

**Implementation on Preventing and Finding Solutions for Child Labour Issues
in the Sugarcane Sector:
Progress Achieved Between 2014 to 2015**

**Submitted to the U.S. Department of Labor
For Removal of Goods from the TVPRA List**

Sugarcane

1. Rationale and Current Situation

Thailand has approximately 10 million rai (or roughly 4 million acres) of sugarcane cultivation. Sugarcane farming is spread throughout 48 provinces in the central, lower northern, eastern and north-eastern regions. There are approximately 3 million sugarcane planters while workers in sugarcane field consist of 200,000 families or about 1 million workers.

The Sugarcane Planters Institute under the Thai Cane and Sugar Act of 1984 has a total of 31 institutes with 336,851 members that are divided into 4 groups: 1) Thailand Sugarcane Planters Federation (6 institutes), 2) the United Association of Thai Sugarcane Planters (7 institutes), 3) the Northeastern Sugarcane Growers Association (13 institutes) and 4) an independent group (1 institute).

Thailand also has 51 sugarcane processing factories. They are separated into large conglomerates which include Thai Roong Ruang Sugar Group (7 factories), Mitr Phol Sugar Group (6 factories), KSL Group (5 factories), Wangkanai Sugar Group (4 factories), Critalla Group (4 factories), KTIS Group (3 factories), Ban Pong Group (2 factories), Kumphawapi Group (2 factories) and 18 other factories. These factories are located separately in 27 provinces with a total of around 50,000 workers.

2. Government Measures

2.1 Rules and Regulations

The Department of Labour Protection and Welfare amended the previous Ministerial Regulation concerning Labour Protection of Employees in Agricultural Work of 2014 and now it is in compliance with the current Labour Protection Act, i.e. Section 44 that prohibits the employment of children under the age of 15, Section 46 that employers are required to provide a rest period of at least 1 hour when an employee has worked for 4 consecutive hours and Section 49 that prohibits workers under the age of 18 to perform any type of so-called hazardous work.

2.2 Policies of the Department of Labour Protection and Welfare, Ministry of Labour

2.2.1 Labour Inspection

(1) When it is found that an employer/establishment fails to comply with the law, a labour inspector will issue an order to the employer to make all appropriate corrections

(2) The labour inspector can proceed directly to an Inquiry Officer without issuing an order and not to settle a case for the following related offences:

- human trafficking
- employing children under the age of 15
- hiring children between 15 to 18 years old to perform any prohibited type of work or places, in accordance with the Labour Protection Act of 1998

- intended maltreatment of child employees, or the use of restraint, confinement, or involvement in criminal activities.

(3) Inspection and protection for child labour and forced labour in high-risk sectors (such as the fishery sector and/or related to fishing vessels, shrimp, garment, sugarcane and fish processing services and supply chain)

(4) Strict enforcement of the law

2.2.2 Thailand established the National Policy and Action Plan for 2008-2014 to eliminate the Worst Forms of Child Labour with the goal of having concerned agencies adopt the master plan to implement measures to eliminate the worst forms of child labour and this plan can also serve as a guideline for the relevant agency's action plan. In continuation, the 2nd National Policy and Action Plan was developed and is being applied for 2015-2020.

2.3 Actions taken by related agencies

The Office of the Cane and Sugar Board

The Office of the Cane and Sugar Board under the Ministry of Industry realizes the impacts surrounding child labor in the sugarcane sector and therefore has set up a **working group** to solve child labour problems in this sector. Members in the working group comprise representatives from internal agencies to perform the following tasks:

1. To implement a plan and develop measures to address child labour problems in sugarcane sector to serve as a guideline of duties and responsibilities of concerned agencies.
2. To coordinate with public and private agencies on the implementation-based plan.
3. To monitor and evaluate the results.
4. To perform any tasks assigned by the Secretary to the Office of the Cane and Sugar.

The Department of Labour Protection and Welfare

1. The Ministry of Labour has set up a **working group** to monitor and collect the results of the implemented measures to prevent and solve issues regarding child and forced labour in sugarcane sector. The 34 members of the Working Group are representatives from the government, private sector and civil society, who are responsible for setting up a framework to devise measures for preventing and solving child labour issues in sugarcane and its supply chain in a systematic manner, to create an action plan and monitor its implementation, as well as to prepare documents to submit for removal of Sugarcane from the TVPRA List.

2. The Department of Labour Protection and Welfare organized a **workshop on Guidelines for Solving Child Labour Problem in Sugarcane Sector** during July 2015, with 300 people in attendance. The aim of the workshop was to educate entrepreneurs on ways to prevent and solve issues related to child labour in sugarcane related enterprises, as well as to share information and create mutual understanding between executives of refined sugar factories and sugarcane planters, and to extend the knowledge and experiences to sugarcane planters groups. The Workshop also discussed the roadmap for implementing measures to eliminate child labour in the sugarcane and refined sugar sectors. Additionally, the Department of American and South Pacific Affairs of the Ministry of Foreign Affairs also discussed the operational guidelines to eliminate child labour in sugarcane and refined sugar sectors to sugarcane planters and factory workers who were in attendance.

3. The Khon Kaen Provincial Office of Labour Protection and Welfare signed a **Memorandum of Understanding (MOU)** to solve human trafficking problems with 4 entrepreneur groups which include garments, sugar factories, fishnet manufacturers and the sugarcane association in order to establish a campaign against the use of child labor at high-risk establishments. The campaign promoted labelling establishments with signs that state "This establishment does not employ children under 15 years of age, does not use forced labour, and promotes anti-human trafficking labour measures." The administration at the sub-

district and municipality levels have also been requested to organize training projects on primary education of agriculture to children of farmers in the field during crushing season or on the weekends. The provincial office also promotes and sets up a network for whistle blower of the worst forms of child by among NGOs, press group, voluntary labour group.

4. Organized **meetings** to create a better understanding of the Ministerial Regulation concerning Labour Protection of Employees in Agricultural Work of 2014 to involved employers, employees, and community leaders in the agricultural sector, with a total of 537 people in attendance in 16 provinces.

5. Result of labour inspections

On 8 November 2015, a labour inspection was conducted by the Department of Labour Protection and Welfare in 147 sugarcane and sugar crop related establishments (section A-01114) with a total of 1,592 employees; 981 male employees and 611 female employees and 10 young workers between 15-18 years old. No violations of Labour Protection Act of 1998 were found.

6. In December 2014, the Department of Labour Protection and Welfare in cooperation with Ministry of Social Development and Human Security held a **workshop** to discuss ways to **increase the effectiveness of One Stop Crisis Center (OSCC)**. The purpose of workshop was to review labour protection duties and enhance skill development for using mobile applications, which is initiated by Ministry of Social Development and Human Security. The determination of the government is also demonstrated in the creation of the **Damrongdhama Center** by the Ministry of Interior, where grievances and complaints about child labor can be reported. The Center also has networks around the country and any child labour issues received from the OSCC are documented. During 2014 to 2015, there were no reports of child labour complaints through the Damrongdhama Center.

7. The Ministry of Labour encourages establishments regardless of type or size to comply with the Thai Labour Standard (TLS 8001-2012) on voluntary basis, in order to develop their administrative systems in accordance with the international standards. TLS compliance aims to enhance the quality of life for labourers as well as promote sustainable development of firms. TLS requirements are in accordance with the Constitution of the Kingdom of Thailand, labour laws and instruments of International Labour Organization and United Nations Organization. The requirements cover the issues of management system, forced labour, remuneration, working hours, discrimination, discipline and penalty, employment of young workers, freedom of association and the right to collective bargaining, occupational safety and health as well as labour welfare. In 2015, 10 refined sugar factories in central and north-eastern regions affirmed compliance to TLS requirements.

3. Actions taken by Private Sector

3.1 Mitr Phol Group

The Mitr Phol Group encourages enterprises in the sugarcane and refined sugar industry to be free from child labour. On 30 May 2013, the Mitr Phol Group in cooperation with Ministry of Industry and Sugarcane Planters Associations declared their intention to combat illegal child labour and force labour in sugarcane fields and refined sugar factories nationwide.

Mitr Phol Group's Operational Guidelines

1. To adhere to good governance and “grow together” with all stakeholders.
2. To focus on enhancing the quality of life for farmers and society as a whole through knowledge transmission and technology development for effective sugarcane production, reduce the burden on labour so as to increase quality of the product as well as the volume while lowering production costs. This will help increase farmers' income and profits.

3. Farmers occupation in the local sugarcane plantation will generate the raw materials for secure manufacturing in a sustainable manner for Thailand. This helps create added value to national economic, social and environment aspects.

4. Mitr Phol Group has been certified by the Thai Labour Standard (TLS 8001) and Occupational Health and Safety Advisory Service (OHSAS 18001) as well as requirements on ethical trade of business partner.

5. Mitr Phol Group has intended for removal of sugarcane products from the list believed to be produced by child labour. It therefore takes 8 following steps :

5.1 Engagement of stakeholder participation

On 9 September 2013, at Phuvieng sugarcane factory in Khon Kaen province, Mitr Phol Group, Sugarcane Farmer Institute, and all contracted companies signed agreement not employing child labour, with the notion of promoting the elimination of child labour and forced labour in mind.

5.2 Communication and training through supply chains

Revised requirements on the prohibition of the employment of child and illegal labour shall be informed to the relevant sugarcane farmers, contractors, Mitr Phol Group staff in order to raise awareness, promote teamwork through training, all with the help of personnel division and the government .

5.3 Developing good practices

Goal to establish good practices and requirements for clear understanding of not employing child labour to parties and contractors.

5.4 Risk and impact assessment

It assesses risks and their impacts which may take place at each factory. The assessment is conducted by the central administration under the operation of compliance team before the final assessment is conducted by external party.

5.5 Monitoring compliance with good practices

It integrates child and forced labour issues as a part of key risk indicator (KRI) by the compliance team. A report on the monitoring and assessment outcomes is required on a monthly basis.

5.6 Remedy

In case of issues, there must be an immediate solution plan as well as preventive and corrective measures, in accordance with the relevant requirements. For example, measures to support children and youth who are obligated to follow their parents that work on the sugarcane farm is taken based on the following ages:

1) Under the age of 6 years: in cooperation with a child care center, with a pilot model at Danchang Mitr Phol factory.

2) At the age of 7-14 years: in cooperation with local schools to admit the children to schools as their parents are working on the sugarcane farms.

3) At the age of 15-17 years: allowed to work under lawful conditions, i.e. working not more than 8 hours a day, a rest period of not less than one consecutive hour after four consecutive hours of work, not working during 8.00 p.m. – 6.00 a.m. and not working overtime and on holidays.

There are cooperative projects between Mitr Phol Group, farmers, and child care centers to support child development and prevent child labour employment, which is in line with Mitr Phol Group pilot model plan of preventing and solving employment of child labour in the sugarcane farms.

Central and north-eastern regions focus on participation of planters so as to be a model to further extend to factories alliances and to create better relationships with sugarcane planters, especially migrant workers in the cane crushing season.

Activities in Central Region

Mitr Phol projects demonstrate the concern for children of farmers. These projects are held in cooperation with child care centers. For instance, fixing broken playground

equipment will help to provide an encouraging environment for children to learn. A campaign to combat child labour in sugarcane plantation is also promoted.

Other projects initiated by executives and its staff include distributing toys and learning materials to schools participating in the campaign projects that have a goal of combatting child labour in sugarcane plantation.

Activities in North-eastern Region

Mitr Phol Phu Khiao in coordination with Subdistrict Administration Organization of Dong Klang jointly established child development center and necessary facilities to look after children accompanying with their parents to harvest cane. Since 1 March to 30 April 2014 there are 48 children attending the center starting, as crushing season ended.

Result of Mitr Phol Project

1. Creating a relationship between the company and community through mutual activities.

2. Encouraging company's staff to participate in community building and realize the importance of building a relationship with local community.

3. Proactive CSR by providing opportunities for the company and community to engage in.

5.7 Independent Review

Inspection by government agencies such as the Department of Labour Protection and Welfare of the Ministry of Labour to audit and to certify Mitr Phol as an establishment without illegal child labour. There are 6 sugar factories alliance to be certified; 1) Singburi 2) Dan Chang 3) Mitr Phu Khiao 4) Mitr Phuviang 5) Phu Luang and 6) Mitr Kalasin

5.8 Implementation Report

Developing a CSR report that assesses the results of the organization report, which is also released to the public sector, in order to generate a better understanding of the sugarcane and refined sugar industries.

Follow-Up Projects

1. Seminar to follow up on the MOU between Department of Labour Protection and Welfare and private sector in order to gather recommendations about labour protection in sugarcane field to prevent and solve human trafficking problems. The Mitr Phol Group, government agencies and representatives from ILO were in attendance.

2. Mitr Phol Group had a showcase to exhibit its campaign on "no promotion and no support for child labour." The Permanent Secretary to Labour showed interest in this exhibition and thus Mitr Phol accepted to be a model for this campaign.

3. The Permanent Secretary of Labour and staff visited Mitr Phol factories and met sugarcane planters to inspect child labour in their plantations.

4. Mitr Phol's exhibitions to collect data and information of sugarcane planters

5. Mitr Phol's Project to apply agricultural machinery to handle in sugarcane plantation in concrete manner.

6. Mitr Phol Group affixed public relation signs stating, "Do Not Promote or Support child labour in all processing procedures both in factories and plantations."

3.2 Sugar Millers Associations (The Thai Sugar Producers Association, Thai Sugar and Bio-Energy Producers Association and Sugar Industry Trade Association)

Aims to prevent child labor in the cane and sugar industry in Thailand among relevant parties including concerned government agencies, 3 Thai sugar millers associations, 31 cane growers associations, and related businesses and industries that all have collaboratively implemented various measures and programs such as:

- On 30 May 2013, the Thai sugar millers and cane grower associations together

with Ministry of Industry signed the declaration of intent to collaborate in preventing child labour and forced labour.

In addition, each sugar miller and its contracted cane growers along with provincial government agencies and related businesses and industries signed MOUs on the prevention of child labor.

- Three Thai Sugar Millers Associations encourage and support all sugar mills to prevent child labour and forced labour through the industry's supply chains:

1) Every sugar mill **bans child labour and all forms of illegal labour** and **rejects buying cane produced by child labour and forced labour**. All sugar mills in the country comply with labour laws and international labour standards.

2) Sugar mills collaborate with cane growers associations, provincial government agencies, and local communities in building public awareness on preventing child labour and forced labour in farms and factories through various meetings, seminars and public media i.e. posters, leaflets, brochures, community radio and regional televisions etc.

3) Twenty two (22) out of 51 sugar mills participated in child labour and forced labour monitoring and auditing program conducted by the Department of Labour Protection and Welfare, and some sugar mills have been audited by their customers such as Coca Cola.

4) Sugar mills provided support in the establishment child care centers in their local communities, which is run by Subdistrict Administration Organizations.

5) In 2015, the Cane and Sugar Fund (CSF) provided a soft loan for mechanization (with 2% interest) in the amount of 1,500 million baht for cane growers and millers to buy cane harvesters. So far, 91 cane harvesters have already been purchased under this soft loan scheme.

In addition, the Bank of Agriculture and Cooperatives (BAC) will provide an annual soft loan of 3,000 million baht during the period of 2015-2017 (total amount of 9,000 million baht) for cane growers and millers to purchase cane harvesters and farm machinery equipment.

Since 2011, CSF and BAC have provided soft loans for mechanization in the amount of 5,500 million baht and so far, around 600 cane harvesters have been purchased under the soft loan schemes.

Currently, there are about 1,600 cane harvesters in the country and around 20% of cane crushed in 2014/2015 crop year was mechanically harvested. It is expected that about 700 more cane harvesters will be purchased under the above BAC's 9,000 million baht soft loan scheme.

6) The Cane and Sugar Board (CSB) has assigned the Local Administrative Sub-Committee in each cane producing provinces to monitor situations of child labour and forced labour. The Sub-Committee comprises representatives from cane growers association, millers, local governments and other related agencies

4. Collaboration between the public and private sector

The Office of the Cane and Sugar Board together with the sugarcane planters organization and sugar factory association signed the letter of intent to combat the illegal child labour in cane plantation and sugar factories. The purpose is also intended for the four sugarcane planters organizations and three sugar factory associations (including the regional promotion center of the Cane and Sugar industry in Kanchanaburi, Kamphaeng Phet, Chon Buri and Udon Thani) to be the main responsible agencies for the publicity campaign in cane plantation area of each center, as well as offer training and know-how for 48 provinces of cane plantation.

The above-mentioned collaboration is to prohibit child labour in cane plantation through strict compliance with the law and to ensure the management system is in accordance with the following 8 components:

1. Creating participation among stakeholder and partners.

(1) The Office of the Cane and Sugar Board issued an order No. 56/2015 on 22 January 2015 to appoint a working group to develop an action plan on solving child labour in cane plantations.

(2) This working group has set the action plan composing of 8 main measures and requesting cooperation from the sugarcane planters association to implement this action plan and report the concrete outcomes to the Office of the Cane and Sugar Board.

(3) The Office of the Cane and Sugar Board with the sugarcane planters association and sugar factories made a MoU to express their intention to campaign against child labour in cane plantation on 30 May 2015.

(4) The Office of the Cane and Sugar Board submitted this issue to the Committee meeting under the Sugarcane and Sugar Act, B.E. 2527 to assign the regional administrative subcommittee at the provincial level to monitor the implementation measures on prevention and solving this issue in their respective areas. Additionally, it requests cooperation from relevant agencies, such as an official of the provincial office of labour, a policeman and the public sector.

2. Communicating and training

(1) Before the date of opening the cane chest in each year, all sugarcane planters associations will invite the executives of the Office of the Cane and Sugar Board to attend the annual general meeting in order to assign the policies of the Cane and Sugar industry to their members, as well as to disseminate information on the effects of child labour in cane plantation.

(2) The sugarcane planters association and sugar factories conducts a training program to provide knowledge and create understanding about preventing and solving child labour issues in the cane plantation for their members.

(3) The Office of the Cane and Sugar Board's webpage consists of messages that express its intent to combat child labour in cane plantation and requests cooperation from all stakeholders to prevent and suppress child labour.

3. Developing a Code of Conduct

The Office of the Cane and Sugar Board with the sugarcane planters association and sugar factories encourage the protection of the basic human rights of child labour without discrimination. Guideline as follows:

(1) To eliminate the use of illegal child labour and child labour in the cane plantation, the sugarcane planters association has supported the child community development center so that sugarcane cutters are able to bring their child or grandchild to this center for daycare during working hours.

(2) The sugarcane planters association and sugar factories made an agreement on "No use of child labour under the age of eighteen." **If a sugarcane planter as a party to a contract does not comply with the said agreement, the party shall have its contract cancelled.**

4. Risk Assessment and its impact

The working group on solving child labour in cane plantation under the Office of the Cane and Sugar Board has monitored and collected the child labour data from the sugarcane planters associations. At the 3rd meeting on 21 April 2015, attendants considered the mentioned data and reported that no child labour under the age of eighteen was present in the seasonal production during 2014/2015. However, the working group agreed to give priority to monitor and assess the risk of this problem. The cane and sugar industries have increased the mechanical cane cutters to solve labor shortage problems. The cabinet resolution on 24 February 2015 approved of a promotional project to enhance the efficiency of comprehensive sugar production, which is composed of drought and water management equipment, the purchase of a sugarcane harvesting tractor, agricultural machinery and etc. under the approved 3 billion baht per year loan from the BAC.

5. Monitoring Compliance

The Office of the Cane and Sugar Board has encouraged the sugarcane planters association and sugar factories to follow up their performance and also coordinated with the committees and relevant agencies at all levels for implementation of measures in the same direction:

(1) The Office of the Cane and Sugar Board presented the measures on prevention and solution of use of child labour in cane plantation to the Cane Board and the executive board to order the local cane subcommittee and the executive subcommittee to monitor and report on solution of use of child labour in their responsible areas.

(2) The Office of the Cane and Sugar Board has policies and measures on promoting cane cutting through the use of agricultural machinery because of the labour shortage for cane cutting resulting from the expansion in cane plantation area that affect the efficiency of sugar production.

6. Remediate Review

The Office of the Cane and Sugar Board encourages and promotes the collaboration among the factories and the sugarcane planters association as well as welcomes feedback on the problems and obstacles faced, as well as provide suggestions to prevent and solve these problems that conform to relevant requirements.

7. Independent Review

The Office of the Cane and Sugar Board and Thai cane and sugar industry stand ready and confident for independent reviews of their performance.

8. Report Performance

A working group on solving the problem of child labour in cane plantation will summarize performance according to the action plan on prevention and solution in use of child labour in cane plantation for the year 2015 and submit the report to the executives as well as publicize the information within the organization as well as to the public.

The outcomes

1. The Surin Executive Subcommittee:

(1) Having a Memorandum of Understanding (MOU) between the sugarcane planters association and the Surin sugar factories to prevent and solve the problem of child labour in cane plantations. Creating publicity boards and video campaigns will address measures on preventing and finding solutions to prohibit child labour in cane plantation.

(2) Assigning the Sugarcane Planters Association and the Surin Sugar Factories to arrange a day for the showcase the campaign against child labour in cane plantation before the date of cane chest closure. In the next seasonal production, invite relevant agencies to join the publicity campaign and disseminate information against child labour in cane plantation.

2. The Kanchanaburi executive subcommittee:

Cooperating with relevant agencies, such as Provincial Police Office, Kanchanaburi Provincial Office of Labour, Sugarcane Planters Institute and Refined sugar factories in the province to join the publicity campaign against child labour in cane plantation.

3. The Uttaradit executive subcommittee:

(1) Cooperating with relevant agencies to inspect child labour in the province.

(2) Coordinating with sugarcane planters institute and refined sugar factories in the province to have a MOU to declare the mutual intention in preventing of child labour in cane plantation.

4. The Suphan Buri executive subcommittee:

Cooperating with relevant agencies to join in the publicity campaign against child labour in cane plantation.

5. The Khon Kaen executive subcommittee:

(1) Pushing forward the signing Memorandum of Understanding (MOU) between the Sugarcane Institute and sugar factories to prevent the child labour in sugarcane.

(2) Providing the media and Information board for campaigning against child labour in sugarcane.

(3) Cooperating with Sub-district Administrative Organization in the area and requesting for the assistance to receive the children of sugarcane planters and alienate workers into Child Care Center near by the area.

(4) Appointing the working group for sugarcane garden inspection and periodic evaluation.

6. District 6 Kamphaeng Phet Sugarcane Planters Association, Kamphaeng Phet:

(1) Providing the information board for campaigning against child labour in sugarcane.

(2) Publishing the article through the Journal and the radio of Sugarcane Planters Association.

(3) Cooperating with Local Administrative Organization, village chief, and headman requesting for using Child Development Centers to look after the sugarcane planters' children while they work; and their cooperation for examine the workers in their responsibility to comply with the rule.

(4) Appointing the Association Management Committee in each district for periodic follow up child labour in sugarcane and the monthly operation results report to committee.

7. Phitsanulok - Saraburi Sugarcane Planters Association, Phitsanulok:

(1) Providing the Information Board for campaigning against child labour in sugarcane.

(2) Organizing the meeting of Administration Board to help PR to planters who are members of the Board.

8. The Pasak Dam Sugarcane Planters Association Saraburi:

(1) Providing the information board for campaigning against child labour in sugarcane plantation.

(2) Publicizing through community radio to gain information continuously about law on child labour.

(3) Organizing training courses to sugarcane planters to understand about problems of child labour employment in sugarcane plantation.

9. The Petchabun Sugarcane Planters Association:

(1) Setting up the Administration Board in each area to inspect and follow-up, survey of children's number accompanying with parent so as to prepare financial assistance for SAO to look after those children.

(2) Providing the information board for campaigning against child labour in sugarcane plantation.

(3) Coordinating with Thai Roong Ruang Industry to PR through community radio on 97.75 MHz concerning prevention and solution of child labour in sugarcane.

10. The Sugarcane Planters Association Zone 11, Nakhonsawan Province:

(1) Cooperating with SAO to inspect harvesting employees in the responsible area whether those employees accompany children into the plantation. If so, the association will ask their parent to send to pre-kindergarten development center in the district.

(2) If the children are in the age of primary education, it is needed to inform their parent to contact the primary school for asking school's transferring document to entitle to enter in the school in the area of harvesting.

11. The Sugarcane Planters Association Part 5, Singburi Province:

(1) Cooperating with Singburi Mitr Phol factory to set up guideline in solving child labour problem in cane plantation by making the information board of no support and no promote child labour in cane plantation.

(2) Setting up the working group to monitor periodically child labour in cane plantation.

12. The Canegrower Association of "Se-square" Nakhonsawan, Nakhonsawan Province:

(1) Coordinating with the SAO to look after children of harvesting employees or of migrant workers to prevent children's fostering in the plantation.

(2) Inspecting and prohibiting the employers in cane plantation or cane quota owner to use/hire/bring children or young people under 18 years olds to work as it violates the labour law.

(3) Signing the MOU with the Province to prevent and solve child labour problem in the plantation and to offer cooperation to labour inspector, superior administrative or police officer to notify if it is found child labour under 18 years old to work in the plantation.

13. Lopburi Sugarcane Association, Lop Buri Province:

(1) Setting up public relations boards to campaign against child labour in the sugarcane sector.

(2) Publicizing information through the community radio of Lopburi Sugarcane Association at FM 95.0 MHz.

14. Central Esarn Sugarcane Association, Khon Kaen Province:

(1) Signing the Memorandum of Understanding (MOU) with Mitr Phu Viang Sugar Factory to declare their intention to prevent and eliminate child labour in sugarcane sector.

(2) Setting up public relations boards on campaign to encounter child labour in sugarcane sector.

(3) Circulating publication of information and educate to parents and general citizen in responsible areas.

(4) Coordinating with Subdistrict Administrative Organization in responsible areas, for nearby nurseries to provide daycare for children of Thai and migrant workers (if any).

(5) Establishing a working group to monitor sugarcane field periodically.

(6) Coordinating with Administrative Association Committee in responsible area to publicize in villages so as subdistrict headman and village headman help notice as campaign not to support and not to promote child labour in sugarcane sector.

15. The Namphong Sugarcane Growers Association, Khon Kaen Province:

(1) Setting up public relations boards on campaign against child labour in sugarcane sector.

(2) Publicize anti-child labour in sugarcane sector via brochure.

(3) Coordinating with agencies, local organization, subdistrict headman, village headman and community leaders to create understanding about impacts of child labour in sugarcane sector.

(4) Cooperating with Administrative Association Committee in responsible area regarding surveillance and periodic reporting to Association.

16. The Burirum Sugarcane Planters Association:

(1) Providing training programs in cooperation with Burirum Sugarcane Factory for their sugarcane planter members regarding laws and measures of using child labour in sugarcane sector.

(2) Coordinating with agencies involved, i.e. subdistrict headman, village headman and Head of Labour Provincial Office to publicize impact of child labor as well as campaign and support Pre-kindergarten Care Centers in the local community so that workers can send their children to day care while their parents are working. The Association has also established a working group to monitor sugarcane fields periodically.

17. The Mukdahan Sugarcane Planters Association:

(1) Providing the Information Board for campaigning against child labour in sugarcane.

(2) Publicize anti-child labour in sugarcane plantation via brochure.

(3) Cooperating with Subdistrict Administrative Organization in area of sugarcane plantation on public relations and requesting for their cooperation to receive the children who accompany their parent to the sugarcane for care.

(4) The Committee and the agricultural Extension Offices of local factory developed a working group to follow up on child labour issues.

(5) Appointing a working group for sugarcane inspection and have periodic evaluations.

18. Kalasin Sugarcane Planters Association, Kalasin province:

(1) Appointing a working group responsible for receiving comments from sugarcane planters

(2) Cooperating with Kalasin Provincial office of Labour Protection and Welfare to organize the training program to campaign against child labour in sugarcane.

(3) Providing an information board for campaigning against child labour in sugarcane

19. Surin Sugarcane Planters Association, Surin Provincial:

(1) Providing the Information Board for campaigning against child labour in sugarcane

(2) Appointing a working group for sugarcane inspection and periodical evaluation.

(3) Cooperating with public sector and related NGOs for whistle blower networks and legal assistance.

(4) Providing public information documents and related campaign against child labour in sugarcane for sugarcane planters and Thai citizens.

20. The South Esarn Sugarcane Planters Association, Nakhon ratchasima:

(1) Providing an information board for campaigning against child labour in sugarcane.

(2) Organizing the meeting for sugarcane planters to provide information on law and measures regarding child labor

(3) Cooperating with subdistrict headman, village headman, Subdistrict Administrative Organization and other organizations on public relations regarding the impact of child labour in sugarcane and notify the child development center for receiving sugarcane planters' children including of migrant workers to look after while their parent work.

(4) Appointing the Administration Board as a working group to follow up and assess risks that may occur and report progress and problems in their responsible area to every board meeting.

21. Suranaree Sugarcane Planters Association, Nakhon Ratchasima Province:

(1) Providing the information board for the campaign against child labour in sugarcane sector.

(2) Cooperating with Korat Industry Co., Ltd. for organizing a meeting tour to transfer knowledge on the law and measures regarding child labour to sugarcane planters member in cane centers in responsible area of Phimai, Chakarat, Huai thalaeng, Chum phuang, Chokchai, Khong, Nakhon Ratchasima including Nong hong, Nong ki, Nang rong, Lam plai mat district, Buri ram.

(3) Cooperating with subdistrict headman, village headman, Subdistrict Administrative Organization and other organizations on public relations regarding the impact of child labour in sugarcane and notify the child development center for receiving sugarcane planters' children including of migrant workers to look after while their parent work.

(4) Cooperating with Korachindustry Co., Ltd. to set up a working group to monitor and periodically observe periodically child labour in sugarcane plantation.

22. Mahasarakam Sugarcane Planter Association, Mahasarakam Province:

(1) Cooperating with Wangkanai Sugar (Mahawang) to provide the information board for campaigning against child labour in sugarcane and affix boards in community areas.

(2) Cooperating with Wangkanai Sugar (Mahawang) for radio broadcasting in every weekend on 105.00 MHz and notify in writing for public relations on radio broadcasting in the province.

(3) Cooperating with Wangkanai Sugar (Mahawang) to provide a PR mobile unit to villages in order to campaign against child labour in sugarcane.

(4) Cooperating with Wangkanai Sugar (Mahawang) to set up working group to monitor child labour in sugarcane plantation periodically since the crushing season has started in 2014/2015.

23. Lum Moon Bon Sugarcane Planters Association, Nakorn Ratchasima Province:

(1) Providing an information board for campaigning against child labour in sugarcane.

(2) Establishing a committee meeting in each district in cooperation with Khonburi Sugar Public Co., Ltd. to PR for campaigning against child labour in sugarcane.

(3) Publicizing through community radio to provide knowledge for prevention and solution of child labour in sugarcane plantation.

(4) Cooperating with local administration agencies, municipality, Subdistrict Administration Organization, subdistrict headman, village headman for wire broadcasting for campaigning against child labour in sugarcane.

24. Lam Nam Pao Sugar Planters Association, Kalasin Province:

(1) Providing an information board for campaigning against child labour in sugarcane.

(2) Coordinating with government agencies and the private sector concerned to be a whistle bowler network and assist in legal protection.

(3) Set up a working group to monitor sugarcane periodically.

25. The North-Isan Sugarcane Planters Association, Udon Thani Province:

(1) Providing an information board for campaigning against child labour in sugarcane.

(2) Setting up a working group to set up action plans and implementation procedures both in theory and in practice for solving child labour problems in sugarcane plantation.

(3) Inviting village headmen to search for prevention methods for child labour in sugarcane and related industries.

(4) Organizing trainings and real practice sessions for campaigning against child labour in sugarcane sector.

26. The Area 10 Sugarcane Planters Association, Chiyaphum Province:

(1) Organizing meetings of Administration Board to communicate to planters that child labour in sugarcane plantation is not allowed by the law.

(2) Cooperating with subdistrict headman, village headman, Subdistrict Administrative Organization and other organizations on public relations regarding the impact of child labour in sugarcane and notify the child development center for receiving sugarcane planters' children including of migrant workers to look after while their parent work.

(3) Publicizing through community radio for 2 stations continuously.

(4) Cooperating with community leader, head of Subdistrict Administration Organization, School's Director to allow children of sugarcane harvester entering in the school temporary with full cooperation.

27. Eastern Farmers Association, Chon Buri Province:

(1) Cooperating with municipality, SAO to inspect planters

6. The Future Plan

1) National Working Child Survey

The Ministry of Labour in cooperation with the Ministry of Information and Communication Technology and the National Statistical Office are collaborating to conduct a National Survey on Child Labor along with a National Survey on Forced Labour. The first phase of survey will be conducted and completed in December 2015 and will request next year budget for continued implementation.

2) Working Children Survey in the Cane Plantation

Apart from the survey by the National Statistical Office, a plan is being developed to survey working children in the agricultural sector especially the cane production sector, which will be conducted in 48 provinces throughout the country. This survey composes of a questionnaire developed by the academic sector (a university) which will be conducted after February 2016.

3) Disseminating information and knowledge on prevention and solving child labour issues in the cane production sector.

The cane press season is between December to April of each year. Before the opening of cane press season, an annual general meeting of the sugarcane planters associations is held and a representative from the Department of Labour Protection and Welfare from each province attends this meeting to provide information regarding prohibiting using child labour to the cane planter and to implement relevant measures.

4) A meeting of 20 large-sized sugar factory executives to serve as a model to smaller sized factors to demonstrate compliance with the law which can be implemented by the cane planters.

Women, Child Labour and Labour Protection Network Group
Labour Protection Bureau
Department of Labour Protection and Welfare
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