




Review on child and forced labor and land rights in *Argentina's sugar industry*

A photograph showing a dirt road winding through a sugarcane field. In the background, a yellow tractor is pulling a white trailer, and another yellow tractor is visible further down the road. The sugarcane stalks are tall and green, forming a dense canopy. The sky is overcast.

Mill's visited field.
Sugarcane harvest team.

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PREPARED FOR:

The Coca-Cola Company

PREPARED BY:

GAP Consultores S.A.

AUTHORS:

Andrés Sylvestre Begnis
asbegnis@agrogap.com.ar

Alejandro Nardone
anardone@agrogap.com.ar

Juan Carlos Morales

jcmorales90@hotmail.com

PHOTOS:

GAP Consultores
All the photos shown in this report were taken while doing the study, with the consent of people involved.

DATE:

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Mill's visited field.
Harvester working.





Table of contents

- 07. Introduction**
- 08. Executive summary**
- 10. Methodology**
- 12. Desk research**
 - 14. Argentine sugar sector
 - 16. Legal framework and context of child labor
 - 19. Legal framework and context of forced labor
 - 20. Legal framework on land rights
- 22. Field findings**
 - 24. General information
 - 26. Child labor
 - 28. Forced labor
 - 29. Land rights
- 31. Conclusions**
- 32. Annex I**
 - Definitions and abbreviations.
 - Glossary
- 36. Annex II**
 - Gap consultores interview material
- 40. Annex III**
 - Stakeholders national and international list
- 42. Annex IV**
 - Selection tables of visited sugarcane growers
- 44. Annex V**
 - Revision history
- 45. References**

**Review on child and forced labor
and land rights in *Argentina's sugar industry***





Introduction

The purpose of this study is to understand the sugar supply chain of The Coca-Cola Company (TCCC) in Argentina, aimed specifically at determining the status of child labor, forced labor and land rights.

To fulfil this purpose, TCCC commissioned GAP Consultores S.A. to carry out a study based on a review of available public literature and exchange with representatives of different industry-related organizations through visits and/or interviews.

GAP Consultores S.A. is an independent consulting firm made up of a multidisciplinary team focused on sustainability. The team is led by Andrés Sylvestre Begnis, an agronomist with a Master's degree in Agribusiness, and substantial experience in sustainability and certification schemes. The founder of GAP Consultores S.A. is Alejandro Nardone, an agronomist farmer who has specialized in no-till farming system with more than 10 years as a consultant advisor in certification schemes. And Juan Carlos Morales joined the team for this Study. He is an agronomist with substantial experience in the Northwest Region of Argentina specializing in sugar, lemon and soybean production.

Although the intended scope is to obtain a baseline at the country level in general terms, the fieldwork was conducted only in the areas of the sugar cane mills that supply the company in Argentina.

In addition, fieldwork was carried out together with the mills that supply the company, based on a representative sample of sugarcane producers and industry workers.

These actions are in line with the international commitment assumed by TCCC, together with stakeholders present in the region, to develop strategies for mitigating the cases or risks that could be found.



Executive summary

GAP Gestión
Agropecuaria
Profesional

Argentina's social-economic situation has worsened over the past 60 years. In the regions far from the center of the country and particularly in the northwest- the provinces covered by the study, there is a social framework of informality and legal non-compliance, with unemployment and lack of investment, little inspection and control by the state and clientelism that cause a growing subsistence economy in much of the population.

The economic and financial conditions of the sugar industry do not differ from this situation. During the last decades, the activity has lost profitability and has ceased to be the source of work of other times. Several mills are under-financed, in debt and in critical situations of disinvestment and inadequate infrastructure. In the last two years, some mills have filed for bankruptcy and others are facing financial problems.

This study provides an overview of the current status of child labor, forced labor and land rights in the sugar sector in Argentina and specifically in the supply line of The Coca- Cola Company (TCCC).

TCCC commissioned GAP Consultores S.A. to carry out the qualitative study based on real facts observed during the 2019 harvest in the provinces of Tucumán and Jujuy (northwestern Argentina), through interviews with stakeholders and also based on an extensive bibliographic review of the information available on the issues in question.

To meet this objective, according to the methodology required by TCCC, the researchers interviewed 49 stakeholders, visited four sugar cane mills supplying TCCC and 108 different producers supplying the mills with sugar cane. In these producers' establishments, 83 workers were surveyed during fieldwork.

The most relevant findings of the study are summarized below:



Child Labor continues to be a problem that affects many children in the country, especially related to rural jobs such as fruit picking and horticultural production. It is higher in rural areas and in adolescents over 16 years of age. However, child labor is not a generalized social malady in the sugar industry. In the last 10 years, the presence of children in cane work has been significantly reduced. The main factor of reduction was the advance of mechanized integral harvesting to replace manual harvesting. The remaining cases are related to small producers, smallholders with subsistence economies, who carry out fieldwork with their families, including their children.



As for forced labor, no evidence has been observed and no case reports have been received. There is an important degree of legal non-compliance, variable according to region and scale, with greater informal work rates found in Tucumán compared to Jujuy, and also in the hiring of small producers versus medium/large producers. The length of the fieldwork day being greater than that stipulated by law, as well as the lack of days for rest during the harvest period, are the most frequent situations.



The legal possession of land is not under conflict in any of the areas covered by the study. In the province of Tucumán there is a majority of small producers who do not own the land titles, due to the high cost of legal transfer of their parents' or grandparents' properties to names. There are no traditional communities claiming land, because they are areas that have been devoted to sugarcane production for more than 100 years.

Methodology



The methodology used for the development of this country study was based on the “Country Sugar Study Scoping Document” dated November 2015, delivered by TCCC. This document describes the objectives, the study criteria, the steps to be followed and the tools to be used.

In order to structure this qualitative study, the stages carried out were as follows:

Desk Research

1. Study and review of available information.

This initial phase was carried out with the objective of understanding the general situation of the country and that industry-specific, in addition to the field visit. To this end, public documents such as national laws that apply to the study topics, summaries and reports of independent organizations such as ILO, USDOL, UNICEF, INDEC (National Institute of Statistics and Censuses), Ministry of Labor and other stakeholders were accessed.

Further details of the papers read, analyzed and used in this report can be found in the bibliography section.

Field work

2. Stakeholder interviews.

In order to obtain a broader view of the issues under study, various local, national and international organizations were contacted and then interviewed. Prior to contact, a list of stakeholders was submitted to TCCC for feedback and approval of the contacts to be established. Through the exchange with representatives, information was gathered about the actions carried out on child labor, forced labor and land rights in the past and present of Argentina. In addition, issues related to the management of irrigation water, as well as workers' health, were analyzed. In some cases, it was possible to conduct a personal interview and in other cases it was maintained through telephone calls or e-mail exchange. In all cases, a guide list was used, with questions related to the topic of interest.

Annex III contains a list of the stakeholders contacted.

**Review on child and forced labor
and land rights in Argentina's sugar industry**

3. Field visits to sugar mills and their sugarcane farmers.

As an essential part of the study and in order to draw a factual baseline, the field visit was scheduled for the 2019 harvest. The intention was to observe and evaluate the existence of child labor and/or forced labor both in the industry and in the sugarcane production establishments; and to confirm the existence or not of transactions and/or use of land that have not been legal in the last 15 years.

In this way, the sugar cane mills that supply sugar to TCCC were contacted and asked for information about their suppliers, in order to map and know the entire supply chain and to recognize the different types of sugarcane farmers. Four of the six supplier mills were able to collaborate with the Study. The rest were not willing to participate for various reasons. To establish a representative sample of sugarcane farmers to be visited, the methodology described in the "Country Sugar Study Scoping Document" provided by TCCC was used to determine a distribution and quantity of farmers to be visited based on the total population. Once in the field and together with the work teams of the sugar mills, the definitive samples of sugarcane farmers to be visited were established, according to their size (volume of sugarcane delivered) and field activity at the time of the visit.

The table for the selection of the sample of farmers can be found in Annex IV.



Farmer's visited field.
Sugarcane semi-mechanized harvesting.

Desk Research

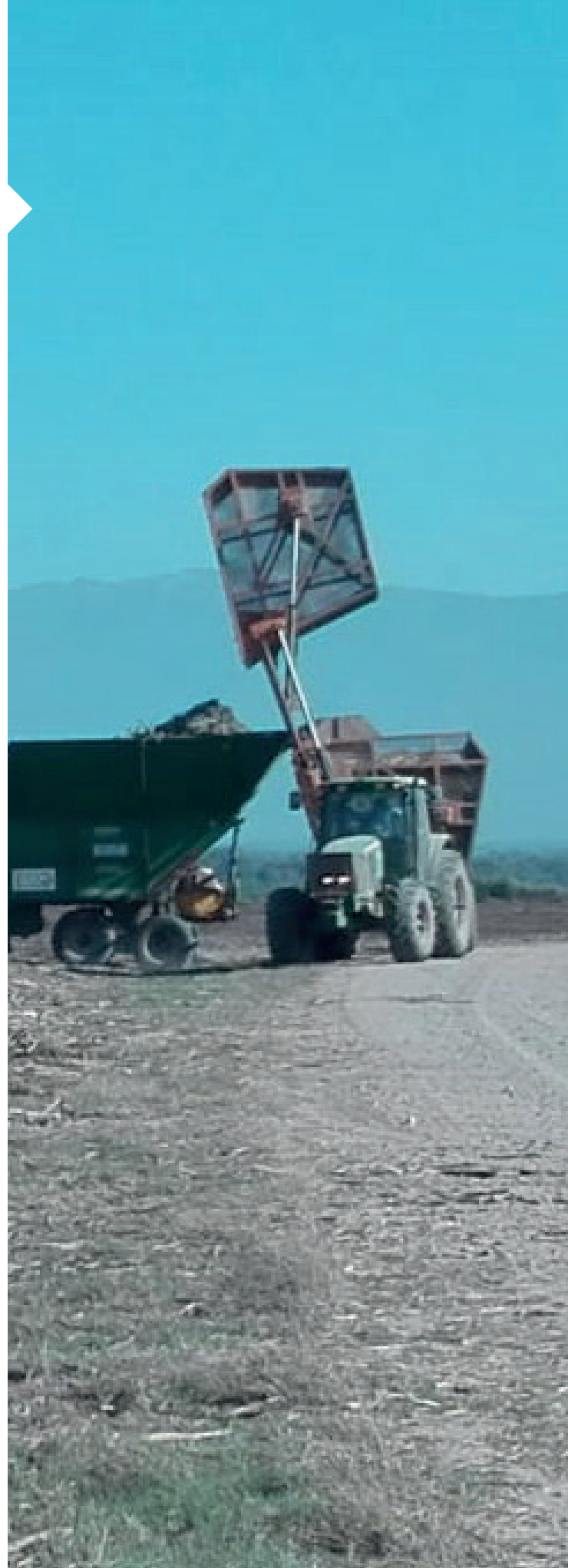
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Argentina is located in the extreme southeast of the American continent, covering an area of 2,780,400 km², is the largest Spanish-speaking country on the planet, the second largest country in Latin America and the eighth largest country in the world. Since the middle of the 19th century it has been a republican and federal country, made up of 23 provinces and one capital: The Autonomous City of Buenos Aires.

It is a country with low population density, very concentrated in Greater Buenos Aires (38%). According to the October 27, 2010 census conducted by the National Institute of Statistics and Census (INDEC) the population amounts to 40,117,096 inhabitants. It has high life expectancy and literacy rates. However, it registers diversified socio-labor rates that are adapted to the territorial position and distribution. According to the National Ministry of Health and Social Development, the infant mortality rate was 9.3 in 2017, while maternal mortality reached the lowest rate in the historical series of the last 10 years, with 2.9 per ten thousand births. In the first semester of 2019, according to INDEC Technical Report No. 182, the percentage of households below the poverty line is 25.4%; these comprise 35.4% of population.

The composition of the current Argentine population is very influenced by the great wave of immigration, which occurred between 1870 and 1930, and which provided contributions especially from Europe. To this is added the contribution of Asian and African natives.

According to the World Bank in its General Overview (April 2019), Argentina has abundant natural resources for energy and agriculture. Extraordinarily fertile agricultural lands and an enormous potential in renewable energies, it is a leading country in food



Mill's visited field. Mechanized sugarcane harvesting.



production, with large-scale industries in the sectors of agriculture and cattle ranching. Its Gross Domestic Product (GDP) exceeds US\$500 billion.

During the last decades, the national economy has faced strong turbulence which led, in some cases, to severe crises affecting production structures, the standard of living of the population and exposing large sectors in a situation of food insecurity, according to the FAO publication "Argentina at a glance".

The findings of the "Report for Sustainable Development: Argentina and the 2030 Agenda" of the United Nations Development Programme (UNDP) show that Argentina is a country of contrasts in each of the aspects of its development: in the aspect of economic growth, for several decades, the macro-economy presents a high volatility, with periods of acceleration followed by deep recessions or crises, which result in an average growth rate lower than potential. The infrastructure also has bottlenecks that restrict growth.

Despite a significant accumulation of human capital and a modern and productive agricultural sector, labor markets are characterized by a high level of precariousness and labor informality. This is due to the heterogeneous sectors of industry and services, where segments of high productivity coexist with small enterprises of low productivity, according to the UNDP.

The social inclusion aspect shows a problematic situation with high levels of extremely poor population that indicate the formation of a hard core of poverty with an average floor higher than 20% in the last 25 years.

Education and health have differentiated circuits of access and quality in their services between the

public segments and the private sector. While the health system is universal, it shows problems of fragmentation and lack of coordination. Likewise, despite the high enrollment rates in education, the situation is particularly serious in the high school graduation rate.



Argentine sugar sector

Pursuant to the Argentine Sugar Center (Centro Azucarero Argentino, CAA), the national sugar-alcohol industry concentrates 99.5% of the activity in two of its Northwestern (NW) regions: on the one hand, the province of Tucumán and on the other hand, the provinces of Salta and Jujuy, which are generically called "the North". The rest of the production is distributed between Misiones and Santa Fe.

This sugar sector has great importance in the Argentine agricultural-industrial production, and a determining gravitation in the economy of the north of the country, especially in Tucumán, according to the publication of the Food Industry Head Office of the Nation's Ministry of Agriculture. Since the deregulation of the industry in

1991, it has undergone a profound transformation. This was achieved thanks to work in genetic research (new and better varieties of cane), increased investment and optimization of the production process.

The sugarcane farming is carried out throughout the 12 months of the year in an area of approximately 360 thousand hectares, while the manufacturing activity occupies six months, between May and mid-November.

According to the Value Chain Report prepared by the Ministry of Finance in June 2018, in 2017 in Tucumán 270,000 hectares were allocated to sugarcane in more than 5,000 production farms. The main departments are Leales, Cruz Alta, Simoca, Burruyacú, Monteros,



Chicligasta and Río Chico. Tucumán has 15 sugar cane mills, 8 of which produce bioethanol.

According to the Value Chain Report (June 2018) of the Ministry of Agriculture, in the 2005-06 campaign some 72,000 hectares were planted in Jujuy in the southeastern province. More than 80% of the sugarcane is processed by the three sugar mills in their properties. In the remaining area, about 50 independent sugarcane farmers can be found.

In Salta, the area dedicated to sugarcane farming was 28,000 hectares in the departments of Orán, to the north, and General Güemes, to the center. It has two sugar mills and about twenty farmers.

In 2017, the Gross Production Value (GPV) of the sugar value chain accounted for 0.2% of the national total. 78% of the GPV corresponds to sugar production and 22% to bioethanol. Value chain exports also account for 0.2% of the country's foreign sales.

In the same year, sugar cane mills accounted for 0.2% of the country's registered jobs and 1.2% of manufacturing industry. The value chain shows a slight downward trend in sugar production at the same time as a reconfiguration towards bioethanol production is observed.

Legal framework and context of Child Labor

According to the records of the information system of the International Labour Organization (ILO), Argentina ratified its adherence to different conventions throughout the twentieth century, which are currently in force.

According to the 2018-2022 National Plan for the Prevention and Eradication of Child Labor and Protection of Adolescent Labor of the National Ministry of Labor, Employment and Social Security, by the beginning of the twenty-first century Argentina had made some significant progress in recognizing the rights of the child with the ratification of the International Convention on the Rights of the Child in 1990 and its incorporation into the National Constitution in 1994 (art. 75, ss. 22). Among others, the Convention recognizes “the right of the child 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, moral or social development” (art. 32).

Through Law 24650, Argentina ratified International Labour Organization (ILO) Convention No. 138 concerning the Minimum Age for Admission to Employment, of 1973 and in December 1996, the then Ministry of Labor and Social Security of the Argentine Republic signed the “Memorandum of Understanding” with the International Labour Organization, through which the Ministry adhered to the International Programme for the Elimination of Child Labour (IPEC).

During the same year, Argentina ratified, through Law 25255, the International Labour Organization 1999 Convention No. 182 on the Worst Forms of Child Labour. Within this framework, Decree No. 719 of 2000 created the National Commission for the Eradication of Child Labor (Comisión Nacional para la Erradicación

del Trabajo Infantil, CONAETI) under the Ministry of Labor, Employment and Social Security. The objectives of CONAETI are to coordinate, evaluate and follow up efforts for the prevention and real and effective eradication of child labor.

In 2002, Framework Agreement 187 was signed between the National Ministry of Labor, Employment and Social Security, CONAETI and CFT, laying out the basis for collaboration between the Nation and the Provinces for the creation of the Provincial Commissions for the Prevention and Eradication of Child Labor (Comisiones Provinciales para la Prevención y Erradicación del Trabajo Infantil, COPRETI). The following year, the Observatory on Child and Adolescent Labor (Observatorio de Trabajo Infantil y Adolescente, OTIA) was created as part of an agreement between the Ministry and IPEC/ILO. In 2004, the Ministry, together with the National Statistics and Census Institute (INDEC) and the ILO, carried out the first Survey on the Economic Activities of Children and Adolescents in Argentina (Encuesta sobre Actividades Económicas de Niños, Niñas y Adolescentes en Argentina, EANNA), which makes it possible to estimate the magnitude of child labor in the country.

In 2006, the National Education Act (No. 26206) was passed, making high school education compulsory. Article 82 of the Act stipulates that the educational authorities shall participate in the preventive measures for the effective eradication of child labor implemented by the competent bodies. The following year, the Network of Companies against Child Labor was created under the auspices of the Government Secretariat for Labor and Employment of the Ministry of Production and Labor, chaired by the CONAETI.

In 2008, Law No. 26.390 was passed, prohibiting child labor and establishing modalities for the protection

**Review on child and forced labor
and land rights in Argentina's sugar industry**



of adolescent labor. In addition, the minimum age for admission to employment is raised to 16 years, prohibiting work by persons under that age in all its forms, whether or not there is a contractual employment relationship and whether the employment is paid or not (art. 2). With regard to protective measures for adolescent work, it establishes, among other things, a working day that is shorter than that of adults (6 hours per day or a maximum of 36 hours per week), while prohibiting night work. This are the current regulations on child labor in Argentina.

In 2011, Law 26.727 was passed, which approves the Agricultural Work Regime that prohibits child labor and establishes modalities for the protection of adolescent work in the sector. Consequently, the National Plan for the Prevention and Eradication of Child Labor and Protection of Adolescent Labour (2011-2015) is implemented.

In 2017 the National Plan for the Eradication of Child Labor and the Protection of Adolescent Labor for the period 2018-2022 is presented and the Survey on the Economic Activities of Children and Adolescents (Encuesta sobre Actividades Económicas de Niños, Niñas y Adolescentes en Argentina, EANNA), is carried out for the second time to provide statistical information on children and adolescents from 5 to 17 years of age.

From the ILO country office in Argentina, recently (August 2019) the Offside Project: Marcando la Cancha! was launched, aimed at eradicating child labor in the agricultural sector (with a focus on the provinces of Buenos Aires, Santa Fe and Mendoza), with the participation of government representatives, employers and workers.

Farmer's visited field. Temporary worker interviewed.

Farmer's visited field. Sugarcane cutter



Legal framework and context of Forced Labor

The first ILO Forced Labor Convention No. 29 of 1930 defines forced labor as “any forced or compulsory service required of an individual under the threat of any penalty and for which that individual does not offer him/herself voluntarily”. The Convention provides that forced labor shall be punishable as a criminal offence, and that each State ratifying the Convention is obliged to ensure that the penalties imposed are appropriate and strictly applied.

Convention 105 adopted by the ILO in 1957 supplements No. 29 by clarifying that forced labor may never be used in five enumerated cases: as punishment for political opinions, as a method of mobilizing and using labor for the purpose of economic promotion, for having taken part in a strike, as a measure of discipline at work and/or as a measure of racial, social, national or religious discrimination.

Argentina ratified the two conventions drawn up by the ILO in 1950 and 1960 respectively. The offence of reduction to servitude or similar conditions is established in article 140 of the Argentine Criminal Code: “A person who reduces a person to servitude or to another similar condition and who receives him or her in such condition in order to keep him or her there shall be punished by confinement in correctional facilities or imprisonment for a term of three to fifteen years”.

Law No. 26727 of the National Agricultural Labor Regime, which was enacted in December 2011, establishes in its articles basic conditions of housing, food, safety and hygiene, working hours and wages for workers in farming activities in rural areas. It should be noted that the law prohibits the intervention of temporary service companies and employment

agencies. Another important change is that the working day is limited to eight hours a day and forty-four hours a week.

In recent years, Argentina has taken significant steps to eradicate human trafficking and forced labor. The enactment of Law 26842 and the creation of the Federal Council to Combat Human Trafficking and Exploitation are examples of this. Argentina is also one of the 25 countries that ratified the 2014 Protocol to ILO Convention No. 29 on Forced Labor and was the second to do so in the Americas after Panama. In the same line, the ILO maintains its international campaign “50 for Freedom”, with the goal that at least 50 countries ratify this protocol.

Regarding the guidelines for companies, the United Nations Global Compact (September 2015) in its fourth principle states that “Companies should eliminate all forms of forced or compulsory labor”. The guidelines recommended by the Organization for Economic Co-operation and Development (OECD) for Multinational Enterprises state that companies should take measures to ensure that there is no forced labor in their operations.

Legal Framework for Land Rights

Land tenure is an important part of social, political and economic structures. It is multidimensional in nature, bringing into play social, technical, economic, institutional, legal and political aspects that are often overlooked but must be taken into account.

In Argentina in 1903, when Law No. 4167 “on the sale and lease of state-owned lands” was passed, criteria were established for the selection of the most suitable lands for the foundation of towns or colonies, as well as others that would be sold at public auction, lands that would be leased, and certain restrictions for lands that contained minerals, yerba mate plantations and forests.

In 1921, as a final point to the events of struggle and agrarian pronouncements that were proclaimed since 1912, from the so-called “Grito de Alcorta”, the significant leasing law No. 11170 was passed. This law considered, for the first time, the living conditions of immigrant settlers who used foreign land to farm.

In the middle of the 19th century, cereal exports (corn and wheat) and meat production increased strongly. Pampas agriculture went from farming some two million hectares to more than twenty-five million and became the main primary commodity exports of Argentina.

In 1940, Law No. 12636 on colonization was passed, creating the National Agricultural Council (Consejo Agrario Nacional, CAN), through which a colonization plan was promoted “intended to populate the interior of the country, to rationalize rural exploitations, to subdivide the land, to stabilize the rural population on the basis of land ownership and to bring greater well-being to the agrarian workers.” A tendency was initiated, guided by the criterion of the social purpose of the land, so that it would not be considered just

another commodity, but a productive good at the service of work and society. The expropriation phase begins for those lands that, fulfilling a few conditions, were required for that superior reason.

In 1950, Law No. 13995 was enacted, which put an end to the prolonged validity of Law No. 4167 of 1903. This law set forth: “The notion that land should not constitute an income good, but a labor instrument, is to be declared a fundamental norm for the interpretation and enforcement of this law.” The main objective of the law is the protection of Argentine peasants.

In 1955, Law No. 14392 amended Law No. 12636 (1940), which suppressed the CAN as the agency in charge of the colonizing mission and appointed the National Bank of Argentina to perform this role. Although it was a law with similar characteristics to Law No. 12636, its aims were more radicalized and it marked the definitive rupture with the previous colonization laws.

1967 was a key year for the leasing practice, since in that year Decree Law No. 17253 was passed, which ended the extensions of the contracts that had been taking place and the CAN was ordered to formulate colonization plans aimed at facilitating the acquisition of plots of lands to lessees who could not reach purchase agreements with the owners of the fields they farmed. During this period, subdivisions of fields, tenders and adjudications were carried out.

In 1973, Law No. 20543, known as “Agrarian Development Act”, was passed, aimed at benefiting tenants and sharecroppers (as well as professionals and agrarian technicians) who acquired a rural property that constituted at least one economic unit with loans from official and private banks of up to 80% of the price.

**Review on child and forced labor
and land rights in Argentina's sugar industry**

In 1985, Law No. 23302 on Indigenous Policy and Support for Indigenous Communities was created. It provided for the allocation to indigenous communities of land suitable and sufficient for agricultural, forestry, mining, industrial or artisanal exploitation, according to the modalities of each community.

Currently the legislation in force concerning land ownership is Law No. 26737 (2011) on the System of Protection to the National Domain on the Property, Possession or Tenure of Rural Lands, regulated by Administrative Decision No. 659/2012. In addition, it regulates foreign natural and legal persons, with limits on the ownership and possession of rural lands, whatever their destination of use or production.



Mill's visited factory. Natural water course

Field Findings



The field study involved two different modalities of work:

1. stakeholder interviews.

2. visits to sugar mills fields and sugarcane farmers' fields.

In the first case, face-to-face meetings, conference calls and/or e-mail communications were held with 39 local stakeholders and 16 national and international organizations, from May to October 2019.

The objective of this exchange was to find out what information or opinions they have, what actions they have taken in the past and what initiatives each of the institutions contacted is carrying out with respect to the issues of interest.

To comply with the second modality, researchers from GAP Consultores visited four mills of TCCC's supply chain and its entire area of influence in June and October 2019. As explained above, two sugar mills supplying TCCC could not collaborate with this Study, so they were not visited.

During the field visits, policies and actions of the sugar mills were verified, related to the topics of interest for this study: child labor, forced labor, land rights, use and management of irrigation water and worker health; both for their properties and those of the farmers that supply them.

The mills visited are supplied by 534, 121, 46 and 169 (870 total) sugarcane farmers that annually account for 46, 100, 18 and 40% of the total sugarcane supply they process, respectively.

36, 35, 20, and 24 (115 total) sugarcane producing fields were visited, including the self-managed fields.

In three sugar mills, the percentage of cane delivered by independent sugarcane farmers is representative of the total production, with all of the cane processed in one of the mills. In the fourth case, more than 80% of processed sugarcane comes from fields owned or leased by the company. During visits to the supplier fields, surveys were conducted with the owners (or managers in charge) and interviews were conducted with the workers present.

These fieldwork visits were planned during the harvest-zafra, with the objective of observing and interviewing the workers who participate in the fieldwork (mechanical harvesting, manual cutting, field irrigation and cane plantation).

The goal of the surveys was to gather first-hand information from the farmer as well as from the worker and their families. It should be noted that during the field visits, not only surveys, but also interviews and general observations were carried out.

According to the requirements of the study methodology, 108 independent sugarcane farmers were visited and surveyed among the 4 sugar mills visited, coordinating the visits in conjunction with the field managers of each sugar mill and interviewing at least 10% of the workers found in each case at the time of the visit. In this way, 83 workers present were surveyed, being that most of the small farmers do not hire or have employees but use family labor.

Considering the total annual sugarcane processed by the four mills (7.545 million tons), fields were visited of farmers who declare a production of 1.983 million tons of sugarcane, accounting for just over 26% of the total.

The following maps detail the study area within Argentina and specifically the location of the sites where the field visits took place.

Farmer's visited field. Sugarcane cutter.

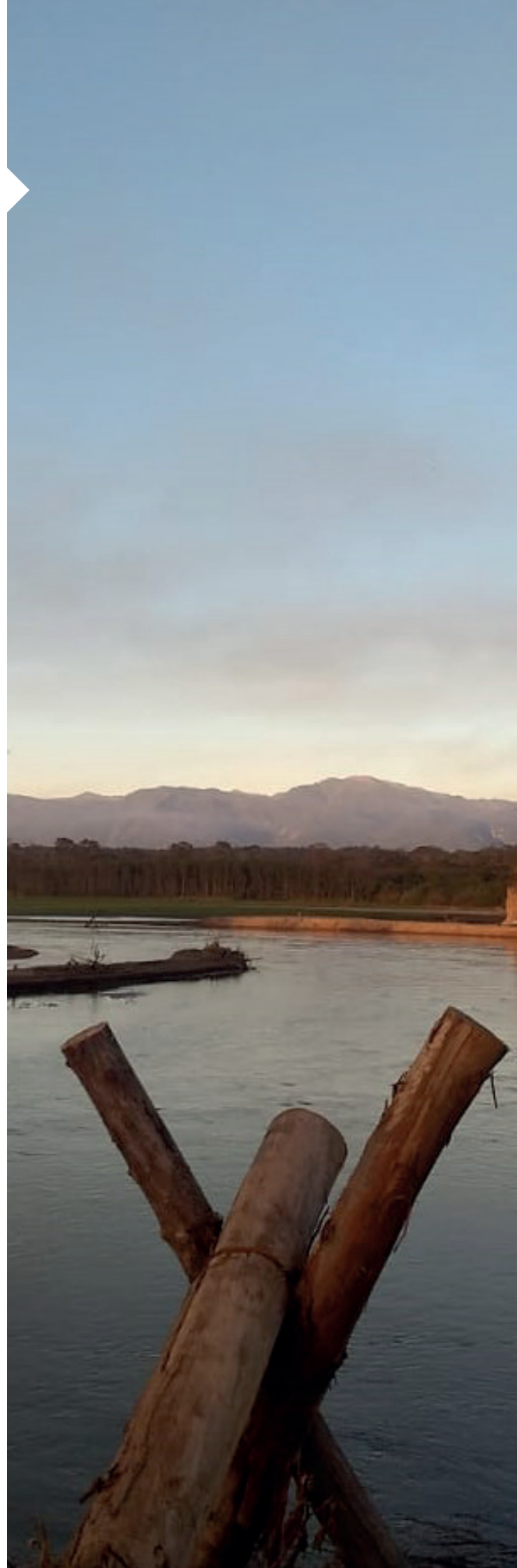


General Information

In Argentina TCCC is supplied by six sugar mills, four of which are located in the Province of Tucuman, one in Salta and another in Jujuy. The four mills visited have different degrees of certification, with different characteristics and schemes, but they know the dynamics and are familiar with the audits. The most frequent are those related to human resources and occupational health.

In the northwestern region, two distinct zones can be distinguished: the locally known as “the north”, comprising the provinces of Salta and Jujuy, versus the province of Tucuman. These zones differ in several aspects, namely:

- While in the north the sugar mills process a greater proportion of cane that comes from their own or rented fields, that is, from their own management, in Tucuman the figure of the cane supplier producer still prevails with a high participation of small farmers, some of them subsistence producers.
- In the north, farmers are medium or large and most are trained and grow other crops in their fields, modifying the proportion of cane according to the current situation (prices, costs, conditions, etc.). On the other hand, in Tucuman, small farmers rarely have the cultural capacity to produce crops other than sugarcane.
- In the north, the mills are mostly distanced from each other, while in Tucuman, in short distances, farmers have more than one option to deliver their sugarcane.
- Finally, the north produces almost exclusively under irrigation, while in Tucuman irrigation is rather rare to find, only in cases of fields owned by mills or large-scale farmers.



On the other hand, there is a component that is repeated throughout the northwestern part of the country in the sugarcane sector and is common to all three provinces: for various reasons, there is little relationship between the mills and their independent suppliers. As a result of this characteristic, the sugar mill can have very little influence on its sugarcane supplier and, therefore, the changes that the industry attempts to introduce will be difficult to implement. Even when these changes imply benefits for the farmers, sometimes they involve a cultural change and the initial reaction is usually rejection.

As mentioned above, the general characteristics in the province of Tucuman can be better described. In that province, there are about 5,000 sugarcane farmers, most of whom are small (less than 50 hectares). Of these, about 2,000 are associated in different farmer cooperatives, which leaves a majority facing the difficulties isolated and alone. This reluctance to associate and form groups or cooperatives is another major difficulty that favors the disappearance of small farmers plunged into poverty.

These conditions, present in most smallholder farmers, are caused by multiple factors: the scale of production versus the economic yield of the activity; in the past with the same areas of cane it was possible to support a family while currently they are not enough and are forced to seek additional jobs. The decreasing interest shown by descendants of the family to continue the sugarcane business instead of moving to the city is leaving farmers with advanced average ages and therefore less capacity to adapt to the necessary changes. Finally, the constant changes in the economy in general and in farming policies in particular mean that the most vulnerable suffer irreversibly in their economies and have to leave the business, selling or renting their properties. This circumstance determines

an increasing concentration of land. According to the statements of several players interviewed, not all sugarcane farmers are correctly registered with the Directorate of Agriculture, and as a result they are not authorized to formally deliver their sugarcane to the industry.

This informality in commercialization provokes a vicious circle since the mills that buy standing sugarcane and therefore pay in cash inject that sugar in the black market depressing the price and exercising an unfair competition to those that do comply with the formal processes. This modality is known locally as "early morning truck sales", making reference to moments of the day with less control by the state. In this way, the mills that demand certain minimum conditions to formalize the contract (*maquila*) do not receive that cane, but in some other mills they do. This affects the market price as there is a greater volume of low-cost black sugar available.

Finally, there are several sugar mills that no longer receive hand-cut and/or burned cane. This collaborates with the development of mechanized harvesting, but on the other hand limits the possibilities of smallholders who continue to do manual harvesting with family labor, as explained above.

The practice of burning sugarcane continues to be a serious problem, especially in Tucuman, because it pollutes the environment and causes health problems in the population. Burning often responds to cultural issues, accidents or are caused by occasional passers-by unrelated to the farmer. There is coordinated and joint work between government, firefighters and farmers to raise awareness about the risks involved in the practice; a certification is being disseminated that identifies and distinguishes farmers who work actively in cane fire prevention.

Child labor

Child labor is a cultural and multifactorial problem, where poverty and lack of resources are common factors, deepened by others such as child marriage, teen pregnancy and/or parenthood, among others.

In the field work, surveys were carried out among workers, most of whom were machinists, planters and irrigators, 100% of whom declared themselves to be over 18 years of age. No minors were seen carrying out other fieldwork during the tours, nor during the transfers to the field.

However, it is worth mentioning that many stated that they had started working as teenagers, as well as several who recognized that their children had also started working as teenagers. Small farmers stated that, at the time of the harvest of their plots, they make use of all available family labor, including their wives, children, siblings, nephews, cousins, etc. some of them under 18. The scarcity of economic resources to pay for the mechanized service is one of the most frequently used factors used by farmers when it comes to justifying adolescents working in the sugarcane fields.

In the rural schools visited, the Principals stated that their schools have suffered a decrease in school dropout over the last 10 years and that today children who are absent tend to do so for limited periods of time, i.e. they finish the school year when they are reintegrated. Some of the tasks are usually of a household nature and may be related to the care of people (younger siblings).

According to the interviews carried out, the rural activities where current child labor is referred to in the Argentine northwest depend on the time of year. Harvesting lemons, blueberries and vegetable work in the province of Tucuman, olives in Catamarca, grapes in San Juan and apples or pears in Río Negro





Review on child and forced labor and land rights in *Argentina's sugar industry*

during the summer complete the work circuit where minors still manage to be accepted to contribute economic resources to their families. This information is consistent with the U.S. Department of Labor's (USDOL) Reports on Child Labor and Forced Labor from Argentina.

Although no case was observed by the consultants, it was mentioned on several occasions as common for children from peasant families (subsistence economy) to collaborate in the work of the family from 15/16 years of age.

A few of them drop out of school for long periods and sometimes leave permanently to enter the child labor circuit.

A positive aspect of recent years has been the relationship reached between the school certificate and some state subsidies. This favors the permanence of minors in school. In many cases, although they tend to finish high school, the rates of education quality assessment show a clear degradation in recent years. Another positive aspect that helps to retain students is the possibility of having a hot meal at noon provided by the public school. This meal is sometimes the only one they receive all day, so parents make the effort to send them to school.

Mill's visited field. Sugarcane irrigation system.

Forced Labor

Although there was no evidence of forced labor according to ILO definitions, some irregularities could be noted that merit attention and follow-up.

The main irregularity observed is the low legal compliance of the sector, especially in the province of Tucuman. In all cases, these observations were more frequent in smaller-scale farmers.

Some of them were the informality in the hiring of workers, with no formal labor relationship and, therefore, the rights of the worker were not covered. There are several reasons for this, including the high cost of social security contributions, the lack of controls by the state and, above all, the worsening situation in the north of the country, as described below.

In Argentina, people who are not formally employed receive a permanent subsidy from the state. This means that people who receive this unemployment insurance do not want to lose this subsidized status, requiring their potential employers not to formalize the labor relationship.

Other irregular situations observed were work shifts that exceed what is permitted by law, according to what is described in the section "Legal Framework for Forced Labor". In some cases, workers declared that they had been assigned to mandatory shifts of 12 hours of continuous work during the entire harvest period and up to 24 hours without rest, in others.

The lack of rest days (days off), is another modality; some workers stated that they do not take a single day of rest during the entire harvest, which covers a period of about 6 months.

The majority of those interviewed stated that they walked, rode motorbikes or bicycles from their homes to work, because they live in small villages or towns

close to work. In other cases, they reported being transported by employers free of charge from their homes in vans or minibuses.

Land rights

According to the information gathered in interviews with farmers, workers and interested parties, in no case were there any reports or suspicions that there are currently conflicts over land use in the study area. It is mentioned that there are often disputes over boundaries, especially in small-scale farmers, mainly between inheritors. On the other hand, there are no traditional communities claiming land, given that the areas have been used for farming for more than 100 years.

Less than 35% of the farmers interviewed declared to have their property correctly titled or with a valid rental contract, being mostly medium and large. The lack of legal regularization of land in small farmers is essentially due to economic reasons, because of the high costs of the legal procedures required. This is mainly evident in Tucuman, where most of the small farmers' land is still registered in the name of their parents or grandparents.

In Tucuman there is the register of the sugarcane grower or "tirilla", which is granted by the Ministry of Productive Development of the province. One of the requirements is to prove legal possession of the land, and it is accepted that the land continues to be titled on behalf of its ancestors (parent or grandparent). Thus,

the sugarcane grower who does not have this registry will not be able to formally deliver their production to the mills.

Faced with this situation, there are intermediaries who buy "standing" sugarcane from unregistered producers, and then sell it as their own to the mills, leaving a significant price difference. Another alternative is to deliver "black" sugarcane, black meaning the lack of such mandatory documentation, to the mills that still accept it and operate illegally. Not only the farmer is harmed in this situation, but the entire sector as the mill then sells the black sugar at prices lower than the market, depressing the price.

These and other factors affect the profitability of production, especially for small farmers who do not have proper ownership of their land.

Another negative aspect is that some large farmers take advantage of this land-possession informality to buy the fields at lower prices than the market, and then make the legal steps required to formalize them. This aspect favors a process of land concentration, where normally the first thing that happens is the rent of the field and then the purchase. The predisposing factors are the scarce economic margin of the activity and the low interest that the new generations have to continue with the family farming business.

In terms of land right policies, no sugar mill has written policies regarding the requirements established and the conditions necessary for an adequate acquisition, which does not affect the most vulnerable players. They do require the signing of a contract for the purchase/sale of sugar cane, as a sine-qua-non condition, called "maquila".



Farmer's visited field. Sugarcane on fire before the harvest.

Conclusions



Argentina is a country with serious institutional challenges, low legal compliance and low state control. Although regulations and laws are constantly drafted and passed in legislative matters, they are rarely implemented and enforced in the territory. Thus, the overproduction of laws can confuse the fact that it is a regulated country, when in reality the culture of non-compliance is generalized.

In this sense, although none of the aspects included in this study are found to be serious non-compliance, they are far from being resolved and problem-free. The poor financial and economic conditions of the country in the last decades is an aggravating factor of the weak institutional status mentioned.

Thus, child labor does not seem to be a serious problem within the sugarcane production chain, but it is an affliction that affects many children in the country, especially in the agricultural sector. It also continues to affect the children of small sugarcane producers who are in conditions of extreme poverty and vulnerability.

The mechanization of agriculture, affecting first the cane harvest and advancing currently on the plantation, facilitates the process of replacing labor where minors may be affected.

Driving machinery requires older people with the physical and mental conditions necessary to take responsibility for the work, leaving the minors on the margin. It also reduces the possibilities of migrant labor, where children are affected by being with their families.

Legal non-compliance in rural work is evidenced in the excess of daily hours worked and the absence of days off in accordance with the laws, especially during the harvest period. Low wages and working conditions influence young people's low willingness to work in the fields. This and other factors mentioned in the study

contribute to the constant decline of farmers and the consequent concentration of land.

The absence of conflicts over land use is another aspect that can confuse the presence of problems in the sector. The main reason for the absence of conflicts is that the activity has been in the production areas for many years, more than 100 years. At present, land ownership is clear and does not involve traditional communities. However, an important majority of small farmers do not have the land titled in the name of their ancestors. This leads to variable situations of commercial fragility that lead to increased vulnerability.

Worker safety is present in the mills visited and in development in the field processes of independent suppliers. It is far from an ideal but improves with time thanks to the greater awareness of the workers themselves.

The relationship between industry and suppliers is little, there are few trust-building interactions. Few training and awareness events about the policies implemented by the industry, as well as the certification schemes to which they apply.

The internal processes of the mills visited satisfactorily comply with the points of study of this report, at least in the scope of their fields of production and of their own personnel.



Annex I

Definitions and Abbreviations Glossary

BONSUCRO: Bonsucro's vision is a sugarcane sector with thriving, sustainable producer communities and resilient, assured supply chains. Bonsucro's mission is to ensure that responsible sugarcane production creates lasting value for the people, communities, businesses, economies and eco-systems in all cane-growing origins. Bonsucro's strategy builds a platform to accelerate change for the largest agricultural commodity in the world – sugarcane.

CAA: Centro Azucarero Argentino (The Argentine Sugar Center) is one of the oldest trade union associations in Argentina. It was founded in 1894. It currently brings together almost all the sugar cane production and marketing industry, mostly concentrated in the Northwest of the Argentine Republic (NOA).

Child Labor: 1981 (No. 138) - [ratifications]: According to ILO, it is first necessary to clarify what is not meant by the term child labor. Children's or teenagers' participation in work that does not affect their health and personal development or interfere with their schooling is generally regarded as being something positive. This includes activities such as helping their parents care for the home and the family, assisting in a family business or earning pocket money outside school hours and during school holidays. It contributes to children's development and to the welfare of their families; it provides them with skills, attitudes and experience, and helps to prepare them to be useful and productive members of society during their adult life.

In no way can such activities be equated with child labor. Child labor refers to work that is mentally, physically, socially or morally dangerous and harmful to children; and interferes with their schooling:

- by depriving them of the opportunity to attend school;

- **by obliging them to leave school prematurely;**
- **by requiring them to attempt to combine school attendance with excessively long and heavy work.**

In its most extreme forms, it involves children being enslaved, separated from their families, exposed to serious hazards and illnesses and/or left to fend for themselves on the streets of large cities - all of this often at a very early age.

Therefore, Child labor is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. But it is difficult to give a precise dictionary definition of the term "child labor" applicable to all situations and all countries. How can a line be drawn between "acceptable" forms of work by children on the one hand and child labor on the other? If particular forms of work can be called child labor depends on the child's age, the types of work performed, the conditions under which it is performed, and the objectives pursued by individual countries. The answer varies from country to country, as well as among sectors within countries.

Worst Forms of Child Labor Convention: 1999 (No. 182) - [ratifications]: This fundamental convention defines as a "child" a person under 18 years of age. It requires ratifying states to eliminate the worst forms of child labor, including all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict; child prostitution and pornography; using children for illicit activities, in particular for the production and trafficking of drugs; and work which is likely to harm the health, safety or morals of children. The convention requires ratifying

states to provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labor and for their rehabilitation and social integration. It also requires states to ensure access to free basic education and, wherever possible and appropriate, vocational training for children removed from the worst forms of child labor.

FAO: The Food and Agriculture Organization is a specialized agency of the United Nations that leads international efforts to defeat hunger.

Their goal is to achieve food security for all and make sure that people have regular access to enough high-quality food to lead active, healthy lives. With over 194 member states, FAO works in over 130 countries worldwide. They believe that everyone can play a part in ending hunger.

Forced Labor: 1934 (No. 29) - [ratifications]: According to ILO Forced labor refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities.

Forced labor, contemporary forms of slavery, debt bondage and human trafficking are closely related terms though not identical in a legal sense. Most situations of slavery or human trafficking are however covered by ILO's definition of forced labor.

IFC- International Finance Corporation: IFC is a member of the World Bank Group. It is the largest global development institution focused exclusively on the private sector in developing countries.

Established in 1956, IFC is owned by 184 member countries, a group that collectively determines its policies. Through a Board of Governors and a Board of



Directors, its member countries guide IFC's programs and activities. Its mission is to fight poverty with passion and professionalism, for lasting results.

IFC helps to improve the lives of more poor people in the developing world.

ILO – International Labor Organization: The only tripartite U.N. (United Nations) agency, since 1919 the ILO (International Labor Organization) brings together governments, employers and workers representatives of 187 member States, to set labor standards, develop policies and devise programs promoting decent work for all women and men. It was founded in the wake of a destructive war, to pursue a vision based on the premise that universal, lasting peace can be established only if it is based on social justice. The ILO became the first specialized agency of the UN in 1946.

INDEC: El Instituto Nacional de Estadística y Censos (The National Institute of Statistics and Censuses) is a public decentralized agency, within the orbit of the Ministry of Finance of Argentina, which exercises the senior management of all official statistical activities carried out in the Argentine Republic.

IPEC: The International Programme on the Elimination of Child Labor has made significant progress in tackling the problem of child labor and is working in nearly 90 countries and benefiting millions of children. IPEC employs internationally recognized labor standards and technical cooperation projects towards achievement of its objective of eliminating child labor.

Land rights: It refers to the tenure of the land. IFC (International Finance Corporation) Performance Standard 5 recognizes that project-related land acquisition and restrictions on land use can have adverse impacts on communities and persons that use this land. Involuntary resettlement refers both to

physical displacement (relocation or loss of shelter) and to economic displacement (loss of assets or access to assets that leads to loss of income sources or other means of livelihood) because of project-related land acquisition and/or restrictions on land use. Resettlement is considered involuntary when affected persons or communities do not have the right to refuse land acquisition or restrictions on land use that result in physical or economic displacement.

OCDE: The Organisation for Economic Co-operation and Development (OECD) is an international organisation that works to build better policies for better lives. Their goal is to shape policies that foster prosperity, equality, opportunity and well-being for all. They draw on almost 60 years of experience and insights to better prepare the world of tomorrow.

TCCC – The Coca-Cola Company: It is the world's largest beverage company, refreshing consumers with more than 500 sparkling and still brands and more than 3,800 beverage choices.

UNDP: United Nations Development Programme works in about 170 countries and territories, helping to achieve the eradication of poverty, and the reduction of inequalities and exclusion. We help countries to develop policies, leadership skills, partnering abilities, institutional capabilities and build resilience in order to sustain development results.

UNICEF: United Nations International Children's Emergency Fund is a leading humanitarian and development agency working globally for the rights of every child. Child rights begin with safe shelter, nutrition, protection from disaster and conflict and traverse the life cycle: pre-natal care for healthy births, clean water and sanitation, health care and education.



UNICEF has spent nearly 70 years working to improve the lives of children and their families. Working with and for children through adolescence and into adulthood requires a global presence whose goal is to produce results and monitor their effects. UNICEF also lobbies and partners with leaders, thinkers and policy makers to help all children realize their rights—especially the most disadvantaged.

USDOL: The United States Department of Labor mission is to foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

WBG: World Bank Group. With 189 member countries, staff from more than 170 countries, and offices in over 130 locations, the World Bank Group is a unique global partnership: five institutions working for sustainable solutions that reduce poverty and build shared prosperity in developing countries.

The WBG has set two goals for the world to achieve by 2030:

- **End extreme poverty by decreasing the percentage of people living on less than \$1.90 a day to no more than 3%.**
- **Promote shared prosperity by fostering the income growth of the bottom 40% for every country.**



Annex II

GAP consultores interview material

Fecha:	<input type="text"/>	Latitud:	<input type="text"/>	Longitud:	<input type="text"/>	Primaria	<input type="checkbox"/>	Completo	<input type="checkbox"/>													
Campo / Productor	<input type="text"/>				MASC	<input type="checkbox"/>	FEM	<input type="checkbox"/>	Incompleto	<input type="checkbox"/>												
Responsable/pu esto	<input type="text"/>				MASC	<input type="checkbox"/>	FEM	<input type="checkbox"/>	No lee/escribe	<input type="checkbox"/>												
Vive en el campo?	Nunca	<input type="checkbox"/>	A veces	<input type="checkbox"/>	Siempre	<input type="checkbox"/>	Con quien?	Mujer	<input type="checkbox"/>	Hijos	<input type="checkbox"/>	Otros	<input type="checkbox"/>									
Tiene hijos?	SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Sus hijos colaboran en las tareas?	SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Cuales?	Corte	<input type="checkbox"/>	Apilado	<input type="checkbox"/>	Riego	<input type="checkbox"/>	Domésticos	<input type="checkbox"/>	Otras	<input type="checkbox"/>		
< 10	<input type="checkbox"/>		10 a 14	<input type="checkbox"/>	14 a 17	<input type="checkbox"/>	SI - Otras	<input type="text"/>														
SI - Van a escuela?	SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Cuando?	<input type="text"/>																
No - Porqué?											<input type="text"/>											
Independiente		Superficie del campo (has):		<input type="text"/>	Rendimiento de caña (Tn)		<input type="text"/>	Total producción:		Total Has caña	<input type="text"/>	Total Tn Caña	<input type="text"/>									
Tipo de relación con ingenio		Asociado		SOCIO - Cómo?		<input type="text"/>																
Desde cuando posee este campo?		Posee documentos?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Cúal(es):		<input type="text"/>												
Utiliza riego en la producción de caña?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Tiene autorización?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Hizo estudios de agua?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Resultado?		<input type="text"/>		
Tipo de riego		Cúal(es):		<input type="text"/>		Volumen utilizado		<input type="text"/>		Origen?			<input type="text"/>									
Posee listado del personal propio?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Controlan hs de ingreso y egreso?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Le entregan recibo de sueldo?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>					
Permanente				Temporal				Permanente				Temporal										
Mayores		10 a 12		12 a 14		14 a 17		Mayores		10 a 12		12 a 14		14 a 17								
Oficina	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Oficina	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
Producción	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Producción	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
Zafra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Zafra	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
Doméstico	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Doméstico	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
Filar no paga	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Filar no paga	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
Otros	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Otros	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>							
H		M		H		M		H		M		H		M								
SI trabaja algún menor:		Tiene autorización de los padres?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Cumplen la jornada escolar?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>									
Cómo cosecha la caña en %?		Manual		<input type="checkbox"/>	Zafra - Contrata Ud o un tercero?		Usted	<input type="checkbox"/>	Cuántos?	<input type="text"/>		Tercero		<input type="checkbox"/>	Cuántos?	<input type="text"/>						
		Mecánica		<input type="checkbox"/>																		
Nombre contratista/Datos:											<input type="text"/>											
Alguna vez hubo un accidente?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Hubo asistencia médica?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Quién se ocupó?		<input type="text"/>								
Descuenta algo a sus empleados?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Que? (asistencia medica, comida, alojamiento, etc)		<input type="text"/>														
Entrega los EPP?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Cúales EPP?		Guantes	<input type="checkbox"/>	Botas	<input type="checkbox"/>	Lona	<input type="checkbox"/>	Mascara	<input type="checkbox"/>	Otros:		<input type="text"/>				
Los exige utilizar?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Organiza y exige entrenamiento en seguridad?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Como pulveriza?		Manual	<input type="checkbox"/>	Mecánica	<input type="checkbox"/>	Cabina?	SI	<input type="checkbox"/>	No	<input type="checkbox"/>
Los trabajadores, tienen acceso a agua para consumo?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Hizo estudios de agua?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	Distancias a aguas/casas?		<input type="text"/>								
Existe un sindicato o agrupación de trabajadores?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	SI - Permite que sean miembros?		SI	<input type="checkbox"/>	No	<input type="checkbox"/>	NO - porqué no?		<input type="text"/>								

Número:	Fecha:			Campo / Propietario:																				
MASC	FEM		Fecha de nacimiento										Primaria	Completo										
Lugar de nacimiento?		Nivel Educativo										Secundaria	Incompleto											
Donde vive durante el año?		Terciario										No le escribió												
Patrón:										Ocupación	Temporal	Desde cuando?												
Dueño del campo o contratista?										D	C	Otro:	Permanente	Está conforme?	Si	No								
Horarios de trabajo										Horarios de descanso										FUO - Se toma vacaciones?	Si	No	Días por año:	
Le dan francos en el trabajo:										Nunca	A veces	Cada X días	FUO - Le dan días por enfermedad, trámites, etc.?										Si	No
Tiene otro trabajo?		Si	No	Si - Es el mismo patrón?		Si	No	NO - Cómo se llama?																
Ud. Produce/có? Si No		Si - Está/iba cerca su campo (20km)? Si No										Si - Trabajen sus hijos en su campo?		Si	No	Edades								
Si - Qué produce/ía en ese campo?										Si - Le vendió/alquiló algo de su campo?										Si	No			
Si - Firmó algún documento?		Si	No	Si - Su mujer estaba de acuerdo?		Si	No	Si - Recibió compensación en forma justa?										Si	No					
Que tipos de trabajos hace?										Corte	Apilado	Maq.	Domésticos	Pulverización	Otro:									
Le entregan un recibo de sueldo detallado?		Si	No	Le pagan en tiempo y forma?		Si	No	Le pagan fijo o por producción?		F	P													
Debe algo a la empresa?		Si	No	Si - Porqué?		Si - Cómo lo paga?																		
Qué edad tiene el trabajador más joven actualmente?		<14	14-17	>17	Si - Son empleados o parientes de trabajadores?										E	P								
Alguna vez se accidentó?		Si	No	Si - Tuvo asistencia médica?		Si	No	Si - Cobró los días no trabajados?		Si	No													
NO - Sabe de otros?		Si	No	Si - Tuvo asistencia médica?		Si	No	Si - Describa																
Utiliza EPP?		Si	No	Si - Qué EPP debe utilizar en su puesto?		Guantes	Botas	Lona	Otros:															
Lo compró usted o se lo entregaron?		C	E	Recibió entrenamiento en seguridad?		Si	No	Tiene acceso a agua para consumo?		Si	No													
Recibió entrenamiento?		Hidratación	Seguridad e Higiene	Ambiente	Otras																			
Sus hijos colaboran en las tareas?		Si	No	Si - Cuales?		Corte	Apilado	Deshojado	Domésticos	Otras														
Sus hijos van al colegio?		Si	No	Si - Cuando?																				
No - Porqué?																								
Conoce si hubo/hay conflictos por el uso de la tierra?		Si	No	Aumentó el tamaño del campo en los últimos diez años?		Si	No																	
Si - Sabe si existe alguna forma de quejarse o reclamar por estos temas?		Si	No																					
Existe un sindicato o agrupación de trabajadores?		Si	No	Si - Es usted miembro?		Si	No	NO - porqué no es miembro?																

Mill's visited field. Personal protection equipment.



Annex III

Stakeholders national and international list

Organization name	Type of Communication	Location
N A T I O N A L / I N T E R N A T I O N A L		
Bonsucro	Physical Meeting	Buenos Aires
Camara de Sanidad Agropecuaria y Fertilizantes (CASAFE)	Telephone	Buenos Aires
Centro Azucarero Argentino (CAA)	Physical Meeting	Buenos Aires
Comisión Nacional para la Erradicación del Trabajo Infantil (CONAETI)	Physical Meeting	Buenos Aires
Confederación de Trabajadores de la Educación Argentina (CTERA)	E-mail	Buenos Aires
Inspección Laboral en Trabajo Infantil	E-mail	Buenos Aires
Instituto Rural de Desarrollo (LANDESA)	Skype call	USA
Ministerio de Medio Ambiente de la Nación	Telephone	Buenos Aires
Observatorio del Trabajo Infantil y Adolescente (OTIA)	Telephone	Buenos Aires
Organización Internacional del Trabajo (OIT)	Skype call	Buenos Aires
Organización para la Cooperación y Desarrollo Económico (OCDE)	Physical Meeting	Buenos Aires
OXFAM Internacional	E-mail	USA
Secretaría de Agricultura de la Nación	Physical Meeting	Tucuman
Secretaría de Agricultura Familiar de la Nación	Physical Meeting	Tucuman
Solidaridad Sudamérica	E-mail	Buenos Aires
Fondo de las Naciones Unidas para la Infancia (UNICEF)	E-mail	Buenos Aires

L O C A L		
Agencia de Extensión Rural (AER) del Instituto Nacional de Tecnología Agropecuaria (INTA) Monteros	Physical Meeting	Tucuman
Agencia de Extensión Rural (AER) del Instituto Nacional de Tecnología Agropecuaria (INTA) Simoca	Physical Meeting	Tucuman
Centro de Integradores Comunitarios de Pala Pala	Physical Meeting	Tucuman
Centro vecinal Barrio Papa Francisco	Physical Meeting	Jujuy

Cinco (5) Escuelas Primarias y Secundarias Zonales	Physical Meeting	Tucuman
Cooperativa de Productores Don Pedro	Physical Meeting	Tucuman
Cooperativa de Productores Famailla	Physical Meeting	Tucuman
Cooperativa de Productores Ibatin	Physical Meeting	Tucuman
Cooperativa de Productores La Esperanza de El Cortaderal	Physical Meeting	Tucuman
Cooperativa de Productores Las Maravillas	Physical Meeting	Tucuman
Cooperativa de Productores Pilco	Physical Meeting	Tucuman
Escuela técnica secundaria H. Arrieta	Physical Meeting	Jujuy
Estación Experimental Agropecuaria (EEA) del Instituto Nacional de Tecnología Agropecuaria (INTA) Famailla	Physical Meeting	Tucuman
Estación Experimental Obispo Colombres	Physical Meeting	Tucuman
Grupo Regional CREA Tucuman	Physical Meeting	Tucuman
Hospital Oscar Orias	Physical Meeting	Jujuy
Ingenio Famailla (Arca Continental)	Physical Meeting	Tucuman
Ingenio Leales	Physical Meeting	Tucuman
Ingenio Ledesma	Physical Meeting	Jujuy
Ingenio y Destilería Santa Rosa	Physical Meeting	Tucuman
Ministerio de Desarrollo Productivo	Physical Meeting	Tucuman
Parque Nacional Calilegua	Physical Meeting	Jujuy
PROYUNGAS	Telephone	Jujuy
Secretaria de Agricultura Familiar	Physical Meeting	Tucuman
Sindicato de Trabajadores del Ingenio Famailla	Physical Meeting	Tucuman
Sindicato de trabajadores del Ingenio Leales	Physical Meeting	Tucuman
Sindicato de Trabajadores del Ingenio Ledesma	Physical Meeting	Jujuy
Sindicato de Trabajadores del Ingenio Santa Rosa de personal de campo	Physical Meeting	Tucuman
Sindicato de Trabajadores del Ingenio Santa Rosa de personal de fábrica	Physical Meeting	Tucuman
Tres (3) Centros de Atención Primaria de Salud	Physical Meeting	Tucuman
Servicio de Asistencia Social Escolar (SASE)	Physical Meeting	Tucuman
Universidad Nacional de Agronomía	Physical Meeting	Tucuman

Annex IV

Selection table of visited sugarcane growers

MILL 1					
Range	N° supply farmers	Volume %	Sample %	GAP Consultores Objetivo	Visited Farmers
< 0.5%	522	27,4%	20 minimum	20 minimum	30
0.5 - 1%	8	5,1%	5%	1	2
1 - 5%	5	8,1%	10%	1	2
5 - 10%	5	33,4%	25%	2	2
10-25%	2	26%	50%	1	2
> 25%			100%		

MILL 2					
Range	N° supply farmers	Volume %	Sample %	GAP Consultores Objetivo	Visited Farmers
< 0.5%	84	12,8%	20 minimum	20 minimum	26
0.5 - 1%	19	14,1%	5%	2	3
1 - 5%	14	27,4%	10%	2	3
5 - 10%	2	12,3%	25%	1	1
10-25%	2	33,5%	50%	1	2
> 25%			100%		

MILL 3					
Range	N° supply farmers	Volume %	Sample %	GAP Consultores Objetivo	Visited Farmers
< 0.5%	35	6,0%	20 minimum	20 minimum	7
0.5 - 1%	7	5,5%	5%	1	4
1 - 5%	4	6,8%	10%	1	3
5 - 10%			25%		
10-25%			50%		
> 25%	1	81,72%	100%	1	1

MILL 4					
Range	N° supply farmers	Volume %	Sample %	GAP Consultores Objetivo	Visited Farmers
< 0.5%	78	13,8%	20 minimum	20 minimum	15
0.5 - 1%	12	8,4%	5%	2	2
1 - 5%	10	23,7%	10%	2	3
5 - 10%			25%		
10-25%			50%		
> 25%	1	54,06%	100%	1	1

Annex V

Revision history

Version N° 1

October 2019

Completion of final report.

Following round of internal and external review

Version N° 2

November 2019

Draft Report with Internal review comments verified

Version N° 3

November 2019

Final Report with Internal review comments verified

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