



INTERVENTION PROGRAM FOR CHILDREN (6-14 AGE GROUP) AFFECTED BY SEASONAL AGRICULTURAL MIGRATION

# MODEL ACTION PLAN FOR CHILDREN WORKING IN SUGARBEET CULTIVATION IN TURKEY







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**Intervention Program for Children (6-14 Age Group) Affected by Seasonal Agricultural Migration  
Model Action Plan for Children Working in Sugarbeet Cultivation in Turkey**

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**1<sup>st</sup> Edition, August 2012, Ankara**

**2<sup>nd</sup> Edition, June 2013, Ankara**

**Development Workshop**

Cinnah Cad. No: 35/16

Çankaya-Ankara / TURKEY

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## Foreword

Since the start of the 2000's, the Development Workshop has been conducting research, preparatory activities and developing action plans concerned with child labour, especially in the area of seasonal and migratory agricultural labour, considered as one of the worst forms of child labour. Baseline Research concerning Child Labour in Cotton Harvesting in the Adana District of Karataş was conducted in 2002 by the founders of the Development Workshop and supported by the International Labour Organisation (ILO). An action plan was developed in 2004 based on this research. Following this action plan, the Study of the Living Conditions of 0-6 Aged Children of the Seasonal Agricultural Labour Force of families participating in seasonal agricultural labour migration and their life conditions was completed between 2009-2011. With the technical and financial support of the Embassy of the Netherlands in Turkey, a baseline study was undertaken in 2011-2012 in the scope of the Interventions Program for Children (6-14 age group) affected by Seasonal Agricultural Migration concerning the children working in the harvest of sugarbeet in Yozgat.

The Model Action Plan was developed by taking into consideration the findings of the baseline study and other research concerning the cultivation of sugarbeet and the model action plan development participatory meeting held in Ankara on 30 July 2012 and presented to related organisations and institutions in regards to the fight against child labour in the cultivation of sugarbeet in the scope of seasonal and migratory agricultural labour.

This Model Action Plan consists of three sections: The first section includes general information about sugarbeet, the second section gives the main findings of the baseline study and the third section includes local level activities foreseen to prevent child labour in seasonal agricultural labour in the production of sugarbeet. The model action plan has been prepared as a resource to provide a basis for detailed activities to be developed in the provinces or districts producing sugarbeet for the prevention of child labour in seasonal agricultural activities.

We wish to express our gratitude to the children, families, representatives of local government institutions, civil society and professional organisations, staff of the civil service, the experts and staff of the Development Workshop for their contributions to the development and preparation of this Action Plan and to the Embassy of the Netherlands in Turkey for their technical and financial support in carrying out the research and process in the development of this action plan.

It is hoped that the Model Action Plan can contribute to the elimination of child labour in the production of sugarbeet.





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## Introduction

The Development Workshop has been conducting activities in the field of child labour in the scope of seasonal and migratory agricultural labour since 2002, by implementing programs and projects that include research, planning and implementation activities. The Interventions Program for Children (6-14 age group) Affected by Seasonal Agricultural Migration is a social development and human rights project under the Human Rights Program of the Embassy of the Netherlands in Turkey.

Within the scope of the Project, the main outputs include (a) baseline field study; (b) model action plans for product-based interventions; (c) a policy paper for central level state institutions, private sector and non-governmental organisations and (d) visual materials which display child labour in seasonal and migratory vegetable production for awareness and advocacy; all of which present the working and educational connection in relation to the product range (hazelnut, sugar beet, cotton and low tunnel greenhouse vegetable cultivation) among children (6-14 age group) who are of the compulsory education age and are participating in the vegetable production sector as part of the seasonal and migratory labour force.

Sugarbeet is one of the most common products of agricultural production in Turkey, with sugarbeet being cultivated in 64 provinces. It is a product especially reliant on human labour during the maintenance (hoeing, weeding, thinning) and harvest periods. The model action plan is designed to be a resource for action plans which may be developed at the provincial and district level in regions where sugarbeet is produced.

As it is known, working in seasonal and migratory production has been defined as one of the worst forms of child labour for children under the age of 18 in the scope of the ILO Convention 182, the Convention Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour, undersigned by Turkey which ensures that Turkey is committed to eradicating this form of labour by the year 2015.<sup>1</sup> Children working as seasonal and migratory labourers in sugarbeet cultivation falls under this scope.

<sup>1</sup> Ministry of Labour and Social Security, General Directorate of Labour, Department for Children, Time-Bound Policy and Program Framework to Prevent Child Labour, Ankara 2008, p.28.



## About Sugarbeet

For hundreds of years, throughout history, sugar has been a staple food product. Until the end of the 18<sup>th</sup> Century, sugar has been produced from sugarcane. The cultivation of sugarbeet began in the 19<sup>th</sup> Century and sugar began to be produced from sugarcane this.<sup>2</sup>

In Turkey, sugarbeet agriculture has become an important income generating agricultural activity for hundreds of thousands of farmers and is intertwined with agricultural activities and animal husbandry, such as the pharmaceuticals, fodder, medical, meat, dairy industries, as well as the shipping and service sectors. It has become complimentary to many other sectors such as the agricultural industry, processed staple food products and employment. The production of sugarbeet has led to the development of vegetable and animal products and is highly used as an industrial input. When compared to other products, sugarbeet creates 5 times more employment than sunflowers and 20 times more than wheat. It also provides twice as high an opportunity for automated agriculture in comparison to wheat and sunflowers.

The share of the sugarbeet industry of the Gross National Product (GNP) for Turkey in general is 0.2% and 0.8% share in the production industry. The foreign market share of alternative products and agriculture-based products, sugar has a higher comparative value in terms of yield, profitability and added-value. The employment opportunity it creates is significantly higher and not comparable with other agricultural and industrial sectors or alternative products, making it a favoured product with effective social dimensions. Sugar factories are significantly important in developing regions, especially in terms of reducing the development differences between regions (especially for Eastern Anatolian region) and contribute to employment opportunities in the rural areas. The labour force working in these factories make up for 1.2% of the total of the industrial labour force. It also creates a business volume of 25-30 million tonnes annually for the shipping sector. The direct contribution share to the nation's economy is approximately 1.2 billion USD, reaching 3 billion USD with the added-value it provides.<sup>3</sup>

The agriculture of one decare of sugarbeet product creates a total of 93 hours of employment, with 80 hours in agriculture and 13 hours in industry. Considering that sugarbeet is cultivated upon 3.2 million decares of land in Turkey, this product created full time employ-

<sup>2</sup> <http://tr.wikipedia.org/wiki/%C5%9Eeker>

<sup>3</sup> <http://www.msxlab.org/forum/tarim/78513-seker-pancari-seker-pancari-nedir-seker-pancari-yetistiriciligi.html#ixzz1IILvOPJ>

ment for close to 123,000 persons annually. There are 32,500 permanent and seasonal employees working in sugar factories and this product creates employment opportunities for 200,000 seasonal agricultural labourers during the maintenance and harvesting periods.<sup>4</sup> It is not known how many of these seasonal agricultural labourers are children.

## Cultivation of Sugarbeet Worldwide<sup>5</sup>

Globally, sweetener is obtained from three main sources: (a) sugarcane and starch based food products such as (b) sugarbeet and (c) corn and wheat. Although sugar is produced primarily from sugarcane and sugarbeet, a small portion of starch based sugar is also produced using various chemicals. Today, almost all countries produce sugar. Close to 80% of the total sugar produced worldwide is obtained from sugarcane, while 20% is produced from sugarbeet.

Globally, 71 countries produce sugar from sugarcane, while 43 countries produce sugar from sugarbeet. Sugarcane, which grows in tropical and sub-tropical regions, is mainly cultivated in Brazil and also in countries such as Mexico, India, Thailand and Australia. Due to climate conditions, a large portion of European countries, Russia and Turkey produce sugarbeet. In addition to these, some countries, such as the USA, Japan and China, cultivate both sugarcane and sugarbeet.

Table 1: Plantation Areas of Sugarbeet in the World (Thous.Hectare-2010)

Countries	2004/2005	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
USA	528	503	528	505	406	465
Austria	45	44	39	39	43	44
Czech Republic	71	63	56	44	50	52
China	190	210	158	160	232	220
Japan	68	68	67	68	66	65
Hungary	62	58	46	35	9	14
Poland	297	270	236	220	187	200
Romania	21	25	39	27	20	21
Russia	790	759	949	1000	800	770
Turkey	320	331	275	298	323	324
Worldwide	5.870	5.408	5.340	5.295	4.386	4.324

4 <http://www.konyaseker.com.tr/?sayfa=icerik&pgid=245&text=245>

5 Information provided under this heading was collated from the Future of Sugar report published in 2011 by the Sugar Labour Union.

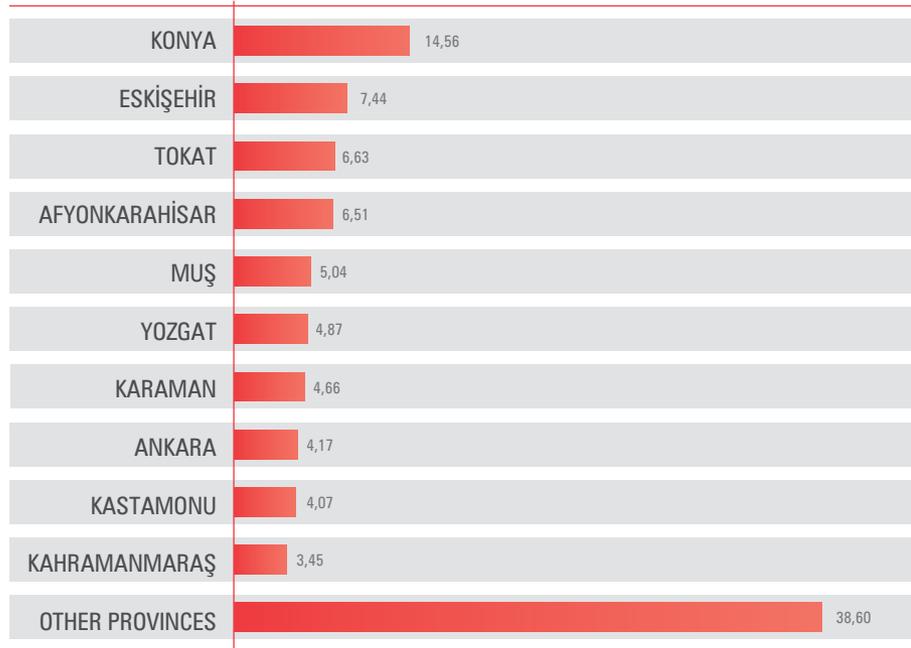
Currently, the biggest producer of sugar is Brazil; Brazil single-handedly undertakes one third of the world's sugar production. China, the USA, Russia, Germany and France follow as the highest producers.

Among EU Member States, Germany and France are the largest producers of sugar. Sugarbeet is most commonly cultivated in the Member States. Out of the countries producing sugar from sugarbeet, the USA is the country which has the highest production. The USA is followed by two important countries of the EU, France and Germany, also Russia.

### Cultivation of Sugarbeet in Turkey

In 2010, close to 18 million tonnes of sugarbeet were produced on 3.2 million decares of land. Of the total sugarbeet produced in 64 provinces in 5,877 areas of settlement by 196 farmers, 40% of the production is conducted in the provinces of Konya, Eskişehir, Tokat, Afyonkarahisar and Muş.<sup>6</sup>

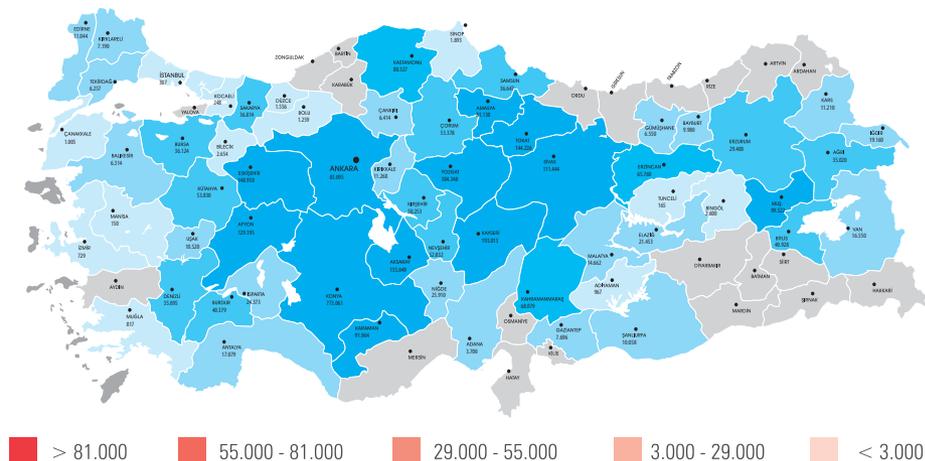
Figure 1: Plantation Areas of Sugarbeet According to Province (2010-%)<sup>7</sup>



6 Sugar Labour Union (2011); The Future of Sugar, Ankara, p.47. [www.sekeris.org.tr/multimedia/SEKERNGELECE-SONBASKI.pdf](http://www.sekeris.org.tr/multimedia/SEKERNGELECE-SONBASKI.pdf)

7 TURKSTAT, 2012.

Map 1: Size of Sugarbeet Plantation Areas (Decares-2010)<sup>8</sup>



## Cultivation of Sugarbeet

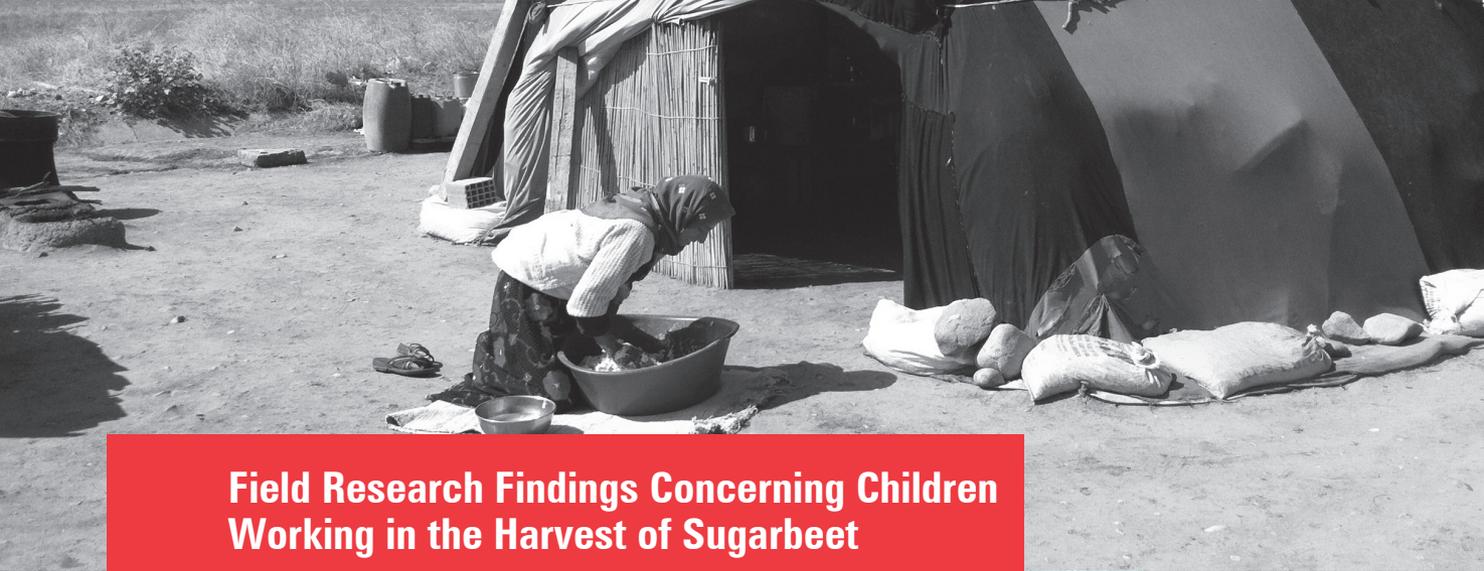
Cultivation of sugarbeet comprises of the following stages: sowing, maintenance and pest control, thinning and separating, fertilising, irrigation and harvesting. Of these stages, those most requiring manual labour is maintenance and control, hoeing, thinning and separating and harvesting. The process of uprooting, cleaning and removing the leaves of the sugarbeet is known as the harvest. In Turkey, dependent upon expected climate conditions, maturation of the sugarbeet continues from the end of September to the end of October. Worldwide, most of the harvest is conducted with machinery. In Turkey, the harvesting is still reliant on manual labour. Harvesting of sugarbeet is conducted as such:

- (a) uprooting instrument
- (b) uprooting mechanisms to uproot 1, 2 or 3 rows,
- (c) machines which uproot only by cutting the tops,
- (d) machines which cut the tops, uproot, collect and load.

There are advantages and disadvantages of automated harvesting as compared to manual harvesting. The advantage of automated harvest is that a large area can be harvested in a short period of time at a low cost. Some disadvantages may be listed as high purchase price of the machine, a high number of damaged or crushed sugarbeet leading to a loss of product.<sup>9</sup> Machinery is used in the cultivation of sugarbeet in the preparation of the soil, fertilising, sowing of seeds and weed and pest control. Sugarbeet can be harvested either manually or with the use of machinery. The stages were seasonal and migratory agricultural labour is most seen is irrigation, hoeing and harvesting. Although the harvesting period may differ according to provinces, the general period for harvest is between September and November.

<sup>8</sup> Collated from TURKSTAT 2012 data.

<sup>9</sup> <http://www.msxlabs.org/forum/tarim/78513-seker-pancari-seker-pancari-nedir-seker-pancari-yetistiriciligi.html#ixzz1ILIDduA>



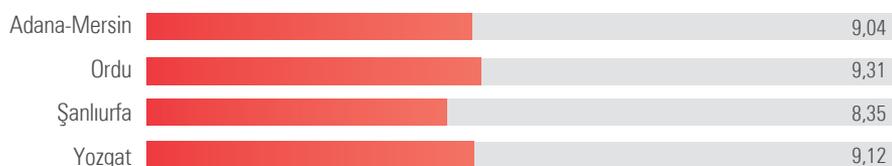
## Field Research Findings Concerning Children Working in the Harvest of Sugarbeet

Between the dates of 23-26 September 2011, the Development Workshop Research Team conducted field research in Yozgat by use of a questionnaire with 25 girls and 26 boys between the ages of 6-14 and 24 household members of these children. Focus group interviews and meetings with institutional stakeholders, production and labour managers concerned, were also conducted. The main findings of this research are summarised below.

### Main Findings and Problems

**Demographic Structure:** The average age of all children participating in the research was 11.3. The average age of children participating in the research in Yozgat was 10.76. The average members of a household of the children participating in the research in general was 8.93; this average household size for Yozgat was 9.12. The families were found to be very large with an average number of children of 6.

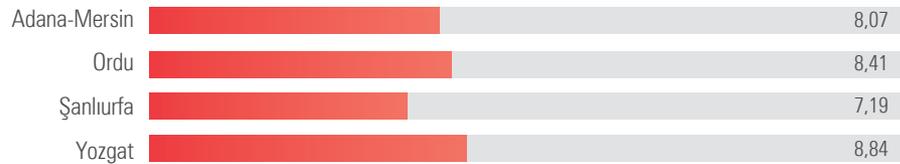
Figure 2: Distribution of Size of Household (number)



In regards to research regarding language of children participating in the questionnaire in Yozgat, the mother tongue of 2% of children is Turkish, 87.8% is Kurdish and 8.2% is Arabic. All children were able to speak Turkish. The majority of children could speak two languages and a portion could speak three languages.

**Shelter and Living Conditions:** A review of the shelter and accommodation conditions of children working in the harvest of sugarbeet has shown that 8.2% live in nylon or reed tents, 59% live in canvas or tarpaulin tents and 33% in other means. None of the children participating in the questionnaire live in the accommodation areas provided by the Governorship. In general, the plantation owners allow the labourers of the sugarbeet harvest to set up tents at the side of the field. The average number of persons living in tents is 9 (Figure 3).

Figure 3: Average number of persons living in tents, houses or temporary shelters

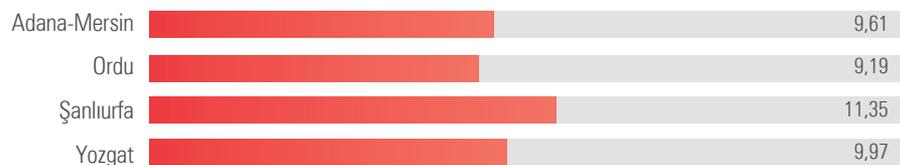


Children participating in the research in Yozgat have stated that they live in tents together with an average of 9 persons. This figure is slightly higher in comparison with other provinces and indicates the difficulties related to sharing the same living areas with many persons.

The most important problem of accommodation is the lack of waste water systems. All households interviewed in Yozgat stated that there was no waste water system in the places where tents were located. Further, 61% stated that they had clean drinking water and 63% informed that they have access to clean water. When asked about their accommodation conditions, 59% complained of pollution, 57% complained of noise and 92% complained of dust.

**Working Conditions:** The harvesting of sugarbeet in Yozgat begins at the end of August and continues until the end of October. The children work an average of 10 hours per day. During the harvest, they use shovels for taking the sugarbeet from the soil and machetes to remove the leaves of the vegetable.

Figure 4: Average Daily Working Duration (hours/day) According to Province

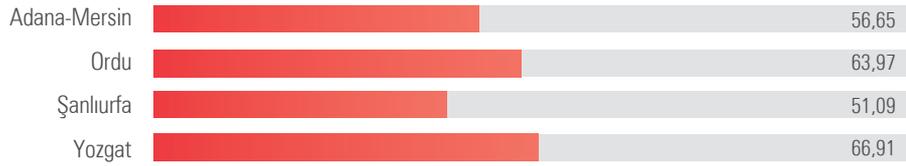


Children work 6 days in the sugarbeet cultivation process (hoeing, thinning, harvest) and an average of 104 days a year. 10% of the children participating in the questionnaire stated that they had accidents during the seasonal and migratory agricultural labour activities. Children do not only work in cultivation of sugarbeet in the fields. They are also carrying out tasks such as looking after siblings, looking after their belongings, preparing meals and doing household cleaning chores.

**Education:** It was found that 98% of the children working in harvesting of sugarbeet are enrolled in school. Of the children enrolled in primary education, 82% were not enrolled at the foreseen age of enrolment; only 18% were enrolled at the correct age.

The averages of non-attendance for children working in the sugarbeet harvest was 20-40 days for 15% of children, 41-80 days for 57% and 120-180 days for 20% of children. The average number of days of non-attendance was 67. 85.7% of the children stated that the reason for their non-attendance was seasonal agricultural labour.

Figure 5: Average Days of Non-attendance for 2010-2011 Academic Year According to Province



**Health:** It was found that 12.2% of children working in sugarbeet harvesting had never been vaccinated. 22.4% of the children did not have regular vaccinations and 63.3% stated that they had regular vaccinations. Almost all children informed that they had 3 meals a day. 20% of children stated that they slept 8 hours a day, 25% slept 9 hours and 33% stated that they slept 10 hours a day.



## Solutions and Time-Bound Actions

### Questions Requiring Responses in the Development of the Local Action Plan

1. What is the number of children working in the harvesting of sugarbeet? How can the number of children be identified? What are the needs of these children?
2. In the case that child labour is eradicated, what can be done to compensate for the income loss previously earned through child labour of which is important for these families/households working as the seasonal agricultural and migratory labour force? What can be recommended to the central level? Can these losses be met directly in cash or in kind? What are the measures which can be taken to reduce the expenses of these families?
3. If child labour is eradicated, what can be done at the central and local level to meet the labour force requirements in place of child labourers? How can new labour opportunities be created?
4. How will responsibilities be shared at the local level to prevent child labour? How will the sharing of responsibilities, coordination and cooperation be ensured by the responsible organisations?
5. Which models are required for the improvement of housing and shelter conditions for labourers working in sugarbeet cultivation? What kind of contributions can be made by plantation owners/employers in this scope? What could be the role of NGOs and professional associations?
6. If human labour is not to be utilised, what will be the process of automation? In such case, what will happen to the emergent labour force?
7. Which education and skills development activities will be implemented in accordance with their ages and development when they are not a part of the child labour force? Who and which organisations will implement this program?

8. Under what conditions can children continue their education within the school year?
9. In the case where child labour is eliminated, how will vegetable cultivation be affected and what can be done to reduce the adverse affects at the local level? What are alternative solutions? Can activities be conducted to support automated harvest? If yes, how?
10. What can state and private sugarbeet processing companies do to contribute to the eradication of child labour in sugarbeet harvesting? What can their technical and financial contributions be in the scope of social responsibility?
11. What can be done to ensure dignified national and international standards in education, healthy living, work health and safety conditions for child labourers and children affected by the conditions of seasonal agricultural migration?
12. What are some preventative activities which can be implemented for children under the legal age for labour? With which organizations can these activities be implemented?
13. What are the precautions which can be taken by the related provincial and district administrators to ensure that children migrating from or migrating to the province as seasonal agricultural labourers continue their education?
14. To what degree should the lifestyle culture and housing preferences of labourers be taken into consideration at the local level in regards to the solutions to be implemented?
15. Which are the organisations to cooperate in the fight against child labour? Has a capacity analysis been conducted for these organisations?
16. How will plantation owners be convinced not to employ children as labourers?
17. What can be done to ensure agricultural intermediaries do not employ children? What kind of programs can be developed for the monitoring, inspection and training of the agricultural intermediaries?
18. What kinds of precautions can be taken for young children at risk? How can these children participate in pre-school education? Can community-based pre-school programs be implemented?
19. How can families be persuaded to allow their children to continue their education in boarding schools?

## **Main Strategies and Approaches for Preventing Child Labour in Sugar-beet Production**

1. As it is illegal for any child below the age of 15 to work according to national and international legislation, children of this age group working in seasonal agricultural labour must be prevented. The State must use their sanctioned powers to the advantage of these children. This must be clearly explained to plantation owners, agricultural intermediaries and the labour force participating in seasonal agricultural migration.
2. Children between the ages 16-17 working in seasonal and migratory agricultural sugar-beet cultivation should be gradually eliminated by 2015. Vocational education and training, especially skills training opportunities in areas of employment should be developed for these young people.
3. Local, regional and central level solutions should be developed to find a suitable replacement for child labour in agricultural and migratory agriculture. Adult labour force should be guided to these areas.
4. State and private manufacturers using sugarbeet in their production should participate in social responsibility projects to ensure solutions to problems and funding should be found for programs and projects. Social responsibility funds should be established for model projects at the central and local level in this scope. In addition, active participation should be sought in monitoring of child labour by the private sector.
5. Opportunities should be given to independent central and local level organisations to take a role in monitoring of child labour in the production or consumption chain.
6. The design and implementation projects and impact studies in the scope METIP should be participatory and should include local and national non-governmental organisations; these organisations should be provided with the opportunity to implement projects.
7. Standards should be defined for accommodation facilities provided by plantation owners or in collective living areas in relation to living conditions of the seasonal and migratory agricultural labourers. Clean and continuous drinking water and utility water, waste water systems and dignified accommodation conditions should be provided, especially including health services.
8. A hotline should be made available to the seasonal agricultural labourers so they can be informed of their rights and complaints which also provide advisory services concerning the working conditions, fees and shelter of labourers.
9. Registration of agricultural intermediaries who organise seasonal and migratory agricultural labourers should be ensured. Activities should be conducted to develop the capacity of agricultural intermediaries so that they can provide regular reports concerning the labourers they employ.

10. Cooperation should be ensured with national and international private sector, volunteers and professional associations with the aim of developing local level service models. International experience should be transferred to Turkey.
11. Local civil society, professional organisations and the media should be actively involved in public awareness and sensitivity to the topic. The local and mainstream media should especially have a role in the monitoring of child labour.
12. A new local social policy should be developed in regards to meeting a portion of the loss of income of families if child labour is eradicated. These labourers should be included in the social security system to ensure they receive medical and retirement benefits.
13. Central and local level participation mechanisms should be developed to ensure cooperation between organisations to prevent child labour.
14. Efforts should be made to ensure regional directorates of the Turkish Statistics Institute to conduct research which identifies product based child labour in sugarbeet production at the local level.
15. Continued education of school aged children of seasonal and migratory agricultural labourers must be provided by ensuring they are visiting students at the mobile schools, temporary schools, bussed schools or regional primary boarding schools.



## Local Action Plan Development and Implementation: Recommended Method

**Step 1:** Registration of labourers participating in sugarbeet cultivation in the scope of seasonal and migratory agriculture should be conducted with the aim of identifying the needs of labourers and provision of services.

**Step 2:** A quick and simple analysis should be conducted concerning the current situation of seasonal agricultural and migratory labour and especially the situation of child labour in production in the province or district. Planning should be based upon this analysis.

**Step 3:** Based on the analysis, the main problems should be identified with the participation of all stakeholders involved in agricultural production; these problems should be grouped and listed in order of priority of importance.

**Step 4:** A capacity assessment of the institutions/organisations who participate in the planning, implementation and monitoring processes should be carried out and their roles and responsibilities should be identified and allocated.

**Step 5:** Problem based solutions should be developed together with all stakeholders within the province or district.

**Step 6:** Responsible persons and institutions/organisations should be identified for proposing solutions. A budget and other recourses should be allocated for the actions and recommendations for concrete solutions should be measurable.

**Step 7:** Implementation should be monitored and reports should be prepared.

**Step 8:** A temporary working group should be established to monitor and evaluate the action plan.

## Local Policies and Actions

### Meeting for Agricultural Labour Rates and Working Conditions

Activity	Responsible Party	Period	Output
Providing information about regulations such as national legislation and international agreements concerning child labour in seasonal agricultural labour in a meeting attended by related parties where the wages and working conditions of seasonal and migratory labourers are identified.	Governorship Provincial Labour & Employment Agency Directorate Chambers of Agriculture	March July	Legislation Dossier, Meeting attendance list
Ensuring decisions taken in the meeting concerning child labourers in seasonal agricultural labour compliant to national legislations, commitments and international agreements and conventions.			Meeting Decisions
Inspection by civil society and professional organisations to ensure the working conditions and wages are implemented accordingly as identified and decided in the meeting. Conducting a participatory evaluation meeting at least twice a year.	Governorship NGOs and Professional Associations	Continuous	Reports of NGOs and professional associations Evaluation Meeting Report

### Awareness raising and individual capacity development

Activity	Responsible Party	Period	Output
Providing training to plantation owners, governmental organisations, NGOs and professional associations to increase awareness of child labour in sugarbeet cultivation.	Chamber of Agriculture Provincial Labour & Employment Agency Directorate	Continuous	Training documents and meeting dossier
Providing training to agricultural intermediaries to ensure raised sensitivity for children working in seasonal agriculture.	Labour & Employment Agency Directorate	Continuous	
Hanging posters in certain regions in the province and district to increase public awareness.	Municipality NGOs Chamber of Agriculture	March - September	Posters
Conducting programs on local television channels, radio and newspapers with regard to child labour in seasonal and migratory agricultural sector with the aim of increasing awareness and providing information.	Universities NGOs Chamber of Agriculture	May - September	TV Programs Newspaper Articles

## Inspection of Child Labour in Sugarbeet Cultivation

Activity	Responsible Party	Period	Output
Ensuring the monitoring and inspection of children working in the fields.	NGOs Gendarmerie Provincial Labour & Employment Agency Directorate	March - June September - November	Inspection reports Monitoring modules
Making use of the e-school module to monitor children participating in seasonal agricultural migration and recording the results.	NGOs Professional Associations	Continuous	
Sharing the child labour monitoring reports with the Ministry of Labour and Social Security. In addition, sharing share the reports with local and central level education and health organisations.	Provincial Labour & Employment Agency Directorate, Provincial Directorate of Education, Provincial Directorate of Health	Continuous	Register and reports of activities conducted
Developing inspection mechanism at the local level and conducting piloting	Labour & Employment Agency Directorate Universities	Continuous	Piloting project

## Provision of Services

### Education

Activity	Responsible Party	Period	Output
Implementing community based pre-school education programs for the 0-5 age group children of families participating in seasonal agricultural migration and who live in locations of high labourer populations.	Public Education Centres Provincial/District Directors of Education	March - June September - November	Training programs Monitoring cards
Implementation of primary and secondary education support programs with the aim of catch-up education for children 6-14 age group.	Provincial Labour & Employment Agency Directorate		Training programs
Provision of vocational and skills training opportunities for youth 15-17 age group. Taking precautions to ensure the continued education of these children.			Training programs
Identifying families with children of the 0-17 age group requiring special needs education and informing them of their rights and educational opportunities; providing guidance to special needs education opportunities after ensuring the acquirement of medical reports/certificates.	Provincial/District Directors of Education	March - June September - November	Enrolment reports

## Health

Activity	Responsible Party	Period	Output
Conducting general health checks of the seasonal agricultural labourers.	Provincial/District Directorates of Health	May-June September - November	Health check results
Completing the vaccinations of children who have never been vaccinated or have not completed their vaccinations.			List of children with vaccinations
Ensuring hygienic conditions in the tent camp areas, conducting garbage collection services regularly, ensuring the employer provides similar services to households outside the camping areas.	Provincial Directorate of Health, Municipalities, Muhktars, Land Owners	May-June September - November	Inspection reports
Identifying children with special education needs and informing the provincial/district education and health directorates. Ensuring the provision of health and education services.	Provincial Directorate of Health	May-June September - November	Health check results
Providing incentives and support for family doctors to provide health services to seasonal agricultural labourers.	Governorship Provincial Directorate of Health	May-June September - November	Seasonal and migratory labourers continuously receiving services
Ensuring plantation/field owners provide first aid kits in the field and to ensure agricultural intermediaries or assistants to receive first aid training.	Governorship Provincial Directorate of Health Chambers of Agriculture	May-June September - November	First Aid Kit Trained agricultural intermediary or assistant
Ensuring the on-site monitoring of pregnant women.	Provincial Directorate of Health	May-June September - November	Monitoring cards

## Nutrition

Activity	Responsible Party	Period	Output
Providing training on matters of healthy, sufficient and balanced diet for seasonal and migratory agricultural labourers and their children and provision of food products and micronutrient supplements such as vitamins, iron, etc.	Public Education Centres Directorate of Social Aid & Solidarity Municipality	May - June September - November	Training programs List of distribution of food products
Ensuring breakfast is provided to the labourers at the housing areas established by public institutions.	Governorship Directorate of Social Aid & Solidarity Chamber of Agriculture	May - June September - November	Breakfast distribution list
Regular provision of dinner for the labourers by means of establishment of dining hall in tent/camp sites.	Governorship Chamber of Agriculture	May - June September - November	Meal distribution list

## Social Aid

Activity	Responsible Party	Period	Output
Development of programs in which seasonal and migratory agricultural labourers can take advantage of social aid in their provinces.	Governorships / District Governorships Municipalities	Continuous	Developed new models
Development of new social aid models for seasonal agricultural labourers.	Universities NGOs		

## Role of Professional Associations, Academia and NGOs

### Labour Force Research

Activity	Responsible Party	Period	Output
Conducting research at the local level on the percentage of child labour in sugarbeet cultivation and how the sector will be affected in the case of elimination of the child labour force.	Universities Research Centres Development Agencies	Continuous	Research reports
Conducting research concerning development of solutions for replacement of the labour force.			
Conducting research concerning wide spreading of agricultural automation and the change in the labour force in cases of automation in agriculture.			
Conducting activities to guide the excess labour force to qualified work as a result of using automation in harvesting.	Labour & Employment Agency Directorate Professional Associations Development Agencies		Research reports Education programs

### Developing Capacity of Service Provision

Activity	Responsible Party	Period	Output
Developing the institutional capacity of chambers of agriculture concerning the prevention and inspection of child labour	Provincial Labour & Employment Agency Directorate	Continuous	Capacity development materials
Developing institutional capacity of public servants, civil society, professional organisations and local media in the provinces regarding prevention of child labour and its inspection in provinces where sugarbeet is cultivated.			Chambers of agriculture, NGOs and media organisations participating in the institutional capacity building
Conducting service effectiveness and quality raising activities for the Provincial Directorate of Education	Governorship NGOs		Training programs

## Civil Monitoring and Inspection Opportunities

Activity	Responsible Party	Period	Output
Development of local level civil monitoring and inspection models.	Chambers of Agriculture Education Unions	Continuous	Civil monitoring reports
Conducting civil monitoring activities.	NGOs Vocational Associations		Civil monitoring reports
Ensuring inspectors conduct inspections in the fields.	Governorship Labour and Employment Agency Directorate		Inspection Reports

## Producers, Product Processing Companies and Traders

### Re-Structuring of the Labour Force Demand

Activity	Responsible Party	Period	Output
Conducting activities to develop solutions how the labour force supply can be met in the case that child labour is eradicated from agricultural activities.	Provincial Labour & Employment Agency Directorate Universities	Continuous	Labour force analysis and alternative programs
Identifying the agricultural labour force demands in the production of sugarbeet and planning according to agricultural activities.	Provincial Labour & Employment Agency Directorate Chamber of Agriculture, Agricultural Intermediaries, Sugar companies		Labour force demand planning report
Planning of a suitable labour force replacement for child labourers in sugarbeet cultivation and taking measures for the encouragement of unemployed youth in the 19-25 age groups.	Provincial Labour & Employment Agency Directorate Chambers of Agriculture		Incentives
Developing local level encouragement models for increasing automation and increasing the number of harvesting with machinery.	Chambers of Agriculture Directorate of Food, Agriculture & Husbandry Bank branches Sugar factories		Visibility materials Reports

## Work health and safety

Activity	Responsible Party	Period	Output
Developing and implementing current and new standards for work health and safety for all those involved in agricultural activities.	Ministry of Labour & Social Security Universities	Continuous	Set of standards
Training to be provided to plantation owners, agricultural intermediaries and labourers on the work health and safety of persons working in agricultural activities.	Provincial Labour & Employment Agency Directorate Chamber of Agriculture NGOs		Training set and Training programs
Provision of work safety materials for those working in sugarbeet cultivation.	Provincial/District Chambers of Agriculture NGOs		Photographs Distribution list of work safety materials



## Conclusion

The production of sugarbeet in Turkey is an important agricultural product and activity in terms of creating employment opportunities, providing added-value and utilisation of local resources. It has strong ties with the chemical and shipping sectors but especially the sector of animal husbandry. In addition, sugar is an important raw product for other products and constitutes an important input value.

An important problem in the process of cultivation of sugarbeet is the use of child labour. Economic development should be realized in the scope of a social state and social rights. It is clear that sugarbeet and products produced from sugarbeet has an important place in the development of Turkey. Thus, consumers who are sensitive to social state and rights have the tendency to stop consuming products which make use of child labour. It should be understood that producers and consumers of related products will not overlook this issue. Child labour in the production process means that sufficient investments cannot be made to human resources which can be thought of as the most important social capital.

Producers of sugarbeet, labour unions within the sector, state and private organisations processing sugarbeet and companies using sugar as the raw product in their production should be made aware of the situation. Furthermore, child labour is one of the most important barriers to social development. It must not be forgotten that children who have received an education are the most important capital for the development of the future of a nation. New opportunities should be created for these children where they do not work in fields but have the chance to develop and to look to the future with hope.

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Financial support for the Model Action Plan for Children Working in Sugarbeet Cultivation in Turkey was provided by the Human Rights Program of the Embassy of the Netherlands in Turkey.

