
Breakout Session 8: Enhancing Human Rights and Labour Rights

Adapting to future Due Diligence and Deforestation Legislation



**SCALING UP THE SUSTAINABLE PALM OIL
VALUE CHAIN THROUGH COLLECTIVE ACTION**



Join us in our call for **social dialogue**

Content

- State of play: decent work in palm oil supply chain
- Social Dialogue: A Key Instrument for Decent work in the Palm Oil Sector
- Tools for social dialogue - CNV Internationaal
- Call to action

Our research shows: Labour rights are a burning issue

Progress has been made, but improvement is still necessary.

Key issues are:

- Labour rights of outsourced, female and migrant workers are violated.
- Child and forced labour still occurs.
- Living wage is often not paid to outsourced, piece rate, migrant and female workers.

Labour rights violations in the palm oil sector

- ✓ Freedom of Association and Collective Bargaining rarely exist
- ✓ Lack of independent unions
- ✓ Workers cannot easily join unions
- ✓ Few opportunities to conduct social dialogue and negotiate CBA's



Social Dialogue: A Key Instrument for Decent work in the Palm Oil Sector

Social dialogue ...

- ✓ improves the quality of work and income.
- ✓ enables fundamental rights.
- ✓ helps address root causes.
- ✓ is good for business as it increases productivity.

Case: Outsourcing practice in Guatemala

- High levels of labour outsourcing.
- Outsourcing leads to great instability of employment.
- "Practices in Guatemala could be classified as human trafficking" (UN, 2020)
- Outsourcing is not allowing unionism and keeps workers unprotected.
- Social dialogue cannot take place if there is no trade union organization.

Through social dialogue, independent trade unions can...

- ✓ Monitor labour conditions.
- ✓ Give input on the implementation of standards.
- ✓ Include progress in Collective Bargaining Agreements.
- ✓ Provide workers with information about their labour rights.
- ✓ Provide a route for workers to report noncompliance.

Our tools to promote **social** **dialogue**

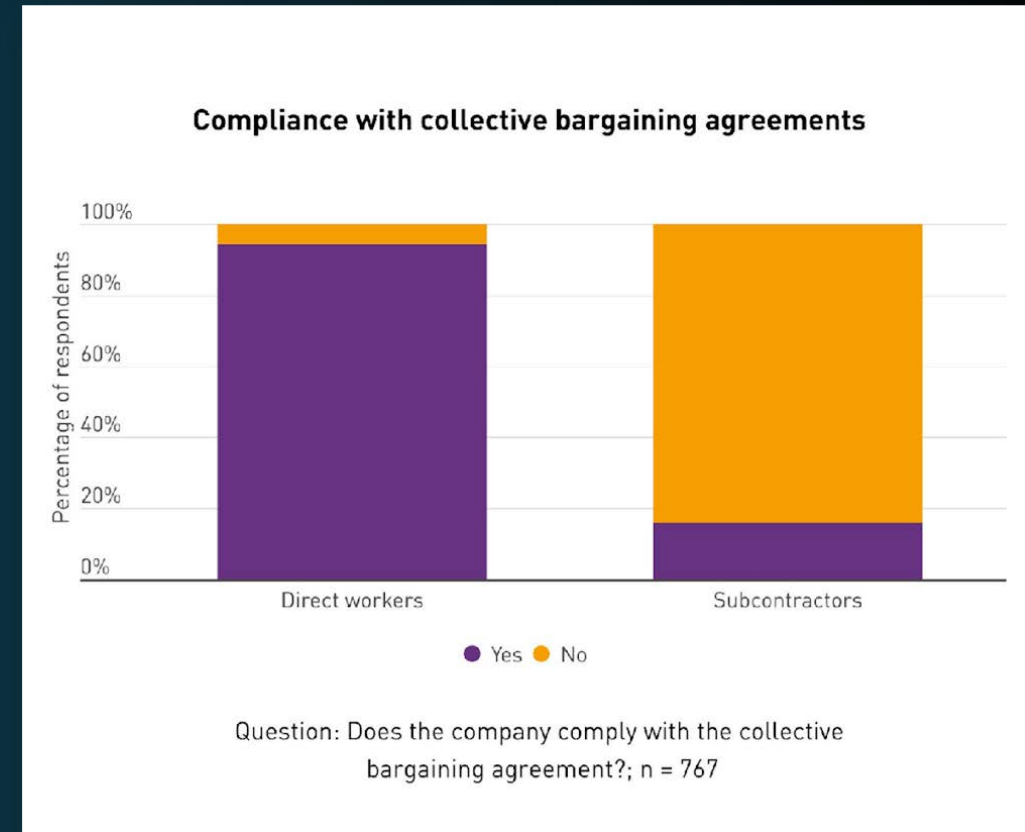
SPOTT database

- Pilot project West-Kalimantan
- Revision of CBAs based on ILO standards and national law
- Expanding to other areas
- Used by financial sector and other VC actors

[Other data - SPOTT.org | SPOTT.org](https://spott.org)

100% Fair Work Monitor

- ✓ Collect reliable information from employees through trade unions.
- ✓ Research into working conditions, living wage and social dialogue.
- ✓ For companies: learn about situation on the plantations they source their palm oil.



SD trajectory in Indonesia

Projects in West-Kalimantan and Sumatra

- 2-year training trajectory companies and workers
- Situational analysis
- Training workers and companies
- Negotiation, result bi- or tri-party CBA's

Business case - Higher productivity due to:

- Less strikes
- Lower staff turn-over
- Less sick leave
- Higher production rates by happier workers



A call to action for social dialogue

Promote social dialogue and reach sustainable change in palm oil sector

1. Adding social dialogue to the RSPO standard
2. Providing technical assistance and training to members
3. Initiating pilots and tools
4. Starting social dialogue on living wages
5. Sharing the learning experience and good practices
6. Sharing information and data to increase transparency



We invite you to join us in this journey!

<https://www.cnvinternationaal.nl/en/topics/value-chains/palm-oil>