPCs/LCPCs and/or community/children’s organizations as “watch support system” for the protection of children working in the sugar and rubber industry.
- 5.2 Established sustainable mechanisms for documentation/masterlisting, removal and rehabilitation of children engaged in hazardous work/referral to organizations for specialized services.
- 5.3 Developed a capacity within the implementing organization to successfully implement the child labour programme.

- 5.4 Develop community leaders to monitor the situations of child workers in the sugar and rubber industries.
- 5.5 Installed a community-based monitoring system including a data-based system to be utilized to provide feed to communities and concerned groups and sectors.

VI. ACTIVITIES

Series of training and advocacy activities appropriate for the achievement of the objectives will be implemented.

VII. INDICATORS

- No. of BCPCs/LCPCs functional and doing/initiating watch support system for the protection of children in the sugar and rubber industries
- No. of children identified/documented/included in data-base, specifically those doing hazardous work in the plantations
- No. of child laborers referred to specialized organizations for appropriate services including education, health and nutrition, and other social protection services
- No. of training programs/activities to equip the implementing staff with necessary skills, knowledge and attitude in successfully implementing child labor programs
- A community-based monitoring system is established involving community leaders and with the support of BCPCs and the barangay councils



GLOSSARY OF ACRONYMS

A

AALCPI	-	Asociacion de Agricultores dela Carlota y Ponteiverda, Inc.
ACILS	-	American Center for International Labor Solidarity
ADB	-	Asian Development Bank
AFMA	-	Agricultural and Fisheries Modernization Act
AKAP-AHRC	-	Adhikain Para sa Karapatang Pambata—Ateneo Human Rights Center
ALU	-	Alliance Labor Unions
AMCI	-	ALU Multipurpose Cooperation Incorporated
AMS	-	Alberto Marfori Soriano

B

BAS	-	Bureau of Agricultural Statistics
BCPC	-	Barangay Committee on the Protection of Children
BOD	-	Board of Director

C

CARP	-	Comprehensive Agrarian Reform Program
CALABARZON	-	Cavite, Laguna, Batangas, Rizal
CRC-CHR	-	Child Rights Center of the Commission on Human Rights
CBA	-	Collective Bargaining Agreement
CCF	-	Christian Children's Fund
CPC	-	Country Programme for Children

D

DAR	-	Department of Agrarian Reform
DECS	-	Department of Education Culture and Sports
DO	-	Department Order
DOLE	-	Department of Labor and Employment
DPWH	-	Department of Public Works and Highway
DSWD	-	Department of Social Welfare and Development
DOH	-	Department of Health
DOJ	-	Department of Justice
DILG	-	Department of Interior and Local Government

E

ECCD	-	Early Childhood Development
EPA	-	Eleven Point Agenda
ECOP	-	Employers Confederation of the Philippines

F

FAO	-	Food and Agriculture Organization
FARBECO	-	
FGD	-	Focus Group Discussion

I

- IGP - Income Generating Project
- ILO - International Labour Organization
- IPEC - International Programme on the Elimination of Child Labour

K

- KDF - Kamalayan Development Foundation
- KDC - Kamalayan Development Centers

L

- LACC - Labor and Advisory Consultative Council
- LCPA - La Carlota Planters Association
- LGU - Local Government Unit

M

- MANTAP - Manpower Training Assistance Program
- MT - Metric Ton
- MARA - Mindanao Resettlement Area
- MARGICO - Mindanao Agricultural and Rubber Growers Integrated Cooperative
- MDDC - Mill District Development Council
- MSWD - Municipal Social Welfare and Development

N

- NACUSIP - National Congress Union in the Sugar Industry of the Philippine
- NBI - National Bureau of Investigation
- NEDA - National Economic and Development Authority
- NCAC - New Central Azucarera dela Carlota
- NCCP - National Council for the Children's Participation
- NCSD - National Council of the Social Foundation of the Philippines
- NCLC - National Child Labor Committee
- NCMH - National Center for Mental Health
- NGO - Non-governmental Organization
- NSO - National Statistics Office

P

- PAG-IBIG - Pagtutulungan, Ikaw, Bayan, Industriya at Gobyerno
- PASUDECO - Pampanga Sugar Development Corporation
- PF - Purefoods
- PIA - Philippine Information Agency
- PNP - Philippine National Police
- PO - People's Organization

R

- RFM - Republic Flour Mills

S

- SIMAG - People's Organization
- SSS - Social Security System
- SIFI-EDHP - Sugar Industry Foundation, Inc - Educational Assistance Program
- STOP - Stop Trafficking of Pilipinos

T

- TESDA - Technical Education and Skills Development Authority
- TBP - Time Bound Program
- TUCP - Trade Union Congress of the Philippines
- TUCLAS - Trade Union Anti-Child Labour Advocates

U

- UNICEF - United Nations Children's Fund
- UNDP - United Nations Development Program
- UN - United Nations
- UNSAID - United States Assistance for International Development
- USD - United States Dollar
- UDP - Upland Development Program

W

- WTO - World Trade Organization

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DIRECT ACTION PROGRAMMES

A. Justification

In the recent NSO survey on children, working children are concentrated in the rural areas where they are mainly involved in agriculture.

The In-depth Study on Children in the Agriculture Sector revealed that child labour is a particular problem in the growing and processing of sugarcane and rubber. Children in these industries are exposed to sun and chemicals, sharp cutting tools, and receive meager pay for work done. Poverty causes them to work rather than go to school. However, in instances where the children are enrolled, their attendance is very irregular due to the priority given to work in the plantations instead of going to school. Despite their exposure to different weather conditions and lack of nutritious food intake, the children never experienced professional medical assistance in their entire life.

Other crucial research findings on the extent of socio-economic situation and poverty among the families of child laborers in the sugar and rubber industries are as follows;

- (a) low income of families, specifically, incomes are below poverty threshold with inability of families to access basic services such as health and education of their children.
- (b) low level of education limiting the parents' opportunities to improve their economic opportunities
- (c) low level of vocational and employment skills among household parents and out-of-school youths
- (d) lack of economic opportunities in the communities including sources of financing IGPs or entrepreneurial activities
- (e) most children while involved in farm activities are in-school, however, find financial difficulties in maintaining their allowances and school projects and lacked the opportunity to do their assignment because they are too tired after their day's work
- (f) overall poverty has been the cause of the involvement of children as 'helpers' and as 'cheap source of labor'

The foregoing proposed action programmes are direct interventions providing goods and services such as education, training and counseling, to direct beneficiaries (working or ex-working children, their younger siblings, their families and communities) and establishes linkages with health and other social services available in their respective communities. The programmes have concrete impact on the prevention and removal of children from hazardous work and re-integration into normal life.

The duration of the project will depend on the kind of services to be provided and on the length of time that may be necessary to mainstream the efforts into the community. This is also to ensure local ownership and sustainability.

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
<p>1. Organizing and Building Capacities Toward Access to the Social Amelioration Program for Sugar Workers and other funding agencies</p> <p><u>Justification/ Research Findings</u></p> <ul style="list-style-type: none"> • Most sugar workers are not organized • They are not able to access social services from institutions and other groups, etc. • Limited information and knowledge affected the access of sugar workers to opportunities/ social services that could be tapped as in the case of sugar workers in haciendas that are visited 	<ul style="list-style-type: none"> • To organize and build cooperatives of sugar workers/parents of working children • To access benefits from the Social Amelioration Program for Sugar Workers 	<ul style="list-style-type: none"> • Community partners of SIFI • PUNLA sa Tao Foundation • CODE and NGO • Asia Development Consultants, Inc. 	<p>Sugar workers (parents of child workers) in small plantations; children and youths in Negros Occ. and Iloilo</p>	<p><u>Sugar plantations</u></p> <p>Iloilo and Negros Occ.</p>	<ul style="list-style-type: none"> • Awareness raising / advocacy campaigns for the elimination of child labour • Coop/Association Development • Capability/ Institution building/skills development on health, education, livelihood/ enterprise development and housing • Networking and linkage building 	<ul style="list-style-type: none"> • Established org/ coop to access programs and services of the Social Amelioration Program thru SIFI and other organizations • Developed sustained effort for other self-help and economic self-reliance initiatives – such as savings formation and credit/loan assistance

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
<p>2. Strengthening Access to Education Among the most Disadvantaged Families of the Sugar/Rubber Workers</p> <p><u>Justification/ Research Findings</u></p> <ul style="list-style-type: none"> • Most families in the sugar/rubber workers lack the finances to sustain their children's schooling. Very limited number of children/youth reached college level • Being child laborers and affected by their work, time and energy, they become drop-outs even in the middle grade school • Education is the most empowering tool and opportunity that could be provided to sugar and rubber child laborers and their siblings to change the course of their current life situation • Most adults have limited education 	<ul style="list-style-type: none"> • To identify and access educational interventions in the area – specific child labour programmes focused on different priority groups of working children and their parents • To provide scholarships to elder siblings of child laborers including high school and college education • To provide non-formal education (NFE) parents specifically among women and OSY children in households where child laborers reside 	<ul style="list-style-type: none"> • DepEd, ERDA, JC, Rotary Club and other civic organizations 	<ul style="list-style-type: none"> • In/out-of-school youths and their parents 	<ul style="list-style-type: none"> • Negros Occ., Iloilo and N. Cotabato 	<ul style="list-style-type: none"> • Awareness-raising and advocacy on the issues of child labor and child's rights • Assessment of the status of working children/OSY in target communities • Draw the schemes at different levels of education programs • Develop schemes for sustaining educational programs for child workers and their siblings from elementary school to college education • Expand network and linkages to Foundations, civic organizations and NGOs as potential sources for support and funding • Develop follow-up scheme to monitoring progress of assisted children and respond to concerns and problems • Develop evaluation performance of children to assess progress and as basis in developing tutoring activities • Develop referral or job placement for OSY who graduated in vocational/technical program 	<ul style="list-style-type: none"> • Established mechanism for the school education and follow up of child workers • Organized OSY and mothers for NFE and other monitoring activities to learning process • Established package of assistance depending on the capacity and educational level of the child workers and their siblings • Established schemes for providing economic opportunities for OSY/ mothers who have completed vocational/ skills training • Organized system of educational support from various individual and groups supporting the educational program of child laborers and their siblings

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
<p>3. Poverty Alleviation Program for the Families of Sugar Workers</p> <p><u>Justification/ Research Findings</u></p> <ul style="list-style-type: none"> • The families of the sugar/rubber workers are in object poverty causing their inability to meet their basic needs • Lack of skills and low level of education contributed to their situation and inability to seek for alternative courses of action • Lack of exposure and understanding on what causes their conditions and how they can manage their crisis • Families/parents are also resigned to their conditions 	<ul style="list-style-type: none"> • To develop package of poverty alleviation programs based on resources and capabilities/ skills of target participants • To empower workers toward self-reliance • To develop package of capability building programs focusing on enhancing self-awareness, values, attitude and skills of families of child laborers • To organize the families/ communities of child workers to identify needs and priorities and how to solve such problems 	<ul style="list-style-type: none"> • SIFI • PUNLA sa Tao Foundation • DOLE 	<ul style="list-style-type: none"> • Parents with focus on the mothers/woman 	<ul style="list-style-type: none"> • Region 6: Negros Occ. and Iloilo 	<ul style="list-style-type: none"> • Assessment of poverty conditions and resources in the area including capacities and skills of participants specifically women • Awareness-raising on child labour and child's rights of plantation owners and workers including poverty situation of workers • Identification of alternative sources of employment and livelihood enterprises • Development of entrepreneurial business/ management skills of women • Identification of sources of credit and loan for participants and for lending schemes 	<ul style="list-style-type: none"> • Enhanced capacity of women and their household to plan their economic upliftment • Identified feasible projects/ enterprise that could be engaged by women based on the resources in the area • Established org among women for the savings and capital build up towards economic self-reliance • Increased livelihood opportunities and income among households • Increased access to social and health services

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
					<ul style="list-style-type: none"> Organizing women for implementation of livelihood/ enterprises develop savings formation and capital build-up towards economic self reliance Develop savings formation and capital build-up towards economic self reliance 	<ul style="list-style-type: none"> Association or cooperative of women set-up and become functional Community savings group organized and functional
<p>4. Integrated Development of Families of Child Workers with Focus on Capacity Building</p> <p><u>Justification/ Research Findings</u></p> <ul style="list-style-type: none"> Families are unable to manage their situation and crisis Lack of the parents' capacity to provide direction and plan courses of action to improve their conditions 	<ul style="list-style-type: none"> To develop mechanism for enhancing capacity of families to manage their difficult situation To develop program on assisting families undertake action plans to manage their situation To enhance relationships among households and families and define how each one could support each other in terms of their problems and needs 	<ul style="list-style-type: none"> DOLE, DSWD, DepEd, Local churches, KDF, DA, Civic Organization 	<ul style="list-style-type: none"> Child laborers and their families and communities 	<ul style="list-style-type: none"> Negros Occ., Iloilo and North Cotabato 	<ul style="list-style-type: none"> Advocacy and awareness campaigns on issues of child labor, child's rights and responsibilities of parents Capacity-building of families towards facing their problems i.e assessment of family conditions and planning to respond to current needs and conditions and draw responsibilities Training of parent-counselors towards helping other families in crisis/to conduct family counseling 	

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
					<ul style="list-style-type: none"> Provision of basic services such as health, IGP/livelihood, education and housing Establishment of self-help projects Development of a family plan of action 	<ul style="list-style-type: none"> Families able to map out and plan their strategies in improving their condition Organize parents-counselors to respond to family conflicts or problems Families are able to access services on their own or from agencies that could provide them assistance
<p>5. Developing Promotive/ Primary Health Care and Appropriate Occupational Safety and Health (OSH) Guidelines among families in the sugar and rubber plantation</p> <p><u>Justification/ Research Findings</u></p> <ul style="list-style-type: none"> Lack of awareness on the part of parents and communities on the hazards of the work environment of children in sugar/rubber plantations 	<ul style="list-style-type: none"> Develop Health Care Package and appropriate OSH guidelines for agriculture workers 	<ul style="list-style-type: none"> DOLE, DOH, Medical Societies in the target areas and Asia Development Consultants 	<ul style="list-style-type: none"> Working children and their parents, workers 	<ul style="list-style-type: none"> Negros Occ., Iloilo and Cotabato 	<ul style="list-style-type: none"> Awareness and advocacy-raising on the issues of child labor and child's rights as well as OSH Development of packages on OSH including primary health care intervention Mobilization of BHWs, BNS and other health workers on the barangay level for monitoring health or as first aid workers Trained health volunteers in OSH and other health care programs and services 	<ul style="list-style-type: none"> Established a system for monitoring and provision of health care and OSH guidelines in the plantations

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
<ul style="list-style-type: none"> Lack of safety guidelines/ protective mechanisms child labor in the sugar/ rubber child labor Lack of the opportunity to learn promotive/promotive approaches to health improvement Lack of appropriate strategies in the gradual elimination of child labor in the sugar/rubber workers Lack of community-based mechanism to improve safety and health areas in the sugar/rubber plantations 					<ul style="list-style-type: none"> Assessment of health status of child workers and their parents Development of mechanisms for access of consultations and medical assistance in government hospitals and medicines through health card, health insurance and Botica sa Barangay 	<ul style="list-style-type: none"> Developed a self-regenerating scheme for managing a Botica sa Barangay for easy access to medicine Established system for access to free or discounted rates for consultation and medical check-up in hospitals and clinics
<p>6. Developing Sustainable Livelihood/ Enterprise Opportunities, Out of Sugar Cane, Agro- Wastes and other Resources</p> <p><u>Justification/ Research Findings</u></p> <ul style="list-style-type: none"> Lack of proper perspective/ approaches developing sustainable sources of livelihood/ employment 	<ul style="list-style-type: none"> To develop practical livelihood opportunities to augment family income thru the use of sugar cane waste products 	<ul style="list-style-type: none"> SIFI, SRA, DENR, DA, Asia Development Consultants, DTI, local chamber of commerce, CDA and DOLE 	<ul style="list-style-type: none"> Sugar and rubber workers, women and working children 	<ul style="list-style-type: none"> Negros Occ., Iloilo and North Cotabato 	<ul style="list-style-type: none"> Review studies conducted on sugar cane agro-wastes and its utilization, i.e. cane tops used as silage to feed cattle, carabaos and goats, 'panocha' for cattle fattening, bagasse and mud press as source of bio-organic fertilizers and for mushroom production, etc. 	<ul style="list-style-type: none"> Established compendium of technical studies that are available for the utilization of cane taps, cane points and other materials from the sugar cane plantations that could be used for developing sustainable enterprises

Proposed Title	Objectives	Identified Partner/s	Target Participants	Geographical Areas	Approaches/ Strategies	Outputs
<ul style="list-style-type: none"> • IGPs limited to micro-enterprises that are traditional (i.e. sari-sari store, piggery, etc.) • IGPs which are currently implemented are projects or product oriented and lacked the perspective of developing or improving an industry (raw materials production to marketing and R&D) • Lack of focus on utilizing raw materials/waste products from sugar cane points and others • Lack of technical skills among sugar workers/rubber workers to engage in alternative economic activities 	<ul style="list-style-type: none"> • To organize cooperatives among the workers involved in the different livelihood activities to improve their production and marketing scheme 				<ul style="list-style-type: none"> • Develop possible projects on livestock production/ fattening, bio-organic fertilizers, etc. • Capability building for participants on business management and technology • Organize participants involved in different livelihood enterprises/IGP • Coordinate with sugar plantations on possible use of homelots or areas to be utilized in the haciendas for such projects and devise agreements for the purpose • Develop cooperatives for services like credit, loan assistance, technology and marketing of produce 	<ul style="list-style-type: none"> • Established IGP/ business enterprises out of agro-wastes in the sugar cane fields • Provided employment and alternative sources of income all year-round and specifically, during lean season • Developed several product lines or products out of the agro- wastes from cane tops • Established cooperatives/ associations that take care of credit, production and marketing needs of workers and their families

Annex A.1

TOP PRODUCING REGIONS/PROVINCES BY PRODUCTION SECTOR

Source: Bureau of Agricultural Statistics – Validated data on Volume in Metric Tons by Region/Province, Philippines for 2001

<u>Region/Province</u>	<u>Production Volume per Metric ton</u>
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Production Sector: Banana

Per Region

Region XI	2,245,157,000
Region XII	514,110,000
A R M M	334,709,000
Region IV	304,144,000
Region II	265,199,000

Per Province (Region)

Davao del Norte (11)	783,366
Compostela Valley(11)	547,415
Lanao del Norte (12)	314,055
North Cotabato (12)	174,514
South Cotabato (11)	174,123
Iloilo (6)	132,101
Western Samar (8)	117,189
Misamis Or (11)	105,169

Production Sector: SUGARCANE

Per Region

Region VI	14,261,478,000
Region IV	2,542,570,000
Region VII	2,535,914,000
Region X	1,948,750,000
Region III	1,703,153,000

Per Province(Region)

Negros Occidental (6)	12,263,901,540
Batangas (4)	2,542,569,928
Negros Oriental (7)	2,140,024,004

Bukidnon (10)	1,948,749,709
Tarlac (3)	1,524,928,886
Iloilo (6)	1,213,072,048
Leyte (8)	705,986,252
Davao del Sur (11)	546,169,558
Cebu (7)	395,890,090
Batangas (4)	254,569,928
Camarines Sur (5)	252,234,915

Production Sector: Pineapple

Per Region

Region X	798,758,000
Region XI	619,876,000
Region IV	75,285,000
Region V	73,956,000
Region II	18,328,000

Per Province (Region)

Bukidnon (10)	795,575
South Cotabato (11)	601,627
Camarines Norte (5)	69,582
Laguna (4)	60,119
Nueva Vizcaya (2)	9,803

Production Sector: Rubber

Per Region

Region IX	127,583,000
Region XII	49,416,000
Region XI	13,912,000

Per Province

Zamboanga del Sur (9)	95,787,699
North Cotabato (12)	49,276,568
Basilan (9)	20,782,630
Agusan del Sur(Caraga)	16,766,770
Zamboanga del Norte (9)	9,229,663
Bukidnon (10)	7,194,570
Compostela Valley (11)	7,127,966
Davao del Sur (11)	2,670,549
Davao City (9)	2,189,907
Zamboanga City (9)	1,781,604
Davao Norte (11)	1,541,080

Annex C
ILO-IPEC Programme on Child Labor, 1995-1999

Programme Area	Programme Title, Biennium, Number and Budget	Implementing Agency	Main Strategies	Main Target Groups
Awareness Raising	Raising Awareness and Mobilizing Public Support in the Campaign Against Child Labour through the Television and Radio Media (94-95, P.0907.1.343.330)	Philippine Information Agency	<ul style="list-style-type: none"> To raise the awareness of parents on issues on child labour through radio and MTV announcements 	
Institutional Development	Training of Labour Inspectors in Methods for Improved Inspection on Child Labour (94-95, P.0907.1.343.331)	Bureau of Working Conditions	<ul style="list-style-type: none"> To improve the capacity of the Department of Labor and Employment in developing and implementing appropriate solutions to cases of child labour through improved Labour inspection 	All working children
Direct actions	Enhancing the Legal Protection of Child Workers Through Legal Aid and Assistance for Child Workers and Their Support Organizations, Para-legal Education and Training, Advocacy for Law and Policy Reform (94-95, P.0907.2.343.501)	Ateneo Human Rights Center, Children's Rights Desk (AKAP)	<ul style="list-style-type: none"> To provide direct legal aid and protection to child workers; To provide education and training to child advocates and children that would lead to their empowerment; To pursue an agenda for law reform and policy development on child labour through legal research and advocacy activities on child labour 	All working children
Awareness Raising	A Series of Ten (10) Film Features on the Lives of Working Children for Philippine Educational Television (94-95, P.0907.2.343.502)	Philippine Children's Television Foundation	<ul style="list-style-type: none"> To raise awareness of children, parents, child development workers about the importance of child protection from all exploitative forms of child labour 	All working children
Awareness Raising	Raising Awareness and Mobilizing Public Support in the Campaign Against Child Labour through the Television and Radio Media (94-95, P.0907.1.343.330)	Philippine Information Agency	<ul style="list-style-type: none"> To raise the awareness of parents on issues on child labour through radio and MTV announcements 	
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Awareness Raising	A Series of Ten (10) Film Features on the Lives of Working Children for Philippine Educational Television (94-95, P.0907.2.343.502)	Philippine Children's Television Foundation	<ul style="list-style-type: none"> To raise awareness of children, parents, child development workers about the importance of child protection from all exploitative forms of child labour 	All working children
Institutional Development	Advocacy Training for Youth Leaders on the Campaign Against Child Labor and Protection of Working Children (94-95, P.0907.2.343.504)	Council for the Welfare of Children	<p>To train and develop child labour advocates through the organizing of four advocacy workshops for a total of 72 participants who will act as front-line spokespersons for the interests of children in the labor sector. The participants will be trained on the use of creative art forms of advocacy; It is envisioned that after the training the participants will be able to advocate within any of the following relations:</p> <ul style="list-style-type: none"> Child and the national government; Child and the local government; Child and the community; Child and the peers; Child and the family; <ul style="list-style-type: none"> To Plan out strategies for organized and systematic advocacy efforts on child labour utilizing the trained pool of child advocates 	
Direct Action	A Strategy for Deepening Trade Union Involvement on Issues of Child Labour Through Workers' Education, Institution and Building and Direct Support Services for Young Workers and their Families (96-97, P.090.91.343.154)	Trade Union Congress of the Philippines	<ul style="list-style-type: none"> To develop a strong policy/institutional framework for trade union activities; To continuously sensitize trade union members on legal instruments and encouraging collective bargaining issues of young workers; and train a second-level group of trainers on child labour, capable of organizing training programmes; To organize young workers in the proposed target areas by raising consciousness, providing legal literacy and encouraging their participation in negotiating to alternative work and/or improved working conditions, benefits, and services from employers, organizations, and governments 	Children in ports, garments, sugar

Annex C
ILO-IPEC Programme on Child Labor, 1995-1999

Programme Area	Programme Title, Biennium, Number and Budget	Implementing Agency	Main Strategies	Main Target Groups
Direct Action	Trade Union Initiatives in Understanding and Responding to Child Labor Issues in Selected Farming and Fishing Villages (96-97, P.090.91.343.155)	Federation of Free Workers	<ul style="list-style-type: none"> To develop an alternative trade union programme on child labour through participatory research, consciousness-raising, community involvement and immersion, and collaboration with farmers and fisherfolks' organizations; To organize and form a national pool of trainers and advocates on child labour from trade union ranks 	Children in farming/fishing
Institutional Development	Defining Hazardous Undertakings for Young Workers Below Eighteen Years of Age: A Review of Government Rules and Guidelines for Enforcement (96-97, P.090.91.343.157)	University of the Philippines College of Public Health Foundation	<ul style="list-style-type: none"> To review the implementing rules and regulations on hazardous work of Article 139 of the Philippine Labour Code as to its practicability and applicability to the current child labour situation; To recommend approaches by which the implementing rules and regulations could be revised and improved 	All working children
Institutional Development			<ul style="list-style-type: none"> To broaden awareness and understanding of ILO Convention 138; To assess the capability of the country in meeting the requirements of the Convention; and accelerate the process of ratification. 	All working children
Institutional Development	Capacity Building of Programme Implementors on the Design, Management and Evaluation of Action programmes Phase 2: Expansion of the Training Resource Pool (96-97, P.090.91.343.159)	Institute for Labor Studies, Department of Labor and Employment	<ul style="list-style-type: none"> To finalize the modified and adapted training package based on the ILO Manual on the Design, Management and Evaluation of Action Programmes on Child Labour; To develop the national Training Resource Pool by providing opportunities for them to conduct DME courses; To strengthen the national child labour programme network through the publication of a newsletter; To develop the capacity of programme implementors to develop, implement and evaluate child labour action programmes 	All working children

Annex C
ILO-IPEC Programme on Child Labor, 1995-1999

Programme Area	Programme Title, Biennium, Number and Budget	Implementing Agency	Main Strategies	Main Target Groups
Institutional Development	An Action Programme of Employers Against Child Labour in the Philippines (96-97, P.090.91.343.160)	Employer's Confederation of the Philippines	<ul style="list-style-type: none"> • To obtain a better understanding of the current levels of understanding, attitudes and concerns of member companies to the issue of child labour; • To formulate an employers' policy statement that will reflect the collective resolve of Philippine employers to champion the cause of ultimately eliminating all forms of child labour; • To raise awareness and develop advocacy positions of leading business organizations; • To develop a capacity within the ECOP to offer services in the area of child labour 	All working children
Direct Action	Justice for Children in Exploitative Work: Mobilizing and Strengthening Legal Services in the Campaign Against Child Labour (96-97, P.090.91.343.162)	Ateneo Human Rights Center, Ateneo de Manila University	<ul style="list-style-type: none"> • To strengthen and expand its network of private practitioners, law associations and para-legal volunteers in Metropolitan Manila, Cebu City and Davao City in providing legal services for child workers, their families and the organizations in the campaign against child labour. The network will develop active partnerships and working relations with government and non-government legal organizations; • To conduct training programmes and para-legal seminars on child labour law and legal procedural guidelines on the protection of working children; • To develop and formalize a primer for legal practitioners and para-legal volunteers on the handling of child labour 	All working children
Institutional Development	Monitoring, Coordination and Evaluation of National Child Labour Programmes: Strengthening the Capacity of Child Labour Project Management Team of the Department of Labour and Employment (96-97, P.090.91.343.165)	Child Labour Project Management Team, Department of Labor and Employment	<ul style="list-style-type: none"> • To strengthen the planning and coordination mechanisms for child labour programmes; • To establish a central resource center on child labour in the Philippines. 	All working children

Annex C
ILO-IPEC Programme on Child Labor, 1995-1999

Programme Area	Programme Title, Biennium, Number and Budget	Implementing Agency	Main Strategies	Main Target Groups
	A Community Organizing & Action-Research Project on Child Labour in the Bagobo Indigenous Community of Davao del Sur & North Cotabato (98-00, P.090.92.343.256)	Kamalayan Development Foundation (KDF)	<ul style="list-style-type: none"> • To raise the awareness of working children, their parents and families on the issue of child labour and exploitation, the rights of children, and the rights of the indigenous peoples as elucidated in the UN and other international conventions and national laws; • To cause the formation of strong community groups and networks of the Bagobo children, youth, women and men; • To document the living and work conditions of the working children and their families in the rubber plantations of Davao del Sur and North Cotabato 	

ANNEX D

SUMMARY OF FOCUS GROUP DISCUSSIONS (FGD) BY INDUSTRY

- Annex D.1 - Sugar Industry
- a. Hacienda Luisita San Miguel, Tarlac City
 - b. Various Haciendas in Negros Occidental
 - c. Key Informants Interview: Hacienda Profile
 - d. Key Informant: Ging Fallocorina
- Annex D.2 - Rubber Industry
- a. Brgy. Tacul Magsaysay, Davao del Sur
 - b. Brgy. Rodero, Makilala, Cotabato
- Annex D.3 - Banana Industry
- a. AMs Farms, Kapalong Davao del Norte
 - b. Tagum City
 - c. Compostela, Compostela Valley
 - d. Davao del Norte and Compostela Valley
- Annex D.4 - Pineapple Industry
- a. Situation of Child Labor in the Pineapple Plantation:
Bukidnon

Annex D1.a

FOCUS GROUP DISCUSSION

INDUSTRY: Sugar
PLACE : Hacienda Luisita
San Miguel, Tarlac City
DATE : August 30, 2002

Farm Workers Present (see attached Parents' Profile)

- | | | |
|--------------------|---|--|
| 1. Ramil Lacayanda | - | 36 years old |
| 2. Raul Diaz | - | 53 |
| 3. Romeo Sagabaen | - | 34 |
| 4. Marcos Valerio | - | 42 |
| 5. Sonny Garcia | - | 52 |
| 6. Ricardo Pagco | - | 36 |
| 7. Marlon Salonga | - | |
| *Leonardo Tamini | - | (encargado) |
| *Jimmy Lopa | - | (Manager of the Hacienda/nephew of former Pres. Cory Aquino) |

Information Gathered:

1. Hacienda Luisita has 4,000+ hectares planted with sugar. They also have outside the hacienda (50-100 hectares), which is being managed by a corporation with a sharing arrangement of 55 (for the worker) 45 (for the corporation). Accordingly, they do not profit much from this arrangement but they practice it so that the workers would not shift to other products and to sustain the steady supply of cane for milling.
2. There are no child workers in the plantation. The management is very strict in employing child workers because they are very much aware of the labor law and they don't want to encounter legal problems. The parents on the other hand said, they don't involve their children because they are too young and they could not surely bear the heat if they will be allowed to work in the farm. Their only involvement is bringing food for their parents who are in the farm.
3. Most of the activities in the hacienda is done by machines. During types of harvesting period, sacadas from Aklan are recruited because there are some aspects of the work that workers in the hacienda don't like to do (i.e. hauling). The management shoulders the transportation expenses of the sacadas in going to Tarlac. It also provides free housing at the hacienda for the recruits. What attracts the workers to come to Tarlac is the higher pay given to workers unlike in Negros. Minimum pay received by the sugar workers in Hacienda Luisita is P190. Wages are paid bi-monthly.

4. Compared to workers in Paniqui (the ones managed by the Corporation), those working inside Hacienda Luisita receive more benefits like SSS, Pension, shares of stock, Medicare, Pag-ibig, Educational Assistance, Emergency Assistance, Phil-health, etc. Paniqui workers get only SSS, Medicare and Pag-ibig benefits.
5. The wives of the sugar farmers do not do farm work in the sugar plantation. They just do household chores or engage themselves in vending and other small economic activities.
6. The parents experience borrowing money at 20 % interest from friends and relatives and also from usurers especially during off-season for the educational expenses of their children and during emergencies.
7. To augment the income of workers, the management allows them to use some idle portions of the land to plant vegetables for their own consumption or for sale. It also organizes small projects for them like providing trainings on candle making, food preservation, etc.
8. Despite their condition, most of the workers said they own the houses and homelots that they occupy. Most of their houses have two rooms using with permanent materials like GI sheets and cement. Those who live inside the hacienda are provided free housing. They are also able to buy some equipment/household appliances like TV, electric fan, stove and radio.
9. After the CARP, new industries sprouted in Tarlac. These industries were able to pirate some hacienda workers.
10. Interviewees verbalized their need to be provided with capital so they can go into economic activities during lean months or off-season. This includes vending, handicrafts, piggery, cattle dispersal, backyard gardening, etc. They said they also need technical assistance for these livelihood activities. They are not aware of any agency or NGO that can provide them this kind of assistance.

Submitted by:

Agnes B. Mamparair
Delia A. Villaflores

Annex D1.b

FOCUS GROUP DISCUSSION WITH PARENTS

Key Situation in Various Haciendas in Negros Occidental

- Parents bring along their children, from age 10 up, to the workplace
- If they have more children to help them it would be much better because they can finish the work immediately and will be able to get another contract
- They will not bring their children to work if there will be assistance/support to families/parents so they can send them to school
- Children start working at 7AM till 11AM if they finish the work in the morning they don't need to go back in the afternoon.
- Generally, parents are hard up in supporting the basic needs of their children, it's not even enough for food if they have 4-5 kids.
- They have to walk from ½ km. to 4 km depending where is the assigned work for the day
- Child labor had a hard time helping them in the farm but can't afford to spare them
- The family income is lesser if the children will not help
- Exposure to the heat of the sun and being soaked in the rain are dangerous to their health
- If the children will not help: -
 - o di makakabuhay ang aming kita
 - o kulang pambili ng bigas at kulang ang kita
 - o hirap makapagpaaral ng anak
 - o walang ibibigay na school allowance

Parents' observations with child labor while working in the farm:

- budlay (hard, difficult)
- init (hot)
- makapoy (weak, tired)
- nauuhaw (thirsty)
- gutom (hungry)
- gustong maglaro (want to play)
- masakit ang katawan (body pains)
- kapoy (tired, weak)
- don't want to do household chores after working in the farm
- nakakaawa (pitiful)
- hindi kaya ng mga bata ang trabaho (the children's can't handle the job)
- hirap sila (they have difficulty)

Recommendation to government

- parents to have extra source of income
- salary hike
- regulate price of basic commodities
- educational assistance to their children

Annex D1.c

HACIENDA PROFILE

1. Hacienda Josefa 2 – Blumentritt, Murcia

No. of hectares planted	-	76
No. of regular workers	-	67
Remuneration	-	weekly basis – every Saturday

Benefits

1. SSS
2. house repair
3. emergency loan (hospitalization/medicines) – subject to management approval
4. rice loan during lean season – payable the next working season with 25% of the loan deducted every pay day
5. free use of home lot

Josefa 2 is subdivided into 2 puroks:

- Purok 1 - 1 ½ km. away from the national highway. Residents are mixed hacienda workers and non-hacienda workers (they work outside the hacienda as construction workers, jeepney drivers, vendors or are employed)
- Purok 2 - 4 kms. away from the national highway
- residents are all hacienda workers
 - 1 deep well and a creek
 - basketball court
 - narrow, rugged road, not accessible to transportation. Residents have to walk 3 km. to the tricycle terminal
 - school children attend classes at the barangay central and town proper
 - health facilities are located also at the barangay central and town proper.

*Residents expressed the need to secure a start-up capital for income-generating activities that can augment their family income especially during lean season, identifying possible businesses such as hog project and poultry-raising.

2. Hacienda Criston 2

No. of hectares planted	-	36
No. of regular workers	-	45 (husband/wife/elder children 18 years and above)
	-	no casual workers, sacadas residing in the area
Daily rate P120	-	extra workers or supplementary workers are composed of children of regular workers aged 15-18 years, parents sign the vouchers

Benefits of regular workers

1. SSS
2. 13th month pay – P6000 to P8000
3. bonus/amelioration pay – P200-400/year
4. house repair P440-P1,100 depending upon the repair needed, materials only
5. emergency loan – hospitalization/medicines only) salary deduction 25% per day
6. free use of home lot

Facilities in the area:

1. one deep-well for drinking
2. river – laundry/bathing

Additional Information:

1. no electricity
2. no recreational facilities
3. located at the back of Bacolod Golf Gulf (35 has.)
4. 4 kms. away from the town proper, rugged road
5. nearest school is 3 kms. away
6. 7 kms. away from the town proper

Educational level of the residents

1. Majority of parents have not completed elementary education
2. Some of the children are now in high school. Very few have completed high school education.
3. Only 2 youths had graduated from college (marine/automotive engineering) because the parents have other sources of income (piggery, own a carabao)

STRUCTURE

encargado/overseen



kabo (1)

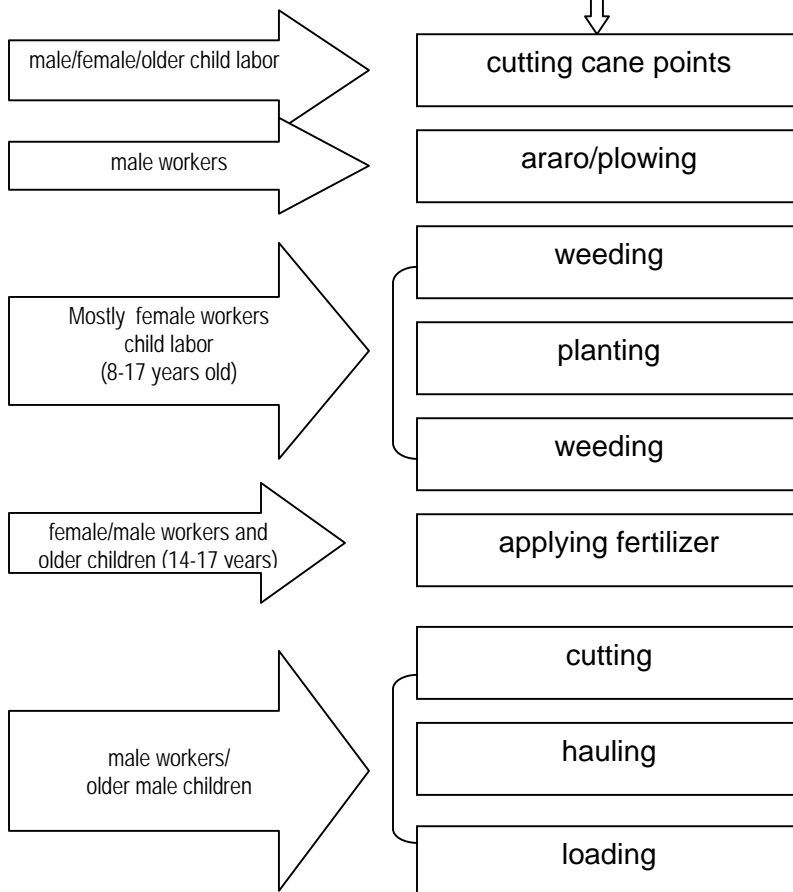


ronda (1)



workers

PRODUCTION PROCESS



3. Hacienda Bernabe 2 – Murcia

No. of hectares planted	-	117 hectares
No. of regular workers	-	25 @ P120/day
No. of casual workers	-	35
Remuneration	-	weekly

Benefits

1. SSS - employs sacadas during peak season
2. house repair - lesser regular workers because of the daily rate (lower than other haciendas)
3. free use of home lot - lesser benefits compared to other haciendas

Additional Information

1. 5 kilometers away from the town proper
2. 2 deep- wells as source of potable water
3. children attend school at the town proper

Child Labor Conditions (based on FGD)

- ages 7-17 years old
- remuneration are carried over to the contract work of the parents
- they are involved in planting and weeding
- older children (above 14), join parents in applying fertilizer and cutting of cane points
- during milling season/peak season (Oct-June) child labor work for 6 to 8 hrs. a day for 6 days
- during school days the child workers have to absent themselves from 1 to 2 days per week to help their parents in the farm, or go to work at 4-5 PM, after classes.
- they don't take snacks at the farm, they have to go home for lunch or bring food if the work is too far from the house. They only drink water when hungry, between lunch and dinner.
- most often they eat rice, vegetables, dried fish, "bagoong" and eggs.
- the children have to do the regular household chores like:
 - o fetching water
 - o laundering
 - o cooking
 - o cleaning the house
 - o washing dishes
 - o taking care of younger siblings
- despite their being child labor they can manage to study their lessons in the evening and have average grades of 80% and above.

- playing is not enjoyed by the children they would rather rest and do the household chores.
- majority of them verbalized that they are forced to work because of parental pressures (scolded) not allowed to go to school) and their economic condition (the little income of the parents cannot afford to send them to school)
- they experienced the following while working:
 - o tiredness
 - o exposure to too much heat of the sun
 - o soaked in the rain
 - o hungry
 - o back pains/muscle pains
 - o nasusugatan (wounded)
 - o natitinik (pricked)
 - o nagagalusan (bruised)

4. Hacienda Cabanbanan – Talisay City

No. of hectares planted - 38 hectares
No. of regular worker - 40 @ P130/day

Information about the community

- there are 100 families residing in the area
- they were resettled to San Esteban Homes because the place they were formerly occupying is now being developed as the new site of Talisay City Hall
- housing facilities are constructed by the residents with assistance from the hacienda owner.
- free use of home lot approximately 80-100 sqm.
- housing are re-blocked with drainage and water facilities ready for home consumption if they pay the connection fee and monthly bill.
- deep wells are located in different areas
- other residents are non-hacienda workers, either they work at other haciendas, are construction workers, or drivers or vendor's. (Ricarido Rupo – local chapter president)
- the key informant identified only 5 child labors aged 8-10 years old
- most of the child labor are within the 10-17 years age bracket.
- the hacienda employs contract workers and sacadas thru a contractor for the cutting, hauling and loading of canes
- child labors are engaged only in planting and weeding
- their remuneration is carried over to the contract of the parents. The more they finish, the bigger is the income.

Kinds of Contract Workers/Pakyaw

1. Plowing by carabao – P437/hect – 3 ways or 3 times to plow the farm
P302.62/hect. – 2 ways
1 ½ day work/man-day

2. Tractor operated plowing – P170/day driver's rate
3. Weeding – P705.97/hect. – 15 workers/ha. – 4-5 man - days
 - if child labor join parents, the work is done in 2-3 days
4. Canal preparation/cleaning – P250-300/meter exclusively by male workers
5. Planting – P264.65/laksa (1,000 cane points)
 - a. Cutting and loading of canes – P71.80/ton, normally contracted to sacadas/outside contract workers
 - P264.65/hect.
 - 3-4 man-days
 - 8 workers

5. Hacienda Nacab – Talisay City

1. Land area - 96 hectares
2. No. of hectares planted - 83 hectares
3. No. of regular workers - 10+
4. Daily rate of regular workers - P140
5. Received remuneration every 15th & 30th of the month
6. No. of houses in the hacienda

40 non- workers - they no longer work in the hacienda instead they work as construction workers, fisherman, pedicab drivers or employed/working in Talisay, Bacolod or Silay City.

66 regular workers

20 workers are occupying free housing facilities

7. Benefits

- a. SSS
- b. 8 kilos of rice every payday, deductible from salary
- c. house repair
- d. hospitalization – ½ hospital bills
- e. cash advances for medicines
- f. maternity/paternity leave
- g. salary upgrading
- h. scholarship for high school and college students

85 and above general average
P2,000 per year for high school
P3,000 per year for college

- July-September - off season
- receive rice subsidy payable during the next planting season thru salary deduction
 - other workers seek job opportunities outside the hacienda as construction workers or laborers
 - children work as domestic helpers/construction workers

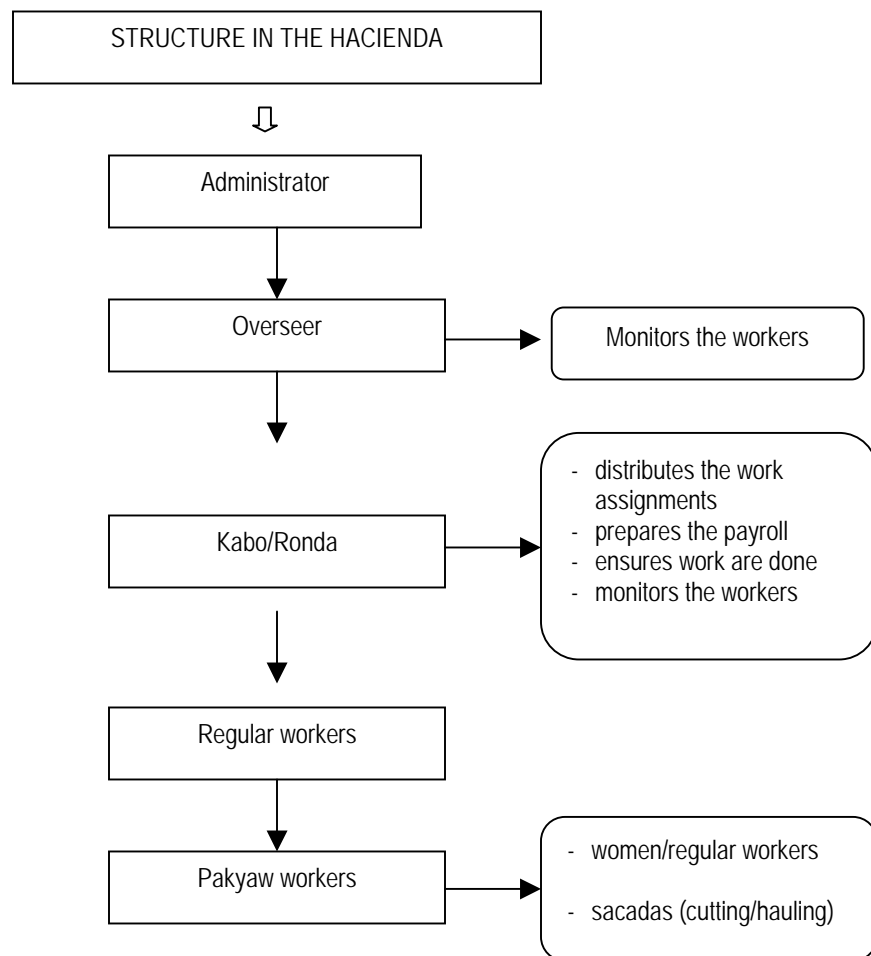
Kinds and rates of pakyaw work:

Araro - P460/hectares – 2 workers – 1 day work

Planting - P280/laksa (1,000 pcs.) cane points, about 4 workers – 1 to 2 days work/laksa

Weeding - P800/hectare – about 33 workers (parents) approximately 2 hectares for 3 to 4 hours.

*mass mobilization of family members including children during the weeding



6. Hacienda Josefa 1 – Blumentritt, Murcia

- No. of hectares planted - 109
- No. of regular workers - 36
- Remuneration P120/day - weekly salary
- minimum of 7 working hours

Casual workers/contractual workers/sacada are hired during peak season

Benefits

1. SSS
2. membership to union
3. free use of home lot
4. emergency loan – (hospitalization and medicines – subject to approval of management)

Workers Conditions

- 18 up years old accepted as regular workers entitled to SSS
- Milling season – Sept-Mar
 - o Start of work in the farm
 - o Plenty of contract work and regular daily rate work for regular workers

Types of work

1. cane points cutting
 2. weeding - work for female workers together with child labor
 3. planting
 4. applying fertilizer - parents apply the fertilizer
 - child labor cover the canes with soil

 5. cutting canes
 6. hauling
 7. loading
 8. plowing – use tractor or carabao
- } Work for male workers with the assistance of older male children 15-18 years old

PATDAN	-	A person who is hired to cut cane points
BAKERO	-	Bringing the carabao to grazing area
BULAD	-	Salted fish
Bull Cart with Carabao	-	Hauling of canes with the use of cart and carabao
CAMPO	-	Sugar farm
ENCARGADO	-	Overseer of workers, part of the management of the hacienda, prepares and releases the payroll
GINAMOS	-	Fermented fish
GUNA	-	A weeding tool used for loosening the soil, made of steel and with wooden handle with rounded point
GUYOD	-	Hauling of canes
HILAMON	-	Weeding
KABO	-	Distributes the work, assigns the workers to designated areas in the hacienda
LAKSA	-	10,000 pieces of cane points
MAKABULIG	-	To help parents
MOLINDA	-	Cutting of canes, hauling of canes, loading to the trucks
PAKYAW	-	Contract work of workers per hectare, tons or thousands of cane points (Laksa) for a specified/target number of days
PIGADO	-	Parents are hard-up, have inadequate income
RONDA	-	Hacienda guard, monitors the workers' output
SAGADA	-	Contract workers from other places being hired for cutting, hauling and loading of canes
TANOM	-	Planting of cane points
TAPAS	-	Cutting of canes
TUDLING	-	Called "pakyaw" system in Mindanao

Annex D1.d

KAMALAYAN DEVELOPMENT FOUNDATION (KDF)

Date: August 29, 2002

Malungon, Saranggani Province

KEY INFORMANT: Ging Fallocorina

Ging is a development worker of Kamalayan Development Foundation. Ging is based in Digos; however KDF has an ongoing project in Malungon, Saranggani among the children who are working in the sugar plantation.

According to Ging, there are many children working in the sugar plantation in Malungon whom KDF “uncovered” through its organizing activities. These children aged below 15 years are engaged in weeding, planting, and even in applying fertilizers. They work with their parents as part of the pakyaw system called (“tudling” in Mindanao) or as individual workers. Children and adult workers alike are paid P60 daily. Remuneration of children are collected by parents. The children are in school. However, working in the plantation has a higher priority than their schooling.

Annex D2.a

FOCUS GROUP DISCUSSION

Date : August 17, 2002
Location : Rodero, Makilala, Cotabato
Key Informants: Inday, Laida, Brgy. Captain Espinosa & Ging

1. Production Process

- 1.1 With the use of a knife (a sharp double bladed 3-inch knife with a wooden handle around 6 inches long), the tapper, a boy, cuts a diagonal line around the bark of the rubber tree to allow the sap (latex) to drop and flow to a coconut shell strategically positioned to capture the flowing sap (latex). As the sap flows, the tapper goes to the next tree, does the same thing and moves on and on cutting diagonally the bark of each tree. This process is called **tapping**.
- 1.2 After sometime another child, this time a girl mixes acid to the latex in the coconut shell. Acid is placed in a bottle and is poured into the coconut shell then stirred with the use of a stick. Like the tapper, the girl goes from one tree to another to mix acid with the latex. When asked why girls are tasked with mixing acid with the sap (latex), the informant said that this had been a practice long before, maybe because it had been perceived that mixing the acid with the sap (latex) is easier than tapping each rubber tree.
- 1.3 Tapping is usually done within 15 days straight, the rest for another 15 days or done every other day. In Rodero, Makilala, tapping is done every 15 days. However, if there is a need for money workers go tapping at anytime provided there is an interval of one or two days. Adult tappers or full time children tappers work from morning till afternoon. However, children go tapping in the morning before they go to school, then, resume in the afternoon right after school. Mixing acid is done at the same time.
- 1.4 After some time, the coconut shells with sap (latex) that are mixed with acid are gathered and placed in a sack. This is called the **collection** process, which is done twice a month or more often, if the tapper needs money.
- 1.5 The collected sap/latex is brought to the middleman-trader. This process is called **hauling**. In here, the produce is weighed and is recorded for payment. Payment is made every 15 days depending on the need of the tapper for money. What is noteworthy to look into in this process is the fact that more often than not, the children carry on their head a sack of latex mixed with acid. Not only is it heavy but also the smell is awful coupled with the fact that the acid flows from the sack to the bodies of the children.

2. The children work with their families and whatever remuneration due them for the work they have done, is credited to their parents or family. If a child taps or mixes acid full time in a day, he or she would finish tapping or putting acid less than one tasking or 600 trees or 8 – 10 rows of rubber trees. The total production would be more or less P3,000 and 30% of this goes to the tappers and the “acid”. If the children do the hauling, they get additional income of P0.30 per kilo. Two lines or 100 – 120 trees would yield 1 sack of sap or latex in coconut shells and each sack costs P20 to P30 per kilo.
3. There are more or less 1,020 households in Rodero and Kamalayan “masterlisted.” 80% of these household heads are tappers and 300 children are discovered to be “tapping” and “mixing acid” in the rubber plantations. However the masterlist does not yet yield how many are in school and how many are not. It also fails to say something about the health situation of the children.
 - 3.1 The barangay captain, himself a plantation owner expressed ambivalence on whether or not to allow children to work in the plantation. However we assured him of our support in his predicament because the priority of the community is really having food to eat. We told the barangay captain that the BCPC should look into how the hazards faced by children in the plantation is minimized or that the children stay in school at school time.
 - 3.2 According to the barangay captain, he had acquired the plantation 23 years ago yet the trees are still productive. If and when he will re-plant maybe he would practice inter-cropping because the gestation period would entail six (6) years after replanting. Tapping is done year- round.
4. Only the Kamalayan Development Foundation is doing some advocacy work in the area but just recently. With the help of the BHW, some 300 children working in the rubber plantation were identified. From the government sector, the barangay has still to see a doctor at the barangay clinic. Although there is supposed to be a midwife assigned thereat, she comes only once a week. The BHW is tasked with providing initial medication to the barangay people in case of medical need.

Note: Tapping and “acid” are considered as one

Annex D2.b

FOCUS GROUP DISCUSSION

Date : August 18, 2002

Location: Tacul, Magsaysay, Davao del Sur

BACKGROUND:

Tacul is the project area of Kamalayan Development Foundation in its venture with ILO-IPEC in 1998. KDF through its developed and trained core of volunteers do massive advocacy activities in the rubber plantation in the area. It organized a children's organization among the identified child workers found to be tapping and mixing acid in the plantation. Through the project, KDF was able to organize a very active BCPC with very supportive Barangay Captain.

At the beginning, KDF prepared a master list of more than 350 children ages 6-14 years old working in the rubber plantation. Now, the children working in the rubber plantation tapping and mixing acid could hardly be found.

One parent said his children stopped working in the plantation after KDF volunteers shared with them during a seminar the dangers of children working in the plantation. He said that the work is too much for the children however there are times when they need money, hence, they have no choice but to let their children work on Saturdays and Sundays. Or sometimes if there is much work to be done in his cornfield, he prevails upon his children to absent themselves from school in order to help him.

Another parent said that since KDF and ERDA had provided bags, uniforms, and other school needs to one of her children, it is difficult for her to provide the same things to her other children. So during summer, everybody works in the plantation in preparation for the purchase of school needs of her other 5 children who are not KDF-ERDA beneficiaries. She said that she understands the import of her children being in school, however, what her husband earns from tapping is not enough to sustain the family.

In tears, Rufina Mendoza brought up a problem of her 15-year old daughter who was among the first group of children KDF identified to be working in the plantation since she was 9 years old. Now Analisa is 15 and suffers pain due to the lumps in her two breasts. Her mother said they discovered this some few months ago but since they had no money for the doctor or even for transportation to Digos for examination they just relied on what a relative told them - to use herbal medicines. So for some months she ate only carrots and applied mashed leaves that her grandfather gave her. If she eats meat, eggs, or chicken she feels pain in her breast. Unfortunately her grandfather lives far from her place so she cannot regularly have carrots and the other herbal medicines. So we brought her to Davao Regional Hospital where KDF and myself "struggled" to pressure the Hospital's Social Workers to classify them as 100% indigent and should be provided free services. One week from the time we brought Analisa to the hospital, the results of her biopsy test will be known.

Relative to Analisa's physical/medical case which is worthy to note, is the family dynamics. During the discussion, Analisa's mother said that she has two other older daughters, one 19 years old and the other, 17 years old. The mother said that her 19-year old daughter had been working as a waitress in a Chinese restaurant in Davao City for almost a year now, however, the last time she came home was in May this year. Her other 17-year old daughter also works in a carinderia in Bansalan and she had not come home since she left five months ago. When asked if these two daughters share some of their earnings with the family, the mother said "no" because she does not obligate them to give her money.

The KDF worker explained that most often, young people who leave Tacul to work in Davao City, Digos or in Manila lose touch or do not communicate with their families. Sad to say that there are many cases when they come home already in "boxes" or known to be sex workers in the city.

Another parent said that his children always have fever and cough. He earns barely enough for their food especially now that his children can help him in the rubber plantations only during Saturdays and Sundays.

Annex D3.a

FOCUS GROUP DISCUSSION

Location: AMS Farms, Kapalong, Davao del Norte

Participants:	Prudencio Gomez	- Coop President
	Pepe Bansag	- Local Union President, ALU-TUCP
	Ismael Magtubo	- Beneficiary-Supervisor
	Edgar Espejon	- Beneficiary-Member
	Lemuel Biscotho	- Beneficiary-Fieldworker

Actually there are more than 10 people in the FGD but the abovementioned are those who took active part in the discussion.

Since we did not like to appear like we are “investigating” the presence of children working in the plantation, we started the conversation by stating that we wanted to know more about the production process in the banana plantation and specifically who/which group of workers (men, women, children) does each process.

AMS Farms used to be planted with rubber trees more than banana however sometime in the mid-1990s, the whole area was wholly planted purely with banana. The following are the steps undertaken in the production process as enumerated by Ismael Magtubo:

1. **Land Preparation:**

This happens once at the very start of the farm operation and the procedure may be done at one time and these are generally done by male workers.

- 1.1 The area is cleared with the use of big machine/equipment like tractors.
- 1.2 Main canals are installed to allow the earth to breathe with the use of backhoe.
- 1.3 Cable wires are installed where the bananas will be hung to get to the packing shop.
- 1.4 Roads are also constructed for easy transportation of the goods after packing and also for workers to use.

2. **Planting/Replanting**

Again, planting is done once in many years and the shoots that sprout during the growing period of the banana trees takes place when the original trees are deemed unproductive by the fieldworkers. The use of the sprouts is called replanting.

Adult male workers are usually engaged to do the planting and re-planting.

- 2.1 Banana shoots are bought either from the neighboring nurseries or these are grown in their own farm nurseries.
- 2.2 There are generally two varieties of bananas and each variety has its own peculiar way of being planted. A case in point is the distance in planting, i.e. the Cavendish variety is planted at a farther distance from each other compared to the umalag variety that is planted at a shorter distance between them.
3. Application of fertilizers is done manually and by male workers in this farm. At some big plantations, however, fertilizer is applied by aerial **spraying**.
 - 3.1 Ammonium sulfate is scattered around the plant when it has reached the height of 42 mm. This is done regularly up to 6 months.
 - 3.2 On its 6th month, fertilizer appropriate for fruit-bearing trees is applied.
 - 3.3 Weeding by male workers takes place.
4. **Budding**
 - 4.1 When bananas are 6 inches tall, they are injected with chemicals to induce budding with the use of a spot gun by male workers.
 - 4.2 At the same time chemical spraying is done at 72 cycles a year or every 5 or 6 days per cycle.
5. **Bagging** is done to protect the fruits from getting infected.
 - 5.1 The banana fruits are covered with plastic bags to protect them from insects. Male workers do this manually.
 - 5.2 There are times when women and children pick up the used plastic bags and wash and sell them to be used again. However is not prevalently done.
6. Male workers do the **de-leafing/trimming** of leaves manually. In this procedure, the parts of the leaves that are brownish are trimmed or discarded.
7. Because the fruits are getting bigger, the banana tree tends to bow down so **propping** is done by either one of the two ways: conventional propping where a bamboo in X form is used to make the tree stand tall; or the overhead method, where the tree is tied to a string with a metal big as a fist; this metal thing is thrown overhead across wires running along the banana trees making the trees stand up.
8. Male workers do the **harvesting** by cutting the bunch of bananas from the trees and attaching each bunch to the cable wires that will bring the fruits to the packinghouse.
9. **Quality Control/Packing** is done by checking each fruit that its size and weight are in accordance to the terms of the buyers. Quality fruits are then packed in boxes and ready for transfer to specified buyers. Almost 90% of the workers in the Quality Control/Packing Division are women.

- Q: It seems that there are no or few women and no children working in the farms?
A: May organized labor kami dito at siya ang presidente (pointing at Pepe Bansag).
A: (Local Union President) May union kami dito (ALU) at nakalagay na sa CBA namin na hindi magpapatrabaho ng bata at mga babae dahil sa chemical hazards.
A: Palagi nang nagmomonitor ang mga taga DOH simula noong naglabasan ang mga problema tungkol sa chemical victims na may naging baog, nagkacancer at iba pa.
A: Saka marami na kaming mga speaker na taga DOLE at NGO ng nagsasabi tungkol sa child labor na ito ay ipinagbabawal ng ating batas.
- Q: So noon pala may mga bata na nagtatrabaho sa plantation?
A: Oo naman, kaya lang noong mga 1995 at 1996 medyo nawawala na ang mga batang ginagamit sa paggawa.
- Q: Kahit na yong mga tumutulong lang na kasama ng mga tatay o nanay?
A: May mga gawain na pinapakyaw tulad ng paggawa ng kanal, pero tulad ng sinabi ko nangyari ito mga ilang taon na ang lumipas.
A: Ang mga bata ay nag-aaral lahat. Katunayan nga may doctor na kami at mga maestra.
- Q: Gusto kong balikan ang quality control/packing – ano ang nangyayari sa reject fruits?
A: Binibili ng mga kababaihan ang reject at ginagawa nila itong banana chips na ibinebenta nilang either upang gawing hog mash or sitserya - yong chips ay nilulutong mabuti at ibinebenta sa mga terminal or tindahan.
- Q: Di kaya may mga batang kasama ng mga magulang na gumagawa nito?
A: Maari pero magandang training ito, di ho ba, para matuto ang mga kabataan nga tumulong at magkadiskarte sa paghahanap buhay.
- Q: Ano ang ginagamit nila sa paggawa ng chips at paano ito ginagawa?
A: 1. Ang mga reject ay binabalatan at pinatutuyo para matigas.
2. Sa pamamagitan ng slicer, ang bawat saging ay ini-slice nila ayon sa gamit –pang hog mash or pang tinda bilang sitsirya.
3. Ibinibilad ito sa basketball court upang tuluyang maging tuyong tuyo.
4. Pag tuyo may namimili sa barangay para gawing hog mash o sa mga nag-aral sa RIC ginagawang sitseria ito at ibinebenta sa bayan. Pero mas madaling maging pera pag ibenta ito sa namimili para gawing hog mash kahit mas mura.
- Q: So, saan tumutulong ang mga bata dito?
A: Sa pag-slice at pagpapatuyo.
- Q: Di ho ba ito mahirap sa mga bata?
A.: Mabuti nga para matuto silang mabuhay. Hindi naman ito ginagawa araw-araw kundi tuwing Sabado at Linggo lamang. Dapat nga may programa tayo na tumulong upang i-market ang ginagawang sitseria nabasa ko na puwede pala itong i- export.

Q: Lalahatin lang po natin ang ating pinag-usapan po ha?

Heto ang mga proseso sa banana production na kadalasang ginagawa.

2. Planting/re-planting
3. Fertilizer application
4. Budding
5. Bagging
6. De-leafing/Trimming
7. Propping
8. Harvesting
9. Quality Control/Packing

Maliban sa Quality Control/Packing, mga lalaki lamang ang gumagawa sa bawat proseso dahil sa Quality Control/Packing, 90% dito ay mga babae.

Wala nang mga bata sa plantasyon simula ng mga 1997 o 1998 dahil sa mga problema na kinasasangkutan ng mga namamahala sa mga farms ukol sa chemical hazards sa mga manggagawa dito lalo na sa mga bata at kababaihan.

Sinasabi rin ninyo na ipinagbabawal na rin sa inyong CBA ang pagtrabaho ng mga bata.

At sinasabi din ninyo na nagmomonitoring na rin ang DOH dahil nga sa hazards ng mga chemical sa mga bata.

At sinasabi ng mga taga DOLE at NGOs na bawal ang child labor sa mga plantasyon.

Ano nga ba ang child labor?

A: Ito po ang pagpapatrabaho ng mga batang may edad na mababa sa 18 sa mga gawaing delikado sa kanilang kalusugan.

A: Ang mga bata ay nagtrabaho at hindi na nakakapaglaro at makapag-aral.

Q: Pero may mga batang tumutulong sa mga nanay sa paggawa ng chips sa pamamagitan ng paggamit ng slicer at pagbilad sa init ng araw. Pero sa inyong pananaw ito ay okay lang kasi matutong dumiskarte sa buhay ang ating mga anak.

A: Opo.

Annex D3.b

FOCUS GROUP DISCUSSION IN TAGUM CITY

Date: 17 August 2002

The FGD was participated by four grower-owners in different barangays in Tagum. They were the following;

Cesar Dollero, Nestor Halog, Efren de Guzman and Marcelina Nisnisan

Cesar Dollero is a grower/land-owner who used to plant lemonsito in his 8-hectare farm but due to the unstable price of the fruit, he shifted to bananas. He sells his bananas to AMS. Cesar said that in 2001, the Davao Fruits Company with whom he used to have a contract would hire the services of children in various farm works like weeding. However AMS with whom he has a contract with now prohibited the said practice because the Department of Health is constantly monitoring the presence of children in the farm and advice parents not to allow their children to work in the plantations due to chemical hazards, furthermore depriving the children from going to school and enjoying the life of being children.

Nestor Halog's family operates a 40-hectare banana plantation; some of these are rented from a family residing abroad and the family owns the rest of the property. Like Cesar Dollero, Nestor's family sells their produce to AMS that brings these to Japan, China, Korea and the Middle East. All their workers are male adults who work for 8 hours a day and are paid between P150-200 daily. They have 14 workers, all male, though they hire some adult women who wash the plastic bags which they re-use two or three times to protect the banana fruits from being bruised or from insects.

Marcelina Nisnisan manages a six- hectare land owned by her family. They used to sell their bananas to Davao Fruits Company but since two years ago their buyer was AMS because AMS offered a better price. They used to have young boys aged 14 or 15 years old who did the weeding. However, last year DOH started monitoring the presence of children in the plantations thus they stopped the practice.

Unlike the three, Efren de Guzman sells his banana produce to local buyers and the DOLE Company in Panabo. He has 4 hectares planted with bananas and another 4 planted with papaya. He hires three major workers namely Inday who does the marketing, Dodong who is responsible in harvesting and Bonifacio who does application of fertilizers. Efren hires adult workers to do the weeding and trimming of leaves and do other plantation work by pakyaw. However, he makes sure that there are no children in the "pakyaw" team because the DOH is religiously monitoring the presence of children working in the farm. Aside from that, Efren, as a former trade unionist, says "I have attended seminars on child labor and I know the disadvantages of farm work to children."

Annex D3.c

FOCUS GROUP DISCUSSION

Date : August 18, 2002
Location: Compostela, Compostela Valley

Participants:

There were eight trade unionists who met with us however only the following took active part in the discussion.

Ernita Baylosis
Arnolie Quinio
Lolong del Puerto
Rose Cayanan

BACKGROUND:

The identified 8 trade unionists that came to the FGD were identified by the undersigned. They had attended both the basic and advanced courses on child labor as part of the UNICEF-funded Child Labour Project implemented by TUCP in partnership with the Associated Labor Unions which selected Suyapa, NEDA and Ligaya Farms as project areas. Ernita Baylosis, a TUCLAS (Trade Union Anti-Child Labour Advocates) and Arnolie Quinio, only 15 years old then, had represented the workers' sector in the 1998 Global March which brought them to some Asian countries.

At present, an income-generating project of the DOLE provided them with capital assistance which gives opportunities to some women in the farms to engage in food processing, bread and pastry- making and bag-making.

(Questions and answers were delivered in the local dialect but were translated for facility of the readers. With this group, direct questions on child labor can be asked because the interviewees are very comfortable with the issue having been involved in various child labor activities in the past).

Q: Can we estimate how many children are working in the plantations now?

A: We have no children working in the plantations anymore. Because in 1997 after we attended the Specialized Training on CL in Tagum City, some of us "confronted" our management and told them that children working in the plantations is prohibited by law because of the danger it causes on their health and development.

A: It was not easy for us to influence the management. However, with visitors coming here one after another (from US Embassy, ACILS, ICFTU, etc) "quite

- scared” the management and stopped hiring young boys to do canal-digging, propping, application of fertilizers and de-leafing.
- A: In 1998, the management was also informed that TUCP put up a Photo Exhibit of children in a banana plantation and although the farm was not identified, the management took the matter seriously.
- A: We also have stipulations in our CBA regarding prohibition of hiring children to work in the plantations. Also STANFILCO “warned” the growers from hiring children to work.
- Q: Was there no effect on the family income of the prohibition of children working in the plantation?
- A: Not much. Because some wives were provided livelihood capital DOLE for food processing, bread and pastry making and dressmaking. But I think this assistance must be expanded and marketing assistance must be given them to really be of help to the families. Bigger boys like those aged 16 or 17 who have finished high school are allowed to work in the plantations but definitely not those lower than 15 years and in - school.
- A: We now have a National High School in the town proper which makes education accessible though we would like to see our children go beyond high school but college education is another thing. I hope we have college education assistance *kasi iba na rin pag college graduate ka, di ba?* (because being a college graduate makes a big difference).
- A: Noong una pero mas nanaig ang paniniwala namin sa mga itinuturo ng ALU at TUCP tungkol sa child labor saka mahigpit si Ernita Baylosis, naglilista siya ng mga bata sa plantasyon.
- Q: Do we have NGOs/GOs providing assistance to our working children?
- A: As I have said wala nang mga bata pero ang DOLE ay nagbigay ng puhunan sa mga nanay ng mga batang manggagawa to go into food processing, bread and pastry making and dressmaking.
- A: Ang ALU noong 1997 hanggang mga 2000 ay nakiki-coordinate sa UNICEF for seminars and trainings on child labor and child’s rights. Pero nawala na. Sana continuing ang advocacy nila para masustain ang awareness ng bawat farmer.
- A: Not only that, our seminars should be on how to improve our financial situations kasi lumalaki na ang mga anak namin and the school expenses are getting bigger also.
- A: Sana may training dinsa mga lumalaking mga kabataan para malaman nila ang kanilang obligasyon bilang mga kabataan.
- Q: Anong masasabi ninyo sa child labor issues?
- A: Unang una salamat kay Sister Luisa Logan taga TUCP at Sister Joy Lim ng ALU na walang pagod na pumunta dito sa amin at nagbibigay kaalaman tungkol sa

child labor. Sana tulungan nila kami na mapaunlad ang aming kabuhatan sa pamamagitan ng pagmarket sa mga ginagawang banana chips.

- A: Saka sana may scholarship sa college para sa mga nararapat mag college kasi pag hindi masustenar ang aming kalagayan baka sa mga susunod na taon may mga batang nagtrabaho na naman sa mga farms.
- A: Sana tingnan ng ating pamahalaan ang tamang pagpapasahod sa amin kasi kung kasya ang suweldo sa amin di na namin pagtatrabahuin ang aming mga anak.

(by: Pedro "Boyet" Godinez, Jr)

Annex D3.d

SECTOR : BANANA
PLACES VISITED: Davao del Norte and Compostela Valley

BACKGROUND:

Even during the period when we were coordinating for the visit to Davao del Norte, contact persons in the area had informed us that there are no longer children working in the banana plantations. However having implemented a child labor program with assistance of UNICEF and in partnership with the local unions of the Associated Labor Unions particularly in the farms of SUYAPA, NEDA and LIGAYA in 1996, I personally hesitated to believe the information and decided to go on with the survey but this time targeting farms other than these three.

Day 1 – 15 August 2002
2:00 PM

ACTIVITIES UNDERTAKEN

1. Met with identified survey partners from the local government of Tagum City, who went on leave from their respective offices to assist us in the survey – Boyet Godinez, Rey Casas, Clarissa Chavez, and Francis Godinez and the undersigned discussed with them the objectives of the survey activities and target areas. We agreed to target Kapalong to save on time and logistics as we planned to “dovetail” interview activities in the banana and rubber plantations in the said municipality.

The following were undertaken during the meeting:

- a. Discussed how to undertake the survey interviews with the children and parents
 - b. Agreed on the task of each one during the survey interviews: Rey and Francis will identify among the workers’ children to establish that there are children in the plantations; while Rufa and Boyet will take down notes on the FGD process and responses
2. Visited the PPDO of Davao del Norte and the CPDO of Tagum to review/take a look at their Development Plans.

FINDINGS

The development plans of both the province and the city yielded not much data on child labor. There is no item in the development plans that deals on the employment/involvement of children in the different farms nor working with one's own families considered in the development plans. The plans did not include data or information on child labor issues when in fact and truth both the 1996 and 2001 Survey on Children by the National Statistics Office clearly revealed the existence of working children in Davao Norte.

Day 2, 16 August 2002

Areas Visited: Kapalong, Sto. Tomas, Carmen, Panabo, Tagum City – all in Davao del Norte

Again with Boyet, Rey, Clarissa and Francis and this time with Rufa, a very active participant in the various child labor activities conducted to trade unionists in Davao and Mrs. Fe Dahlia Roferos of the Provincial DAR office, who “guided” us to some CARP banana plantations namely, Checkered Farms, Diamonds Farms and AMS Farms and individual farms in Panabo and Carmen, both municipalities of Davao Norte and Tagum City, after we failed to locate rubber plantations in Kapalong.

FINDINGS:

1. Kapalong and Sto. Tomas are generally agricultural areas planted with banana and rubber. However beginning the mid-90s towards 2000 most of the rubber plantations had begun to be converted to banana plantations following the boom in the demand for exportation of bananas particularly to China and Japan. Another reason for the conversion was the fact that rubber trees were becoming unproductive and production cost and the gestation period to make new trees productive is 5-7 years which is very long wait for the farmers. Producing bananas is far more advantageous to the farmers.
2. Big area plantations owned by the Lorenzos, Marforis, Sorianos, and others have been subjected to land reform under CARP. To prepare the farmers for eventual full ownership of the land, farmer beneficiaries were organized into cooperatives and were given trainings to manage collectively their own lands from production stage to marketing. Checkered and Diamond Farms are two successful CARP areas. During our visit, we found their offices to be air- conditioned and members move around in the plantations not by foot or bicycle but by motorcycles. Cooperative members directly involved in managing coop affairs and transactions are paid.
3. However in some plantations like AMS (Alberto Marfori Soriano), the ownership of the land is not yet fully turned over to the beneficiaries, thus production and marketing is still done by AMS though two cooperatives composed of member beneficiaries (one cooperative is composed of 80% of the total farmer

- beneficiaries and the other one is composed of the remaining 20%) are actively in operation.
4. During the visit, no child was found to be working in the big plantations or in the individual landowner-farmers around the area. (Please read separate FGD account for details of banana production process and reasons why children no longer work in the plantations)
 5. Carmen, Panabo and part of Tagum were explored for identification of children working with their families in the plantations. These three are generally banana-producing areas. However like in Kapalong and Sto. Tomas, no children were found in the plantations.

Day 3, Saturday

As early as 5 o'clock in the morning, the team explored Tagum and part of Carmen in an attempt to find children working in the plantations since it is a Saturday. An FGD was conducted with owner-growers in Tagum.

Later in the morning, the undersigned left the group and met with KDF in Rodero, Makilala. The group in Tagum conducted an FGD with some owner-growers in Tagum.

FINDINGS

1. No children were found working in the plantations during the visit even if it was a Saturday.
2. Specific accounts of the FGD with owner-growers in Tagum are contained in a separate report.
3. Barangay Rodero (Makilala, Cotabato) is a new area of the Kamalayan Development Foundation (KDF). KDF's Davao-based Project Officer for Mindanao, volunteer trade unionist Rufa Luzoraga, 3 KDF volunteers and the undersigned composed the team to do the interviews in Rodero. The undersigned initially did a couple of interviews with the other team members listening. Then the other team members did the interviews but final interview was done by the undersigned to validate answers given and edit the schedule for further probing. To save time, the KDF volunteers visited the area a day before to "groundwork" for the interviews and the identified respondents were gathered at the barangay hall. Since it is a "pay day" for tappers, there were no adults found but the volunteer BHW took on her the responsibility of interviewing parents the following day.

Day 4, Sunday

AREAS VISITED

Compostela Valley particularly the municipality of Compostela (visited by the Tagum-based survey group)

Tacul, Magsaysay, Davao Sur (visited by the undersigned)

FINDINGS

1. The Tagum-based group left Tagum at 4 in the morning and proceeded to Suyapa, NEDA and Ligaya Farms, all located in the municipality of Compostela and area of a UNICEF-TUCP Child Labour Project in 1996 to 1998. Details of the visit are in a separate report sheet.
 - 2.1 The Davao-based team proceeded to Makilala in Magsaysay, Davao del Sur via "habal-habal" from the town proper. KDF has been in this area since 1997 implementing an IPEC advocacy project. This area had also been featured in the ABS-CBN's "The Correspondents" anchored by Abner Mercado who stayed in the area for four days.
 - 2.2 It was brought to the attention of the undersigned a case of a 15 year old girl, who used to be one of the first children found by KDF applying acid in the rubber plantations in 1998, with big lump on both of her breasts and in pain especially if she eats meat (pork and beef), egg and chicken meat. Together with the KDF staff, the girl was brought to the Davao Regional Hospital, where she underwent biopsy test. Results of said examination will be released on Wednesday, 28 August 2002. The mother was in tears as she bared the situation of her daughter who had to walk some four kilometers just to obtain carrots and other herbal vegetables (for free) from a relative. Said vegetables ease the pain in her breasts.
 - 2.3 Together with the girl was a boy who had a swollen nose due to a fall. Though the fall had nothing to do with the study, the KDF decided to bring him along to the hospital for examination. It is a good thing that there was no fracture found in the nose and the swelling could be treated with hot compress. However the incident revealed one very disheartening situation in the community. Since the children had to sleep overnight at the KDF House, the undersigned queried if the boy brought any extra clothing. The undersigned was told that if he brought with him one extra clothing, one of his siblings (they are 10 children in the family) will not have anything to wear since they have only one set of clothing shared by all three who had almost the same sizes.
 - 2.4 There is a serious need for the government or any concerned organization to look into the health situation of the children as well as the adult workers in the rubber plantations. The interview yielded that although there is a BHW

assigned in the area, there is a more urgent need to bring medical practitioners to the area to assess the health situation of the community people. A serious family planning/reproductive health program must also be implemented in the area.

19 August 2002, Monday

ACTIVITIES UNDERTAKEN

1. The undersigned visited the Regional Office of the Department of Agriculture in Davao City. However it seems that we gathered more information from the Marketing Assistance Division at the DA national office in QC than the regional office in Davao.
2. Went back to Rodero (Makilala, Cotabato) and Tacul (Magsaysay, Davao Sur) to collect the interview sheets and conduct callback interviews. We were discouraged to stay overnight in the area for security reasons so we just had to go back for callback interviews.

20 August 2002, Tuesday

The undersigned met with the Tagum-based group and “discussed” with them the results of the FGD accounts.

Annex D4.a

THE SITUATION OF CHILD LABOR IN PINEAPPLE PLANTATIONS

BACKGROUND

In 1999, based on the data of the Provincial Agricultural Statistics Office in Bukidnon, there were 12,050.97 hectares planted to pineapple in the province of which 99.5% or 11,989.86 has were owned by Del Monte. Among the municipalities that have the most number of hectares planted with this crop are:

Libona	6,206.80
Manolo Fortich	3,500.00
Sumilao	1,498.00
Malaybalay	661.56
Impasug-ong	123.50

The estimated number of workers is 2,100. There were no reports indicating child labor incidences.

In 2002, based on interview with Mr. Elorde, Administration Department of Del Monte in Manolo Fortich, his company had increased the plantation area to 17,000 hectares. They are employing 2,800 workers. They do not hire workers below 18 years old.

Information given by the following:

August 19, 2002 Mr. Elorde
Assistant Administration Manager
Del Monte, Philippines

Our company never hires workers with ages below 18 years. We pay above-average wages, not to mention the investment in terms of training and other benefits, so we must hire the best laborers in the community. We follow a good system of hiring workers.

August 19, 2002 Mayor Mary Ann Barela
Municipal Mayor
Sumilao, Bukidnon

I have not known any child labor in the pineapple industry in our municipality. Del Monte is very strict in this aspect. I always emphasize to our barangay officials to campaign to their constituents for a better education for children. Maybe because of this, child labor is not much of a problem in our municipality.

- August 16, 2002 Mr. Venancio D. Dahino
MPDC, Sumilao
- I am quite sure that there is no child labor in pineapple plantations owned by Del Monte. Backyard pineapple plantation is very negligible, hence not worthy for monitoring.
- August 16, 2002 Mrs. Luz P. Agcopra
MSWDO, Sumilao, Bukidnon
- There are reported child labor incidences in pineapple plantations. In quarrying of lime there are reported cases of child labor.
- August 15, 2002 Barangay Captain
Narra, Libona
- Narra is one of the Barangay in Libona with widest pineapple plantation of Del Monte. There is no backyard planter in the Barangay. I am sure that there are no workers with ages 15 years or below.
- August 15, 2002 Mrs. Sol Buta
MSWDO, Libona, Bukidnon
- There is a reported case of child labor in a pineapple plantation here in Libona.
- August 16, 2002 Mrs. Rosario Escalera
MSWDO, Manolo Fortich, Bukidnon
- I know for a fact that Del Monte is very strict in terms of age requirement for its workers. I have not known any child labor in pineapple plantations here in Manolo Fortich.
- August 16, 2002 Dr. Acosta
Husband of Mayor Acosta
Manolo Fortich, Bukidnon
- I know very well that Del Monte is not hiring workers below 18 years old. Commercial pineapple plantation here in Manolo Fortich is 100% owned by Del Monte, hence I am sure that child labor in this industry does not exist.

RUBBER PLANTATIONS VISITED

PLACE: Dangcagan, Bukidnon

Date of Visit	Name of Farm	Location	Area Ha	Number of Regular Workers	No. of Regular Workers with ages 15 years or below	Percent	No. of children assisting the regular worker	Percent
August 16	Kilorian Farm		10	3	0	0	0	0
“	Laco Farm		24	8	0	0	0	0
“	Talintnigon Farm		23	10	1	10	0	0
“	Indapan Farm		11	4	0	0	0	0
“	Dr. Pastor		3	2	1	50	0	0
“	A. Dal Farm		4	1	0	0	0	0
“	Detrio Pacampara		3	2	1	50	0	0
“	Eustaquio Batistis		3	1	0	0	0	0
“	Antonio Mados		5	3	0	0	0	0
“	Danny Samuya		1	3	0	0	0	0
“	Julian Ansis		2	2	0	0	0	0
“	Rodolfo Tagading		1	1	0	0	0	0
“	Joven Mullion		1	1	0	0	0	0
“	Jorenciano Gupitacio		3	2	0	0	0	0
“	Hermes Andoy		1.5	2	0	0	0	0
“	Marcelino Ligan		8	4	0	0	0	0
“	Veronico Bastasa		2	1	0	0	0	0
“	Jose Gupitacio		10	8	0	0	0	0
“	Sosimo Amisola Sr.		4	3	0	0	0	0
“	Simeon Vitas		3	1	0	0	0	0

According to Mr. Jun Genilla, the Municipal Agricultural Technician of Dangcagan, who is responsible in monitoring rubber plantation, he could hardly see, if at all, children working at the rubber plantation.

RUBBER PLANTATIONS VISITED

PLACE: Malaybalay, Bukidnon

Date of Visit	Name of Farm	Location	Area Ha	Number of Regular Workers	No. of Regular Workers with ages 15 years or below	Percent	No. of children assisting the regular worker	Percent
August 15	Tamin Farm	San Jose, Malabalay	10	2	0	0	0	0
August 15	Sajulga Farm	Cabangahan, Mal.	24	8	0	0	0	0
August 15	Cabrera Farm	Laguitas	30	14	0	0	2	14
August 15	Asura Farm	Casinang	14	2	0	0	0	0
August 15	Sena Farm	Cabangahan	12	5	0	0	0	0
August 14	Sajulga Farm	Aglayan	58	18	0	0	3	16
August 14	Bolivar Farm	Binabo	15	5	0	0	0	0

RUBBER PLANTATIONS VISITED

PLACE: Dangcagan , Bukidnon

Date of Visit	Name of Farm	Location	Area Ha	Number of Regular Workers	No. of Regular Workers with ages 15 years or below	Percent	No. of children assisting the regular worker	Percent
August 20	Alex Noble	Lingi-on, Talabag	60	15	0	0	0	0
"	Bigcas Farm	San Isidro/Caca-on	47	11	0	0	0	0
"	Lazaro Asa	Liguron	14	3	0	0	0	0
"	Rudy Sotelo	Cacaon	14	5	0	0	0	0
"	Felipe Esteves	San Isidro	6	2	0	0	0	0
"	Lago Farm	San Isidro	12	2	0	0	0	0
"	Vivencio Galnes	Sto. Niño	41	3	0	0	0	0
"	Abico Farm	Liguron	12	2	0	0	0	0
"	Sinfroso Factura	San Isidro	4	1	0	0	0	0
"	Wilfredo Seno	Liguron	27	6	0	0	0	0
"	Dela Serna Farm	Liguron	3.8	1	0	0	0	0
"	Adriano Enong	Liguron	12	2	0	0	0	0
"	Virginia oils	Lingi-on	21	4	0	0	0	0
"	Henry Tan	Lingi-on	12	3	0	0	0	0
"	Amado Noble	Dagandalon	6	2	0	0	0	0
"	Pepe Berneles	Sto. Niño	24	5	0	0	0	0
"	Digoy Sumpang	Liguron	4	1	0	0	0	0
"	Balili Farm	Sto. Niño	6	1	0	0	1	50
"	Landa Sotelo	Lacaon	4	1	0	0	0	0
"	Perlita Macasusi	Liguron	5	2	0	0	0	0
"	Tormis Farm	Liguron	4	1	0	0	0	0
"	Felipino Amugis	Liguron	6	1	0	0	0	0
"	Eugene Sayatao	Liguron	3	1	0	0	0	0
"	Joseph Asa	Lingi-on	9	2	0	0	0	0
"	FARBECO	San Isidro/Sto. Niño	429	250	0	0	18	7.2

Informants:

- 1) Luis Vicera - Vice Chairman, FARBEKO
- 2) Sulpicio Petalcorin - Secretary, FARBEKO
- 3) Eulalio Millanes - Coop. Member, FARBEKO
- 4) Sinfroso Fatura - Brgy. Captain, San Isidro, Talabag
- 5) Celestino Mapano - Coop. Member, FARBEKO

In Addition to Interview:

According to: Danilo M. Ledoh, Agricultural Technical in Talakag, In-charge of Monitoring Rubber Plantation – he seldom sees any child working in rubber plantations in his municipality.

Annex E

SOCIO-ECONOMIC DEVELOPMENT PROGRAMS FOR THE SUGAR WORKER AND HIS FAMILY OF THE SUGAR INDUSTRY FOUNDATION, INC. (SIFI)

PROGRAM	COVERAGE
<input type="checkbox"/> Health Care Program access through SIFI and PHILAMCARE a worker could file through the employer and seek approval of SIFI and PHILAMCARE	<input type="checkbox"/> Health Maintenance Plan designed to meet health care needs of sugar farm workers and their dependents <ul style="list-style-type: none"> - free hospitalization for sugar worker and his dependents who are sick and need hospitalization - free unlimited consultation with a physician from an accredited and affiliated out-patient clinic or hospital nearest the home
<input type="checkbox"/> Manpower Training Assistance Program (SIFI-MANTAP) <ul style="list-style-type: none"> - for workers or their dependents - recommended by a planter's association, a sugar central, a sugar worker cooperative, or an organized sugar worker union - an OSY or unemployed adult - high school graduate preferred, at least 17 years old and able to pass qualifying exam given by a designated training center 	<ul style="list-style-type: none"> - Provide basic manpower skills training to deserving, unemployed or displaced sugar workers and their dependents - Create employment opportunities and generate additional income for sugar workers and their dependents - Supply an industry with trained manpower equipped with basic skills in different trade areas
<input type="checkbox"/> Educational Assistance Program (SIFI-EDAP)	<ul style="list-style-type: none"> - Provide financial assistance to qualified and deserving student-dependents of sugar workers for them to pursue secondary, technical or tertiary education - Tap and develop the latest potentials and capabilities of sugar workers and their dependents - Provide the sons and daughters of sugar workers with an opportunity to "rise above the status of their parents"
<input type="checkbox"/> Qualification <ul style="list-style-type: none"> (a) a sugar worker or dependent of a sugar worker whose monthly income is not more than P3,500 (b) are in good health and of good moral character (c) have high grade or at least 80% in all subjects 	<ul style="list-style-type: none"> - Secondary educational assistance - Technical scholarship - College scholarship

PROGRAM	COVERAGE
<ul style="list-style-type: none"> (d) are not receiving any financial assistance from another institution (e) are recommended by a sugar planters association, a cooperative, sugar central or sugar workers union (f) enrolled in a barangay high school or private school nearest workers residence 	
<p><input type="checkbox"/> Cooperatives Development Services</p> <ul style="list-style-type: none"> - In tune with its institutional building thrust, the goal is to build the socio-economic capability of sugar workers to enable them to contribute more fully to the social and economic progress of their members and their communities. 	<ul style="list-style-type: none"> - To promote, initiate, organize and develop cooperatives among sugar workers as a means by which they can strengthen their capability to sustain their socio-economic progress in order to minimize their contribution to the industry's growth as well as to their own constituents - Provide access to resources – financial, management, technical – as a means of helping build their capabilities - Provide alternative means of livelihood business opportunities to individual and collective members of sugar worker communities
<p><input type="checkbox"/> Entrepreneurship Development Program</p> <ul style="list-style-type: none"> - individual workers who are inclined toward single or family business may avail of the Entrepreneurship Development Program 	<ul style="list-style-type: none"> - Members of cooperative who wish to venture into a viable small enterprise may access a special soft loan fund assistance for the purpose. Single feasibility study of such a business plus a guarantee from the cooperative in which the individual worker is a member or from his employer.
<p><input type="checkbox"/> SIFI Livestock Dispersal Project</p> <ul style="list-style-type: none"> - Consistent demands from members forced SIFI to receive the Foundation's Livestock Dispersal Project - May be entered through the collaboration and expressed approval and guarantee of the employer or planter. 	<ul style="list-style-type: none"> - Breeding and/or growing of livestock considered indigenous or adaptable to certain districts is encouraged as a project among workers and cooperatives.
<p><input type="checkbox"/> Special Livelihood Project</p>	<ul style="list-style-type: none"> - Sugar workers may initiate other special projects not specifically institutionalized by the foundation. Provided these are proven viable, these may be given special assistance with the concurrence of the cooperative on the concerned employer.

Annex F

SIFI Development Partners/Alliances

NGO/Foundation	Area of Focus	Geographical Coverage	Past/Current Projects with SIFI
<p>1. SIMAG Foundation - Silay-based NGO serving</p>	<ul style="list-style-type: none"> ⦿ Socio-economic development needs of sugar districts of Silay City and Magalona (formerly Sariania) 	<ul style="list-style-type: none"> ⦿ Silay, Negros Occidental 	<ul style="list-style-type: none"> ⦿ Seeds Dispersal (P52,980) seeds were initially distributed to 25 farm communities in Silay and Magalona (formerly Sariania) districts for steady supply of vegetable and seed materials for their food production projects ⦿ SIFI provided soft loans for the initial working capital of small multipurpose cooperatives in the farms
<p>2. National Congress of Unions in the Sugar Industry of the Philippines (NACUSIP)</p>	<ul style="list-style-type: none"> ⦿ Assited SIFI in many of its livelihood and socio-economic programs and informing the sugar workers of the activities of SIFI. NACUSIP is the largest national labor federation among different labor unions representing sugar workers in the various mill districts throughout the country 	<ul style="list-style-type: none"> ⦿ National 	<ul style="list-style-type: none"> ⦿ Instrumental in the issuance of PD 621 on December 21, 1974 and enactment of RA 6982, strengthening the social amelioration fund that has resulted in further increasing the cash bonuses for the sugar workers ⦿ Enactment of RA 7202, otherwise known as the "Sugar Restitution Law" ⦿ Pursued approval of HB 5978, seeking amendments of RA 6982 (Sugar Workers Amelioration Act) to prevent delays in the releases of the social amelioration funds from the BRW-DOLE which is directly needed by the sugar workers

NGO/Foundation	Area of Focus	Geographical Coverage	Past/Current Projects with SIFI
<p>3. Negros Occidental Sugar Workers Foundation - non stock, non-profit foundation encouraging sugar workers to involve and participate in project implementation</p>	<ul style="list-style-type: none"> ⊙ Socio-economic development 	<ul style="list-style-type: none"> ⊙ Negros Occidental 	<ul style="list-style-type: none"> ⊙ Educational assistance for sugar worker dependents ⊙ Promotion of cooperatives among sugar workers via seminars and organizing activities ⊙ Other socio-economic development projects to help sugar workers augment their income and or create employment opportunities ⊙ Sponsorship of such other activities and programs to improve the worker's working and living conditions
<p>4. Buas damlag Foundation</p> <ul style="list-style-type: none"> - established in 1985 under the sponsorship of the Asociacion de Agricultores dela Carlota y Pontevedra, Inc. (AALCPI), La Carlota Planters Association (LCPA), and the New Central Azucarera dela Carlota - mutual partnership of key producing sectors of the district – the planters, the mills and the sugar farm workers – provides the financing and supervision of livelihood projects in the following manner: the planters and the mill guarantee the loan of their workers; and the recipient worker's share are his willingness, positive values and credit worthiness. 	<ul style="list-style-type: none"> ⊙ Land-based Projects 	<ul style="list-style-type: none"> ⊙ Negros Occidental 	<ul style="list-style-type: none"> ⊙ Rice and corn production – provides financing for cost of land preparation, seeds, fertilizers, chemicals and crop insurance - Strategy: Supervised credit scheme with a service charge of 12% per annum ⊙ Swine and cattle fattening

Annex G

SUGAR INDUSTRY FOUNDATION, INC. (SIFI) AREAS OF COVERAGE AND PARTNER NGOs AND COOPERATIVE

REGIONS	PARTNERS	PROVINCES
Region 2:	Cagayan Sugar Planters Association Cagayan Robina Sugar Milling Co – Piat, Cagayan Northern Philii Sugarcane Planters Assn	Cagayan
Region 3	Tarlac – Central Azucarera de Tarlac United Luisita Workers Union (Hacienda Luisita) Pampanga- PASUDECO Pampanga Sugar Dev Com Arayat Sugar Workers MPC	Tarlac/Pampanga
Region 1	Manaoag Sugar Central Employees Union	Pangasinan
Region 4	Batangas : Central Azucarera de Don Pedro Batangas Labor Union of CADP Batangas Sugar Producers Coop Marketing Association Eastern Batangas Sugar Producers Coop Mrktg Asso Nasugbu: Kooperatiba ng mga Magsasaka ng San Isidro Labrador Aga Farmers MPC Catandaan MPC SAMAKABA Producers Coop Mrktg. Assn CADP MPC Calatagan: Batangas Association of Free Planter Inc Tuy : Bayudbud Farmers MPC KOMMPEGA Balayan : Batangas Sugar Planters Assn	Batangas
Region 5	Pili, Camarines Sur: Bicol Sugar Planters Assn. MPC Tiga-on Cam Sur: Hacienda Magdalena Farmers MPC Penafrancia MP Sugar Coop Penafrancia Sugar Mill	Camarines Sur
Region 6	Panay Occidental Negros: Kabankalan, Binalbagan, Silay, Magalona, Victorias, Sagay, Cadiz Central Azucarera de La Carlota Haciendas in Pontevedra, La Carlota and La Castellana Negros Occidental (City of San Carlos and municipalities of Tobosa, Calatrava, Escalante, Salvador Benedicto	Negros Occidental
Region 7	Cebu	Cebu
Region 8	Leyte, Ormoc	Leyte, Ormoc
Region 10	Bukidnon: Sugarcane Growers Association of Bukidnon Workers Coop Bukidnon Sugar Co in Butong, Quezon, Bukidnon Association of Sugar Mill Employees (ASUMECOP) of Cotabato Province South East Asia Sugar Mill Co (SEASUMCO) in South Cotabato	Bukidnon South Cotabato
Region 11	Davao Mill Districts: Davao Sugar Central Co Mill Employees Union United Sugarcane Planters of Davao (USPD) Mahayhay, Digos and Mahayhay, Hagonoy Davao Sugar Central Company - Digos	Davao

IMPORTANT NOTES:

1. On the third quarter of the previous year (July – Sept 2001), President Gloria Macapagal Arroyo ordered the release of P278M from the P600M Sugar Agri Competitive Enhancement Fund to initially fund the development projects of the sugar industry for the next 10 years particularly the 39 projects of the 19 Mill District Dev Councils

“The sugar industry is still a viable industry.”

Archie Amarra, SRA Consultant

While the industry faces micro and macro problems ranging from low productivity to national and international economic policies, this could be solved if the industry will unite and solve the problems together.

Crop year 1998- 1999 (359,977 hectares with total production of 1,624,322 mt

Negros-56%; Mindanao –11%; Luzon – 20%; Panay – 11%; Eastern V-8%

2. Batangas, which is a part of CALABARZON is gradually being infected by the industrialization bug. Ditto with Pampanga and Tarlac. Some sugar farms have been transformed into industrial- commercial- residential estates to give way to industrialization.

Annex G.1

SUGAR INDUSTRY FOUNDATION, INC. (SIFI)

Fund Releases (1998 – 2002)

DATE	AMOUNT	PURPOSE	PROGRAM	REGIONS COVERED
May 14, 1998	P 7 M	To assist sugar workers stricken by the El Nino-caused drought: interest free--- 5M to Negros Milling Districts; 2 M to Mindanao and Luzon sugar districts	Special project fund	Luzon: Regions 2,3,4,5 Mindanao: Regions 10 & 11
June – August 1998	P192,921.59	Co-assisted Health Maintenance project of planters and millers	Health Care Program	Regions 2,3,4,5,6,7,8,10 and 11
"	P30,300.00	Soft loan to Hacienda MPC thru Sinag Foundation	Cooperative Development/ Livelihood	
"	P50,000.00	Loan to Leonila Mangiliman of Pandacaqui Resettlement Area Mexico, Pampanga	Livelihood	Region 3
Oct-Dec 1998	P50,000.00	Grant as seed capital of the Penafrancia Sugar MPC in Penafrancia, Camarines Sur	Coop's Health Care Services	Region 5
"	P200,000	Fund support to the San Carlos Planters Hospital		Region 6
"	P3,000	Seed capital to WHRM Rural Workers	Cooperative Development	
"	P8,000	Defray the cost of three seminars on organization-building and entrepreneurship skills dev among the women of the Hawaiian-Phil Co	Livelihood	
May – July 1998	P7,716,655	To support education of 3,893 children sugar workers in 37 milling districts nationwide	Educational Assistance Program (EDAP)	
"	P4.5 M	Grants and soft loans to various socio-economic development programs in the Assistance Visayas and Mindanao areas	Direct Financial Assistance	Region 6,7,10 and 11
May 1998 – Dec 1999	P5.8M	44,470 displaced sugar workers received emergency rice and sugar aid		
SY 2000-2001	P10,904,933	P10,904,933 assisted 2,791 (2,225HS;339college; 280 manpower, voc'l/tech)	EDAP	

DATE	AMOUNT	PURPOSE	PROGRAM	REGIONS COVERED
Apr-June2000	P .77M	Soft loans to 7 cooperatives:	Entrepreneurship Development Program	Region 3,4, and 11
		Eastern Batangas Sugar Planters Coop. P95,000	Swine fattening	Region 3
		San Isidro Savings and Credit Coop. Apalit, Pampanga P200,000	Credit/lending to small sugarcane planters	Region 3
		United Luisita Workers Union-San Miguel, Tarlac P100,000	Botica sa Baryo	Region 3
		San Vicente SMC Homes MPC –Pampanga P 60,000	Cassava production	Region 3
		CARSUMCO Employees MPC P100,000	Soft loan	Region 10
		Nagkahiusang Mamu-muo sa DASUCECO P200,000	Soft loan	Region 11
		SEASUMACO soft loan (South East Asia Sugar Mill Company in South Cotabato) 25,000	Soft loan	Region 11
May 2000	P24,179,907.60	ERAP Fund to 4 national federation of sugarcane planters to be used as educational fund for dependents of sugarcane workers excluding dependents of sugar mill workers)	EDAP	
Apr – June 2000	P1,068,961	Subsidy for the health insurance cost of 1,700 sugar farmers and sugar mill workers in the Visayas and Mindanao - PHILAM CARE	Health Care	Regions 6,7,8,10 and 11
July – Sept 2000	P7.0M	Released to five organized groups namely:	SIFI-Land Bank Special Lending Fund	Regions 3,4 and 8
		Kasuko Workers Agri Coop Inc – P1.5M to finance their 700has sugarcane prod project		
		Ormoc Sugarcane Planters Association P2.0M to expand the Ormoc Sugarcane Planters Hospital		Regions 3,4 and 8
		Passi Supervisors' MPC P400,000 to start their lending project		Region 6
		Fed of Sugar Producers of Batangas P1,500,000 to obtain trucks to haul sugarcane for for their small planter/members		Region 4
		Fed of Metro Clark Co-ops P2M to start up their Rice Trading Project		Region 3

DATE	AMOUNT	PURPOSE	PROGRAM	REGIONS COVERED
July – Sept 2000	P360,000	To fund new Botica sa Barangay in – Sugarcane Growers Association (Bukidnon) to serve 200 small planters and their dependents to access quality but affordable over-the-counter medicines	Health Care	Region 10
		South EastAsia Sugar Mill Co set up the botica sa barangay under its medical clinic whose target clients include the Muslim sugar planters and workers		Region 11
		Davao United Sugar Planters MPC set up four sugar workers co-ops in 4 haciendas		Region 11
		Barangay Anunas MPC in Angeles City to benefit both sugar workers and also the displaced sugar workers of ARCAM		Region 3
"	P .83 M	Cooperative Projects	DASUDECO Employees – NAMADA	Regions 10 & 11
"	P200,000	To start lending program for union members	SEASUMCO	Regions 10 and 11
"	P 25,000	Botica sa Baryo	SugarCane Growers Association (Bukidnon)	Region 10
"	P 35,000	Botica sa Baryo	Brgy Anunas MPC	Region 10
"	P100,000	Botica sa Baryo	BUSCO Organic Fertilizer Workers MPC	Region 10
"	P200,000	Organic fertilizer prod in Mindanao	Mindanao Sugar Workers Union	Region 10
"	P 70,500	Lending Project	Bayudbud Farmers MPC	Region 10 & 11
"	P200,000	Sugarcane production project		Region 10
"	P600,000	To purchase brand new ambulances for Tarlac Planters Association, Batangas Sugar Production Marketing Co-op	Health care	Regions 3 & 4
Jan 2001	P5,802,515	To purchase rice from NFA as rice assistance for 44,447 distressed sugar workers affected by the closure of mills and/ or natural calamities in Mindanao and Visayas	SIFI-Visayas	Regions 6,7 & 8
Jan – Mar 2001	P250,000	Fund for Buasdamlag Foundation project to distribute quality vegetable seeds for free to sugar workers of mill districts of La Carlota	Livelihood	Region 6
"	P250,000	Fund for Biasdamlag Foundationfor its carabao dispersal project for 30 sugar workers in La Carlota, La Castellana and Pontevedra	Livelihood	Region 6

DATE	AMOUNT	PURPOSE	PROGRAM	REGIONS COVERED
Jan-March 2001	P900,000 and PACAP's P500,000 lot SIMAG counterpart	Fund the construction of a Livelihood Center for sugar workers and their dependents in the Hawaiian Mill District		Region 3
"	P2M	Loan from SIFI and LB Special fund for Co-ops to United Luisita Workers Union start its trucking business with the acquisition of 6 reconditioned 10 wheeler trucks		Region 3
"		Loan from SIFI-LB Special Fund for Coops to the Federation of Metro Clark Coops for its 18 primary coop-members with 1,648 direct beneficiaries for its lending project to finance handicrafts making, purchase of tricycle, furniture making, and acquisition of truck for hauling		Region 3
Apr – June 2001	P6,782,000	To fund 4,288 students (2,548 hs, 603 college, 263 voc tech)	EDAP	
	P2,416,072	To subsidize half of the premium paid by 9,546 sugar workers enrolled in the health insurance	Health care	
	P200,000	Soft loans to San Isidro Savings and Credit Coop Filinvest Farm Employees MPC in Davao	Cooperative Development	Region 11
July – Sept 2001	P1.5 M	Livelihood grants and loans to United Luisita Workers Unions-Tarlac		
	P50,000	For their seed dispersal	BUASDAMLAG – La Carlota	Region 3
	P250,000	PASUDECO Coop Marketing Association		Region 6
	P50,000	(Pampanga) dispersal of free	Batangas Sugar Producers Marketing	Region 3
	P50,000	Raise chicken (kabir)	Association of Sugar Mill Employees of Cotabato Province (ASUMECOP)	Region 4
	P200,000	Swine fattening	TUY MPC	Region 11
	P200,000	Cattle dispersal	SAPROCOM	Region 4
	P200,000	Sugarcane production loan		Region 4
	P200,000	Soft loan to Passi Sugar Supervisors' MPC for their lending project		Region 6
	P200,000	Soft loan to Productive Employees MPC (PEMUCO) to finance their Micro enterprise/ self help for dev workers		Region 6
	P200,000	Tolong MPC soft loan to finance their sugar production project		

DATE	AMOUNT	PURPOSE	PROGRAM	REGIONS COVERED
	(no amount given)	Skills Training Program of BUASDAMLAG, Inc which graduated 56 welding (40 are gainfully employed 3 started their own shop) 51 carpentry (35 employed' 11 self employed) 57 dressmaking (31 are employed 11 work on their own) coming from haciendas in Pontevedra, La Carlota, La Castellana, and dependents of sugar mill workers of Central Azucarera de La Carlota		Region 6
Jan – May 2002	P3,842,843.00	P1,022,000 for 198 hs grantees 72 college scholars 152 voc tech	EDAP	
		P600,000 to - Trust MPC P200,000 - Sugar Farmers of Bukidnon P200,000 - Crystal Sugar Officers & Employees MPC P200,000 - PASUDECO P 50,000 (grant) P58,000 for 5 trainings P600,000 to acquire 2 units of ambulance in Bukidnon P105,000 to 4 conduit organizations (3 in Bukidnon and 1 in Batangas) To start/expand Botica sa Baryo projects		Region 10
	P1,065,000	To subsidize medical insurance of sugar workers in Visayas and Mindanao		Region 6,7,8,10 & 11

Annex H
Individual Household Profile of Workers and Children Involved in Plantations and Income Sugar Industry

Respondents		Regular Worker	Casual Worker	No. of Children Involved in Plantation	No. of Working Child (Elder Children)	Household Monthly Income
01	Husband (deceased)			3	1	P2,600
	Wife – (weeding/planting)	1				
02	Husband (deceased)			4		4,800
	Wife		1			
03	Husband	1		2		6,240
	Wife		1			
04	Husband	1		4	4	6,400
	Wife		1			
05	Husband	1		2		2,400
	Wife		1			
06	Husband	1		4		2,400
	Wife					
07	Husband	1		2		-
	Wife		1			
08	Husband – (planting/weeding/fert. app)	1		4		3,200
	Wife		1			
09	Husband	1		2	1	6,000
	Wife – (planting/weeding/fert. app)		1			
10	Husband	1		2		2,000
	Wife - (planting/weeding/fert. app)		1			
11	Husband	1		3		1,800
	Wife - (planting/weeding/fert. app)		1			
12	Husband	1		2		1,600
	Wife - (planting/weeding/fert. app)		1			
13	Husband	1		2		4,000
	Wife		1			
14	Husband	1		1		3,200
	Wife - (planting/weeding/fert. app)		1			
15	Husband	1		-		-
	Wife – (cultivation/planting/fert. app)		1			

Annex H

Individual Household Profile of Workers and Children Involved in Plantations and Income Sugar Industry

	Respondents	Regular Worker	Casual Worker	No. of Children Involved in Plantation	No. of Working Child (Elder Children)	Household Monthly Income
16	Husband	1		1		-
	Wife		1			
17	Husband (planting/weeding/fert. app)			3		2,800
	Wife					
18	Husband (deceased)			2		-
	Wife - (planting/weeding/fert. app)		1			
19	Husband			-		-
	Wife					
20	Husband - (planting/weeding/fert. app)	1		1	1	2,800
	Wife – (worker)		1			
21	Husband - (planting/weeding/fert. app)	1		1	1	6,200
	Wife – (hardware in Bacolod		1			
22	Husband – (guard field)	1		4	3	8,800
	Wife - (planting/weeding/fert. app)		1			
23	Husband – (retired)			2		480
	Wife – (weeding)		1			
24	Husband – (construction worker)	1		5	2	-
	Wife - (planting/weeding/fert. app)		1			
25	Husband	1		3		5,200
	Wife - (planting/weeding/fert. app)		1			
26	Husband – (deceased)	1		1		-
	Wife - (planting/weeding/fert. app)		1			
27	Husband – (worker)	1		4		2,800
	Wife - (planting/weeding/fert. app)		1			
28	Husband – (worker)	1				3,000
	Wife					
29	Husband - (planting/weeding/fert. app)	1		4	2	3,600
	Wife		1			
30	Husband	1		2		4,000
	Wife - (planting/weeding/fert. app)		1			
31	Husband - (planting/weeding/fert. app)	1		2		2,800
	Wife		1			
32	Husband - (planting/weeding/fert. app)	1		2		2,800
	Wife		1			

Annex H

Individual Household Profile of Workers and Children Involved in Plantations and Income Sugar Industry

Respondents		Regular Worker	Casual Worker	No. of Children Involved in Plantation	No. of Working Child (Elder Children)	Household Monthly Income
33	Husband - (planting/weeding/fert. app)	1		1		2,800
	Wife		1			
34	Husband - (planting/weeding/fert. app)	1		2		2,800
	Wife		1			
35	Husband - (planting/weeding/fert. app)	1		1	5	2,200
	Wife		1			
36	Husband	1		2		1,800
	Wife		1			
37	Husband	1		2		3,360
	Wife		1			
38	Husband	1		-		2,000
	Wife		1			
39	Husband			4		1,600
	Wife – (cuddy)		1			
40	Husband – (social worker)	1		1		3,360
	Wife					
	TOTAL	34	35	n=88	20	P105,240
		49.27%	50.72%	2.2 (Average number of children from the household involved in the plantation)	Number of children involved in the planting	= P2,731.00 (Average Income)

Annex I
Individual Household Profile of Workers and Children Involved in Plantations and Income
Rubber Industry

Respondents		Regular Worker	Casual Worker	No. of Children Involved in Plantation	No. of Working Child (Elder Children)	Household Monthly Income
01	Husband - (tapping)	1		4	1	P 5,000
	Wife – (laundry woman)		1			
02	Husband – (farmer)		1	3	2	2,300
	Wife					
03	Husband		1			P5,600
	Wife					
04	Husband – (tapping)	1		2		1,500
	Wife					
05	Husband	1				2,240
	Wife		1			
06	Husband			3	1	2,960
	Wife – (tindera/maid)		1			
07	Husband – (farmer)	1		1	3	3,000
	Wife					
08	Husband – (farmer)	1		1	4	4,200
	Wife – (horal)		1			
09	Husband – (tapping)	1		3	3	4,520
	Wife					
10	Husband	1		1		2,400
	Wife		1			
11	Husband – (tapping)	1				1,200
	Wife					
12	Husband – (labored)	1		3	3	3,640
	Wife					
13	Husband	1		2	1	4,800
	Wife	1				
14	Husband – (horal)		1	2		1,960
	Wife					

Annex I
Individual Household Profile of Workers and Children Involved in Plantations and Income Rubber Industry

	Respondents	Regular Worker	Casual Worker	No. of Children Involved in Plantation	No. of Working Child (Elder Children)	Household Monthly Income
15	Husband – (farmer)	1				1,000/3 months
	Wife					
16	Husband – (tapper)	1				1,200
	Wife					
17	Husband					8,000
	Wife					
18	Husband – (farmer)	1		4	1	3,960
	Wife					
19	Husband – (tapper/collector)	1		5	2	2,000
	Wife		1			
20	Husband – (tapper)	1		1		1,200
	Wife					
21	Husband – (tapper)	1		1		1,200
	Wife					
22	Husband – (tapper)	1		3		1,200
	Wife					
23	Husband – (tapper)	1		4		1,200
	Wife					
24	Husband – (tapper)			4	1	2,500
	Wife					
25	Husband – (laborer)	1				1,960
	Wife					
26	Husband – (maintener)	1		4	4	5,080
	Wife					
27	Husband – (maintener)	1		3	1	2,000
	Wife					
28	Husband – (separate)			2	1	4,760
	Wife – (horal)		1			
29	Husband – (tapper)	1				1,600
	Wife					
30	Husband – (farmer)	1		4	1	1,900
	Wife					
31	Husband – (tapper)	1				1,000
	Wife (maid/housekeeper)					

Annex I
Individual Household Profile of Workers and Children Involved in Plantations and Income
Rubber Industry

Respondents		Regular Worker	Casual Worker	No. of Children Involved in Plantation	No. of Working Child (Elder Children)	Household Monthly Income
32	Husband – (tapper)	1				1,400
	Wife					
33	Husband			3	1	7,000
	Wife – housekeeper/manicurist)		1			
34	Husband	1		3		1,200
	Wife					
35	Husband	1		1		1,200
	Wife					
36	Husband	1		4		1,200
	Wife					
37	Husband	1		4		1,600
	Wife					
38	Husband	1		4		2,000
	Wife					
39	Husband	1		4		1,200
	Wife					
40	Husband	1		1		1,200
	Wife					
41	Husband	1		3		1,200
	Wife					
42	Husband – (tapper)	11		4		2,000
	Wife					
	TOTAL	37	11	n=91	30	P107,280
		88%	22.9%	2.2 (Average number of children from the household involved in the plantation)	Number of children involved in the planting	= P2,554.28 (Average Income)

Annex J

INDIVIDUAL HEIGHT AND WEIGHT PROFILE OF SUGAR AND RUBBER CHILD RESPONDENTS

Resp.	SUGAR (n=70)		Resp.	SUGAR (n=70)		Resp.	SUGAR (n=70)	
	Height	Weight		Height	Weight		Height	Weight
01	5'6"	40 kls.	30	4'	20	59	4'	35
02	5'4"	45	31	4'6"	19	60	4'5"	28
03	5'	45	32	5'1"	51.8	61	4'5"	25
04	4'	27	33	5'4"	45	62	4'5"	30
05	4'	45	34	5'6"	54	63	4'4"	28
06	5'	37	35	5'1"	40	64	5'1"	38
07	3'	20	36	5'2"	40	65	3'5"	28
08	4'6"	30	37	5'3"		66	4'7"	40
09	4'	28	38	3'		67	4'10"	31.8
10	3 ½'	25	39	4'		68	4'	40
11	4'	30	40	4'6"	29.65	69	4'	35
12	5'6"	49	41	5'2"	38	70	4'8"	24.5
13	5'2"	50	42	4'3"	25			
14	3'7"	30	43	3'2"	25			
15	4	2400	44	4'5"	36			
16	4	22.7	45	3'8"	30			
17	5'4"	43.1	46	4'5"	30			
18	5	36	47	4'2"	28			
19	4'5"	37	48	5'	32			
20	5	52.7	49	5'	32.7			
21	5'4"	50	50	5'1"	42			
22	5'4"	40	51	5'	40			
23	4'5"	56	52	3'7"	35			
24	5'4"	49	53	4'	25			
25	5'	50	54	5'	50			
26	5'6"	38.1	55	4'	29			
27	4'	49	56	4'	31.8			
28	5'7"	48	57	-				
29	5'5"		58	4'4"	32			

Annex K

INDIVIDUAL HEIGHT AND WEIGHT PROFILE OF SUGAR AND RUBBR CHILD RESPONDENTS

Resp.	RUBBER (n=42)		Resp.	RUBBER (n=42)	
	Height	Weight		Height	Weight
01	4'	32	30	4'	35
02	4'2"	36	31	4'10"	Do not know
03	3'	24	32	5'	25
04	4'7"	30	33	4'5"	38
05	4'7"	30	34	4'5"	45
06	4'	30	35	4'	33
07	4'3"	30	36	4'	27
08	5'1"	45	37	4'	25
09	5'5"	54	38	5'	30
10	4'3"	35	39	4'2"	29
11	4'	28	40	5'0"	40
12	4'	32	41	5'	37
13	4'3"	26	42	5'5"	57
14	5'	30			
15	4'	30			
16	4'5"	36			
17	4'5"	32			
18	5'	41			
19	4'5"	31			
20	5'	49			
21	4'	28			
22	4'5"	20			
23	4'8"	28			
24	5'2"	49			
25	4'2"	22			
26	4'5"	62			
27	4'5"	27			
28	3'10"	26			
29	4'5"	25			

Annex L
REMUNERATION RECEIVED
(For Parents of Child Workers)
Sugar Industry

FATHER	MOTHER	CHILDREN	TOTAL HOUSEHOLD INCOME
200	200	-	P1,600
500	500	-	4,000
250	200	-	1,800
400	-	100	2,000
500	500	500	6,000
400	400	-	3,200
200	200	1,700	8,400
-	250	400	2,600
120	-	-	480
1,000	-	200	4,800
250	-	-	1,000
600	-	-	2,400
300	150	-	1,800
120	-	300	1,680
-	140	-	560
500	200	-	2,800
-	140	-	560
-	140	-	560
600	-	-	2,400
500	500	-	4,000
*own 2 hec. farm			
-	400	1,000	5,600
150	-	-	600
700	-	-	2,800
-	-	1,200	4,800
-	700	850	6,200
900	-	1,300	8,800
150	-	-	600
800	500	-	5,200
800	-	-	3,200
1,560	-	-	6,240
200	200	300	2,800
200	200	300	2,800
250	150	-	1,600
1,000	-	-	4,000

Annex M
REMUNERATION RECEIVED
(For Parents of Child Workers)
Rubber Industry

FATHER	MOTHER	CHILDREN	TOTAL HOUSEHOLD MONTHLY INCOME
500	-	-	P2,000
300	-	-	1,200
300	-	-	1,200
300	-	-	1,200
300	-	-	1,200
400	-	-	1,600
400	-	-	1,600
300	-	-	1,200
400	-	-	400
-	2,500	1,100	3,600
200	-	-	800
300	-	-	1,200
300	100	70	1,880
160	-	-	640
800	-	580	5,520
700	350	-	4,200
300	-	160	1,840
300	-	-	1,200
350	-	-	1,400
1,000	-	1,300	9,200
500	-	350	3,400
300	-	-	1,200
300	-	-	1,200
300	-	-	1,200
800	-	1,200	8,000
800	-	550	5,400
1,000	-	1,000	8,000
2,000	-	1,000	12,000
350	-	300	2,600
250	-	-	1,000
200	-	-	800
200	-	-	800
1750	-	-	7,000
350	-	-	1,400
200	-	600	3,400
600	200	100	3,600
350	-	300	2,600
300	-	-	1,200
2,000	-	-	8,000

Annex N

Age of female workers when started working (Rubber Industry)

Age	No. of female workers
7	1
8	3
9	1
10	4
11	1
12	3

Annex O
PERCENT SHARE TO NATIONAL PRODUCTION VOLUME
By Industry/By Sector/By Region/By Province
(as of 2001 in metric tons)

Source: Bureau of Agricultural Statistics

Region	Sugarcane	%	Banana	%	Rubber	%	Pineapple	%
Philippines	24,961,670		5,059,208		215,088		1,617,864	
CAR			22,370	.44			1,120	
ABRA			7,178	.14			56	.003
APAYAO			1,711	.04			401	.02
BENGET			2,571	.05			254	.015
IFUGAO			8,070	.16			45	.002
KALINGA APAYAO			826	.02			37	.002
MT. PROVINCE			2,015	.039			328	.02
REGION I			33,245	.657			253	.02
ILOCOS NORTE			9,020	.178			104	.006
ILOCOS SUR			5,497				24	.001
LA UNION			5,356	.105			48	.003
PANGASINAN			13,373	.264			75	.004
REGION II	214,024	.85	265,199	.24			18,328	1.18
BATANES	-						-	
CAGAYAN	214,024	.5	87,806	1.73			6,914	.42
ISABELA			108,187	2.14			1,566	.09
NUEVA VIZCAYA			25,546	0.51			9,803	.6
QUIRINO			43,660	0.86			45	.002
REGION III	1,703,153	6.82	41,007	0.81			703	.04
BATAAN			1,944	0.038			300	.018
BULACAN	1,675	.0067	12,084	0.23			3	
NUEVA ECIJA	29,500	.09	6,736	0.13				
PAMPANGA	176,520	.71	2,469	0.05				
TARLAC	1,524,929	6	4,277	0.09				
ZAMBALES			13,497	0.27			400	.02
REGION IV	2,524,570	10.19		6.01	3	.0013	75,285	4.65
AURORA			5,242	0.11			274	.014
BATANGAS	2,542,596	9.8	49,857	0.99			70	.004
CAVITE			29,019	0.57			60119	3.7
LAGUNA			16,905	0.32			11951	.73
MARINDUQUE			1,465	0.03				
MINDORO OCC.			2,797	0.06				
MINDORO OR.			131,552	2.60			68	.004
PALAWAN			11,793	0.23	3.3	.0013	50	.003
QUEZON			49,238	0.79			2,142	.13
RIZAL			3,320	0.07			530	.032
ROMBLON			11,937	0.24			82	.005
REGION V	252,235	1.01	63,249	1.25			73,956	4.5
ALBAY			11,986	0.24			1,116	.06
CAMARINES NORTE			6,659	0.13			69,582	4.3
CAMARINES SUR	252,235	1.01	31,688	0.63			2,138	.13
CATANDUANES			1,315	0.03			13	-
MASBATE			3,291	0.07			-	-
SORSOGON			8,312	0.16			1,110	.07
REGION VI	14,261,478	57.14	256,146	5.06			10,234	.63
AKLAN			49,110	0.97			551	.03
ANTIQUE	2,266	.009	11,367	0.23			33	.002
CAPIZ	782,239	3.0	10,341	0.21			134	.008
GUIMARAS			3,777	0.08			22	.001
ILOILO	1,213,072	4.86	132,101	0.002			7,871	.48
NEGROS OCC.	12,263,902	49.13	49,451	0.98			1,623	.10

Region	Sugarcane	%	Banana	%	Rubber	%	Pineapple	%
Philippines	24,961,670		5,059,208		215,088		1,617,864	
REGION VII	2,535,914	10.16	165,931	3.27			3,237	.2
BOHOL			28,849	0.57			349	.02
CEBU	395,890	1.58	51,261	1.02			234	.014
NEGROS ORIENTAL	2,140,024	8.5	66,912	1.32			26,949	.16
SIQUIJOR			18,909	0.37			6	
REGION VIII	706,003	2.83	226,907	4.49			5,718	.353
BILIRAN			13,694	0.27			522	.32
EASTERN SAMAR			4,217	0.09			284	.018
LEYTE	705,986	2.8	33,482	0.66			1,638	.101
NORTHERN SAMAR			8,233	0.16			15	.008
SOUTHERN LEYTE	.667		50,173	0.99			217	.013
WESTERN SAMAR	16.554	.00006	117,189	2.32			3,041	1.81
REGION IX	250	.001	184,553	3.65	127,583	59.32	3,787	.23
BASILAN			22,484	0.44	20,784	9.66	83	.005
ZAMBOANGA CITY	7.46	.00002	29,206	0.57	1,781	.82	58	.004
ZAMBOANGA DEL NORTE			80,860	1.59	9,230	4.29	1,881	.13
ZAMBOANGA DEL SUR	242.72	.0097	52,003	1.03	95,788	44.53	1,546	.096
REGION X	1,948,750	7.81	204,541	4.04	7.3	.004	798,768	48.75
BUKIDNON	1,948,750	7.81	71,712	1.42	7,195	3.35	795,575	49.17
CAMIGUIN			5,520	0.11			4	.0002
MISAMIS OCCIDENTAL			22,141	0.44	12.75	.006	70	.041
MISAMIS ORIENTAL			105,168	2.08	36.28	.017	3,109	.19
REGION XI	597,413	2.44	2245,157	44.38	13,912	6.47	619,876	38.32
COMPOSTELA VALLEY			547,416	10.82	7,127	3.32	1,107	.07
DAVAO CITY			132,218	2.61	2,189	10.18	14,373	.88
DAVAO DEL NORTE			783,366	15.48	1,541	.72	149	.009
DAVAO DEL SUR	546,170	2.24	448,736	8.86	2,671	1.24	72	.005
DAVAO ORIENTAL			103,996	2.06			246	.015
SARANGANI	47,927	0.19			333.18	.16	2,302	.14
SOUTH COTABATO	3,318	.013			49.22	.022	601,627	.37
REGION XII	199.8	.80	514,110	10.16	49,416	22.97	1,555	.072
LANAO DEL NORTE			314,055	6.21			824	.05
NORTH COTABATO	179,380	.72	174,514	3.45	49,217	22.91	251	.15
SULTAN KUDARAT	20,449	.082	25,541	0.51	139	.064	80	.005
CARAGA	31	.0002	197,848	3.91	16.82	.008	4,025	.25
AGUSAN DEL NORTE			86,349	1.71	33.45	.02	2,082	.13
AGUSAN DEL SUR			54,479	1.08	16,766	7.79	1,302	.08
SURIGAO DEL NORTE	31		12,890	0.26			351	.002
SURIGAO DEL SUR	.0002		44,130	0.87	23.27	2.32	289	.02
ARMM	19	.00007	334,709	6.62	83	.0385	1,465	.07
LANAO DEL SUR			114,002	2.26			1,158	.0009
MAGUINDANAO			194,245	3.84	82.5	.038	16	.006
SULU			17,602	0.35			89	.01
TAWI-TAWI	19.25	.00007	8,860	0.18			183	