

## ABSTRACT

**Introduction:** The Sugar industry is one of the important agro-based industries not only in Uganda but also in the world which directly contributes to creating employment, income and social developments in the rural areas of the country. (Rossi-Rocha, 2007). Employees in this industry are exposed to health and safety hazards in their workplaces arising from various activities involved in sugar production. Failure to comply with OHS guidelines exposes workers to accidents, ill health, morbidity and in severe forms mortality.

**Objectives:** The objectives of the study were to assess the level of compliance to the OHS guidelines. (study PPE use), To also determine the Individual and environmental factors of compliance to OHS guidelines among factory workers in Kakira sugar factory.

**Methodology:** A cross sectional survey design was employed, the target population were workers of Kakira sugar factory. A sample of 266 workers was established using probability sampling, these were interviewed and quantitative data obtained, 2 key informants were interviewed for an in depth understanding of OHS practices at the factory. Analysis was done using SPSS, findings presented as frequencies for descriptive data, Bi-variant analysis done using Chi square at 0.05 level of significance, Multi-variant analysis done using Regression on all the significant factors. Results were illustrated in form of Tables and figures.

**Results;** The key findings were that (119(44.7%)) of the respondents complied with the guidelines while 147(55.3%) did not comply. Finding of the individual factors were that; Workers who were trained were 6.6 times more likely to comply than those not trained, men were 0.1 times less likely to comply to guidelines compared to females, those that acknowledged susceptibility to injury were 4.6 times more likely to comply than those who did not feel susceptible, those that worked less hours were 4.2 times more likely to comply compared to those who work longer hours and those who were satisfied with their job were 4.3 times more likely to comply to the guidelines compared the dissatisfied.

Findings of the environmental factors were that; the respondents who agreed to PPE availability were 6.5 times more likely to comply to the guidelines compared to those that disagreed. Those who agreed that OHS supervision was done were 2.3 times more likely to comply than those that disagreed. Those that were in agreement that equipment maintenance was done as required were 1.7 times more likely to comply than those that disagreed, the workers that agreed to training being conducted for staff were 1.5 times more likely to comply compared to those that disagreed and the workers that agree to PPE being adequate were 1.4 times more likely to comply compared to those that disagreed.

**Conclusion and recommendations:** With more than 50% of the respondents reporting non-compliance. The administration should put up strategies like supervision to ensure workers comply with stipulated OHS guidelines, avail adequate amounts of PPE, train the staff on OHS, do maintenance of equipment as required, motivate staff and employ a shift method of working. The employees also have a role to play by using the available PPE and following the stipulated guidelines.