

Kakira celebrates women



A cross-section of Kakira's ladies strike the universal pose to Break the Bias against women

MESSAGE FROM THE JOINT MANAGING DIRECTORS ON WOMEN'S DAY, 2022

On behalf of the Kakira Board Chairman, Directors and staff of Kakira Sugar Limited, we extend our sincere congratulations to all the women of our society on International Women's Day.

Over the years, there has been increasing recognition on the positive role that women have played in all aspects of society. Women have always been the backbone to our family structure and a mother has always been recognised as a bonding force. Women have very successfully taken on leadership roles in our community in business, politics and other areas.

We are proud that at Kakira we have continued to follow

the policy of gender equality and balance. When the Madhvani Family repossessed Kakira in 1985, very few women were to be found in key employment areas. Now, nearly 18% of Management staff and 14% of Unionized staff are women, both figures being 1% up from the previous year.

So, we are moving in the right direction and we will strive to do more. Further, by leveraging on an increasing pool of talented women both within and outside the organisation, we will ensure that opportunities are fully available to foster their career enhancement.

We are also very proud that during the last few years we have women not only as Directors on our Board, but playing a crucial role within the company in very strategic areas. Just to cite one example, we have women heading our HR department.

We would like to acknowledge the presence of our co-Director Ms. Harriet Musoke, and thank her for sharing with us her experience as an accomplished female light in the Ugandan corporate world.

Eleanor Roosevelt, one time American First Lady and chief promulgator of the United Nations Charter on Human Rights, famously said: "A woman is like a tea bag; you never know how strong it is until it is in hot water."

We shall continue to ensure that opportunities are given to individuals at Kakira regardless of their gender. May we wholeheartedly wish you all a Happy International Women's Day.

Mayur Madhvani / Kamlesh Madhvani

SHE employee of the month



Right to left - Jackson Menya receives a commendation for good safety performance from SHE Manager Joseph Onyango and Safety Supervisor Abdullah Aziz Kiggundu

The safety reward and recognition is an initiative to encourage and reinforce positive safety behaviour, teamwork and collaboration among KSL employees.

SHE Manager Joseph Onyango explained that team members nominate the winners each month. This month, Jackson Menya, a Powersaw Operator, was excited to be recognised and rewarded for safe work practices while felling the dangerous trees around the Kakira estate. He says the award has motivated him to keep focus while he performs his high-risk tasks.

KSL has many high-risk work areas and you may nominate a team member who excels in the recommended safety practices.

Editorial

Including the Differently Abled in Sports

It is great to finally be back with another issue of Habari ya Miwa and I thank God for bringing us through the pandemic.

One of the things I missed most during lockdown was the Kakira estate schools activities. It is always a pleasure to get involved in their extra-curricular endeavours - especially the sports and music.

This term they held athletics competitions, and for the first time ever, they organised activities for a team of children with special needs. It was inspiring to see their spirit and the support they received from their fellow pupils.

Firstly, I commend the parents among us who are making sure



The brave special needs team of Timothy Opega, Glorine Aloyo, Justine Aryong, Robert Omunet, Elkanah Omare, Arafat Kasigwa, Aziza Angucia, Babra Amviko, Felix Wandera, B. Odongato, A. Mwambu and Namansa pose with their dedicated teacher/trainer - KEPS teacher Jane Alikoba (right)

that all their children, regardless of ability, have access to education. I also commend the Education Department for taking the time and initiative to involve these special children in sports. It not only helps in inclusiveness and general health, but most importantly to prove to the children and our society that being

different does not mean inability. Each child is differently abled and needs our love and support.

Angela Kintu Rwabose

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FACTORY - Works Manager



Steve Markham has taken over management of the mechanical, process and electrical works at the sugar factory. He joins KSL at a time of transition, when the factory is installing a new mill with the capacity to crush 8,500 tonnes of cane per day.

The new mill progress is continuing well, with the mechanical completion of the mill expected soon. The outstanding electrical, instrumentation and piping works are now the focus area for the commissioning of the mill in April.

HR - Head of Human Resources



Susan Nanyange Mataka has pledged a continuous improved services delivery in HR.

She looks forward to inspire and add value to the KSL team, pledging efficiency in Human Resources, through making all staff satisfied and more productive in a pleasant working environment.

Susan has introduced an HR help desk hrhelpdesk@kakirasugar.com which will encourage an open-door for internal feedback, enquiries or complaints between the employees and HR.

SHE - Safety, Health and Environment Manager



Joseph Sylvester Onyango and his team are tasked with ensuring the safety of KSL employees across the estate. The new SHE manager emphasised the importance safety trainings and doing tasks you are competent to perform to ensure safety of workers and reduce injuries and illness both at workplace and home.

Joseph has also introduced a monthly SHE rewards system to recognise those who excel in safe practices at the workplace.

Horticulture bids Emajong farewell after two decades



Michael Ekapolon Emajong served Kakira Sugar Limited in the Horticulture Department as a Supervisor for 24 years, having joined in 1997.

At a send-off party held in his honour, Michael thanked management for his long and fruitful time at Kakira.

“This is a place with many different people, tribes and cultures, and I have learnt a lot from interaction with everyone,” he said.

He advised other workers to persevere and be dedicated in their work, because they would reap the benefits.

His colleagues in the Horticulture Department sent him off with many gifts and best wishes.

Michael has retired to run a business in Tororo.

Celebrate women, break the bias



Left to right, Mrs. Diana Macilwaine, Trevor Macilwaine, Susan Mataka, Andrew Baker and Catherine Nabunya - the Human Resource Business Partner for Kayunga



The Kayunga women pose for a photo after the event

Kakira Sugar Limited joined the rest of the world to celebrate the many women who form the backbone of the estate. Celebrations were not limited to International Women's Day on March 8th, but extended through the month and to our sisters on the Kayunga estate.

The day's message was to Break the Bias, under the theme 'Gender Equality for a Sustainable Tomorrow'.

In Kayunga, the March 8 celebrations were attended by the Head of Human Resources Susan Mataka, Head of Outgrowers and Kayunga Andrew Baker, Estate Manager Kayunga Luke Dratele, Head of Kayunga Estate Trevor Macilwaine.

During the guest speeches, the participants were assured that the company is committed to intentionally uplifting the status of women. Women were advised to confront mental barriers that make them shy away from certain jobs like driving farm machinery.

Women in Kakira got together at Kakira Guest House on March 13. The luncheon featured guest speakers Hawa Kagoya, the Executive Director at the Center for Domestic Violence Prevention and Brenda Jabel, the Head of Performance and Development at Uganda National Roads Authority.

The speakers encouraged the women to set goals and pursue them with confidence and bravery, always supporting one another.

The KSL Head of Human Resources, Susan Mataka called on women to be honest and make meaningful connections in their life's journey. She urged them to be victorious rather than victims.

Grab opportunities

Betty Musubika,
*Headteacher Kakira
Nursery School*

To me, Women's Day is about celebrating the achievements of a woman amidst the many challenges. We have been the beasts of burden, segregated in family, education, politics, and employment, but we have come up. I advise my sisters to take hold of every opportunity available.



Use your voices

Joy Namulirwa,
*Human Resource
Business Partner*

I see Women's Day as a day for raising the voice of a woman. Women are the author and initiators of change and progress. We have a big responsibility from God to hold family and society. Therefore I encourage all women not to give up, not be shy and stand up to break the bias.





The event organiser pose with the guest speakers and the HHR



Kakira women cutting a cake to mark the occasion



Women at the Kayunga event share their experiences



Kagoya speaking to the participants at Kakira



The Kakira women pose for a photo after the event



Catherine welcomes Kayunga ladies to their celebration

Chief Education Administrator



Stephen Kateega joins the Education Office after decades of service as a dean of students at Makerere University.

Stephen is keen to use his administrative skills to improve the quality of education in the Kakira estate schools, enhance overall academic performance and create a sustainable working environment for the education team.

He also plans to engage the Kakira schools alumni to boost growth.

Inspector of Schools



Huzairu Ali Lugemwa has worked to educate under-served children in refugee settings in north-western Uganda.

A problem-solver by nature, Huzairu expects excellence at all levels of operation. He believes in promoting learners' talents through extra-curricular activities. He looks forward to interacting with everyone to promote competitive teaching and learning.

Assistant Education Officer



Moses Lapa Otwal is trained in education policy and planning, and has already used his experience to impact the estate. He played a key role in ensuring adherence to SOPs during lockdown.

He looks forward to diversifying his skills and gaining more experience from interacting with colleagues at Kakira, while sharing his expertise to help the schools achieve excellence and a better overall performance.

Headteacher - Kakira Secondary School



Emilly Auma Egesa takes over as the headteacher of the estate secondary school. With training in human resources as well as education, she believes in involving all stakeholders to promote healthy working relationships.

She is looking forward to grooming learners who have integrity, are industrious and can compete at international level.

DID YOU KNOW

There are a total of 16 estate schools operating on the Kakira Sugar Limited estate. These comprise eight primary schools, seven nursery centres and one secondary school.

The Kakira Education Section is in charge of running these schools, which cater primarily for the children of workers of KSL.



Kakira marks World Teacher's Day

The recent World Teachers Day was held under the theme 'Teachers at the Heart of Education Recovery'. Kakira Sugar Limited joined the world to mark the day under a sub-theme 'Social and Economic Empowerment of Teachers'.

The Chief Education Administrator, Stephen Kateega, welcomed invited guests and the teaching staff to the first-time celebration at the Kakira Cinema Hall.

Under the theme of education recovery, Kateega advised teachers to examine their purpose, believe in themselves and have the courage to take steps towards positive change. "Leadership means learning new beneficial information and unlearning the old bad habits," he explained.

The Chief Guest, Kata Wafula Erineo Paul, gave the keynote address of the day. Wafula is an



Participants take a group photo after the function

education consultant and seasoned teacher.

He spoke on the Kakira theme of teacher empowerment, starting with the discovery of personal and professional potential. He highlighted the importance of improving work environments

and relationships, shared decision making and improved autonomy.

The acting HRM at the time, Ronald Wamboka, congratulated the teachers and commended them on having the best record of staff discipline among the estate departments.

KSL holds Water Day, fire training

KSL joined the rest of the world to mark World Water Day on March 22nd. Water is a critical component within KSL operations, and must be utilised sparingly and sustainably.

KSL conducted a water leak hunt at the sugar factory and Reverse Osmosis plants to identify water leaks and engage workers on sustainable use of water for the factory operations. Every small action to save water is important.



Kakira schools athletics competitions

On March 25th, at the Kakira Stadium, Kakira held the first Inter-Estate Primary Schools Kids Athletics and Special Needs Education Games. It was the first sporting event since the two-year lockdown, but also the first of its kind to specifically feature children with special needs.

The special needs team is in preparation for national competitions later this month, which will also be the first of their kind.

Athletics focuses on individual and team track events, hurdles, jumps and throws. All eight estate primary schools participated.

The chief guest was the Chief Education Administrator, Stephen Kateega, who was flanked by all the officials from the education office, including the Headteacher, Kakira SS. Also in attendance was the Head of Human Resources, Susan Mataka.

The event was attended by the Busoga Kingdom Minister of Lands, Fred Kyangwa, who delivered a message and a trophy on behalf of the Area Member of Parliament, David Zijjan.

Madhvani Primary School emerged winners at the end of an exciting day. Kateega thanked the organisers and sports teachers, and advised the children to continue to develop their sporting talent with discipline.



Kyangwa gives a speech



ATHLETICS

1. MADHVANI PRIMARY SCHOOL
2. FACTORY PRIMARY SCHOOL
3. KARONGO MADHVANI P. S.
4. LINYA HILL PRIMARY SCHOOL
5. CHICO PRIMARY SCHOOL
6. KABIAZA PRIMARY SCHOOL
7. MUTAI ESTATE PRIMARY S.
8. KAKIRA ESTATE PRIMARY S.



Kateega hands over the winner's trophy to Madhvani Primary School Headteacher, Christopher Opio, the Sports Teacher, Julius Ongwara and some school team members