

**Decent
work
through
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
- Living wage in the palm oil sector
- Tools for social dialogue - CNV Internationaal
- Call to action



Our research shows:

RSPO is on the right track, but improvement is still necessary in the enforcement of the standard.

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 in general

- ✓ 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
- ✓ Important: RSPO certified plantations stand out in a positive way!



Progress made in RSPO

Sub-group labour (part of the Human Rights working group):

- Several proposals for capacity building and training on strategic labour issues are developed.
- Improvements in the auditing guidelines on labour issues

Living Wage Taskforce:

- New strategic proposals supported by all stakeholders
- Opportunity front runners

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.

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

A tool to increase transparency on labour rights used already by the financial sector

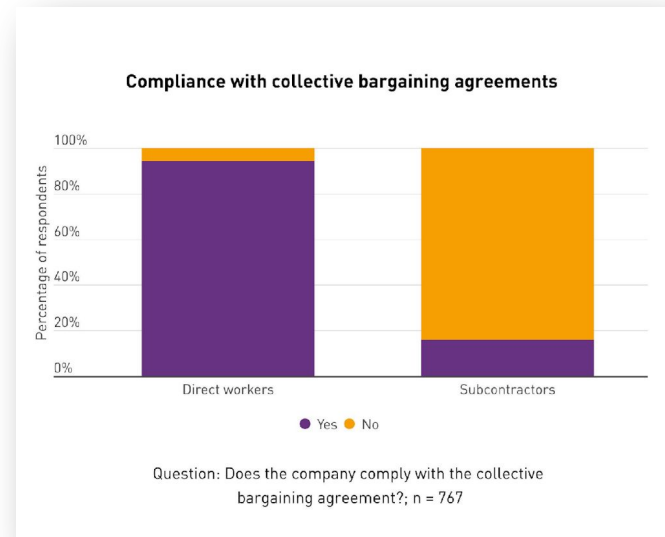
- Pilot project West-Kalimantan
- Revision of CBAs based on ILO standards and national law
- Expanding to other areas

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100% Fair Work Monitor



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



A call to action to promote social dialogue and living wages within RSPO

Front runners are needed!

- Joint pilots on the ground in social dialogue & living wages
- Sharing experience and good practices
- Sharing information and data to increase transparency
- Buyers have a key enabling roll



**We invite you to join us in
this journey!**

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



Thank you!

cnv Internationaal

