Market Transformation towards Sustainable Palm Oil

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RSPO as multistakeholders initiative to transform market to make sustainable palm oil the norm
RSPO Principles and Criteria on protection of children rights in sustainable palm oil production

Principles 6 – Responsible consideration of employees, and of individuals and communities affected by growers and mills

Criterion 6.7: Children are not employed or exploited
Indicator 6.7.1 (Major):
There shall be documented evidence that minimum age requirements are met.

Growers and millers clearly define the minimum working age and working hours, based on existing regulations.

International Law:
1. ILO Convention 138 (1973) Minimum Age (Articles 1-3)
2. ILO Convention 182 (1999) Worst Forms of Child Labour (Articles 1-7)
3. UN Declaration of the Rights of Indigenous Peoples (2007) Articles 17(2), 21, 22(2)

Indonesia Law
3. Regulation of the Minister of Manpower and Transmigration No. 235 year 2003 regarding Types of Work Endangering Child Health, Safety or Morale

Indirectly influencing children health & welfare are mentioned in Principle 2 indicators 2.1.1. Principles 4 indicator 4.6.12. Principles 6, indicator 6.1.2, 6.5.2, 6.5.3, 6.5.4, 6.9.1, 6.9.2
Monitoring the RSPO performance in the P & C Compliances through RSPO COMPLAINT SYSTEM

WHO can lodge a Complaint?

ANYONE...
- Individuals
- NGOs
- Workers
- Unions
- Communities
- ETC...

VS.

MEMBERS
- Growers
- Processors & Traders
- Manufacturers
- Financial Institutions
- Retailers
- Environmental NGOs
- Social NGOs
Example of allegations/violations relate to Labour

a. Wage; meeting targets and penalties
   i. Non-payment of minimum wage
   ii. Long working hours
   iii. Overtime – exceeding the limit of working hours; no replacement day off
   iv. Withholding of wages
b. Casual/contract workers
c. Termination (unfair dismissal/constructive dismissal)
d. Trade union and collective bargaining (right to form trade unions; independence)

**e. Child labour**

f. Migrant labour force
   i. Employment contract
   ii. Freedom of movement – withholding of passport
   iii. Undocumented migrant workers
   iv. Trafficked persons
Find out more at www.rspo.org

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