

A man wearing a red t-shirt with a 'Levi's' logo, a blue surgical mask, a black cap, and yellow rubber boots is working in a palm oil plantation. He is using a tool to process a bunch of palm fruit. The background is filled with tall palm trees and a dense canopy. The ground is covered with fallen palm fruit and husks.

GROUND PERSPECTIVE

DATA COLLECTED

All information on the slides are from the identified target audience on the ground from 2019-2021 (Malaysian Outreach Programme initiated by RSPO) and ongoing work on the ground :-

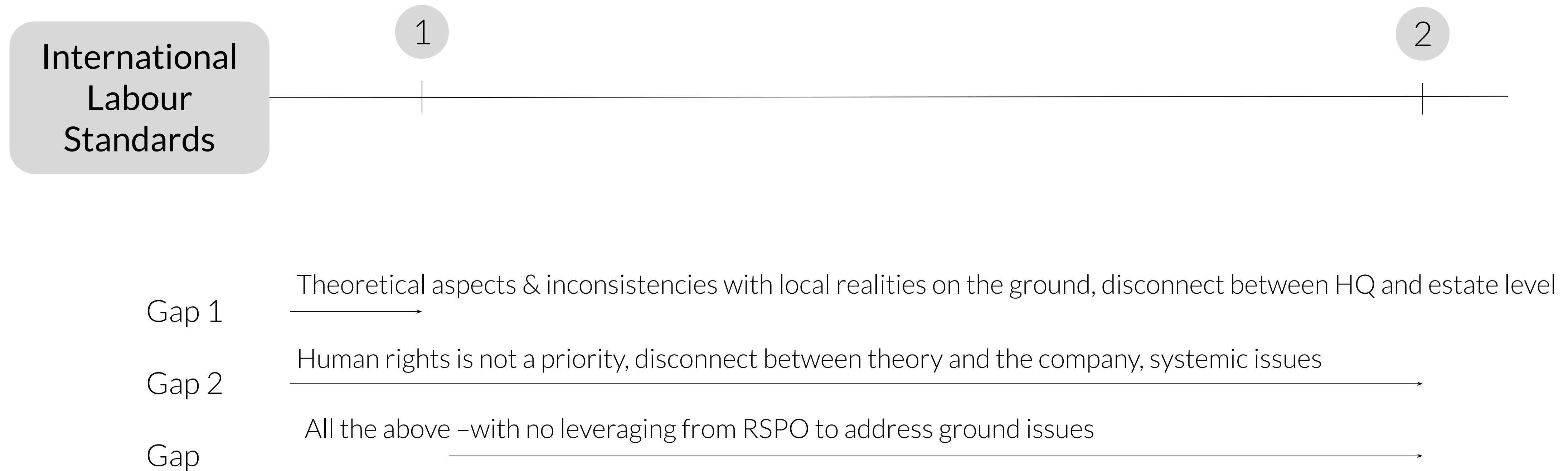
- Indigenous Communities
- Women groups
- **WORKERS**
- Smallholders





CATEGORIES OF RSPO MEMBERS AND NON-MEMBERS

1. Certified RSPO Members (category 1)
2. Non-RSPO Members (Category 2)



CONFLICT PREVENTION PLATFORM (CPP) -RSPO MEMBERS-

- ✓ The Conflict Prevention Platform (CPP) piloted under the RSPO Outreach Programme become a major platform since 2021 to address community (indigenous, local and worker) disputes on the ground across the board and proved to be effective in most cases as it allows parties to engage in a safe space.
- ✓ CPP goes beyond resolving disputes and has a broader role to play in bringing parties together.



PILOT TESTING CPP (OCT 2020- MARCH 2021)

- ✓ CPP Labour Task-Force set up
- ✓ Ten Cases pilot tested
- ✓ Living conditions + Wages + Ghosting
Unfair Dismissal
- ✓ RSPO Members proactively
engaged utilising the CPP and to address
the ground issues



CONFLICT PREVENTION PLATFORM



Cases on minimum wages have spiked due to build-up of awareness



More cases in CPP compared to RSPO Complaints Mechanism



CASES
RSPO Member < Non-Member
(Non-member cases are more
Difficult to resolve)



Based on our experience in the field, the CPP-Labour Component is an effective platform where RSPO members proactively engage to address issues on the ground moving towards a more sustainable workforce.

A group of people, mostly men, are seated in a room, likely a community center or meeting hall. Many of the individuals are wearing face masks. They are seated in rows of black plastic chairs. The room has a wooden floor and white walls. In the background, there are whiteboards and a blue storage unit. The text 'THANK YOU' is overlaid in large, white, serif font across the center of the image. Below it, the email address 'LANASH@BCINITIATIVE.COM.MY' is displayed in a smaller, white, sans-serif font.

THANK YOU

LANASH@BCINITIATIVE.COM.MY