

Stop Labour Violation on oil palm plantation

Transformation is now or never

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Labor issues on oil palm plantation



1. Working Status

- 1.1. Permanent worker/Syarat Kerja Utama (SKU)
- 1.2. Working Agreement for Specified Period (PKWT)
- 1.3. Casual/Buruh Harian Lepas (BHL)
- 1.4. Invisible worker : Kernet

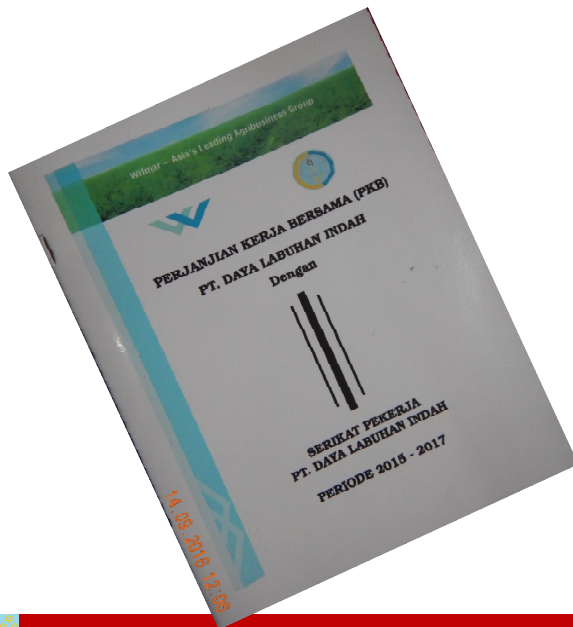
2. Working Condition

- 2.1. High working target
- 2.2. Rely on physical strength
- 2.3. Located in isolated area
- 2.4. Inequitable working equipment and safety, labor has to pay for the tools.
- 2.5. Most of labour does not receive social security (BHL, PKWT dan Kernet)
- 2.6. Low wages, does not receive overtime payment
- 2.7. Implementation of sanction and fines



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3. Freedom of Association

3.1. SERBUNDO and 2 subsidiaries of Wilmar Group in North Sumatera.

3.2. Intimidation to SERBUNDO's organizer in several companies.

3.3. Management is favor to the existences of Yellow Union and union formed by management itself.



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4. Woman labor, child labor and kernet

4.1. Woman working on maintenance as casual worker.

4.2. Children are working to collect loose fruits.

4.3. Kernet is working without working relation with the management and not register to the management.



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Effort for improvement



1. Build dialog with the management of palm oil plantation companies.
2. Negotiation and produced an agreement based on RSPO Principles & Criteria involving the relevant government bodies.
3. Training and Education for labor on RSPO Principles & Criteria.
4. Produced Training of Trainer module on RSPO Principles & Criteria.
5. Develop a join program strategy between labor and NGO involving RSPO.



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Challenges

1. Internally:
 - 1.1. Number of labor that reach 10,4 million people and plantation area that cover up to 15,6 million hectares.
 - 1.2. Lack of education; Primary and Secondary level.
 - 1.3. Lack of understanding on labor's rights and obligation.
 - 1.4. Many of laborers from Nias island, Flores and some other area
 - 1.5. SERBUNDO is a new union, established since 2014.



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Challenges

2. Externally
 - 2.1. Many employers do not considering labor/labor union as a partner to increase production process.
 - 2.2. Ordonantie Koeli has not been revoked that resulted lack of policy to protect oil palm plantation labor in Indonesia.
 - 2.3. Indonesia has not ratify ILO convention number 110 year 1958 on plantation.
 - 2.4. Few numbers of NGO and union focusing on advocacy of labor plantation.



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Conclusion

1. Call member of RSPO to accept and recognize existences of independent union in order to increase productivity that inline with RSPO Principles and Criteria.
2. Promote casual labor and kernet as permanent worker/SKU to protect their rights as a labor.
3. Call RSPO to implement sanction for those who break RSPO Principles and Criteria, reward for those who implemented the P&C.
4. Call RSPO to immediately establish Labor Working Group to build strong partnership relation between labor and management of plantation companies to ensure the implementation of RSPO PnC.
5. Call palm oil supply chain (trader, financiers and consumer) to ensure oil palm plantation companies implement RSPO PnC.



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Thank you

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