



## How to tackle hidden labour rights risks in the palm oil sector

CNV Internationaal

# Contributing to Decent Work in Supply Chains

- ✓ Since 1967
- ✓ With local trade unions
- ✓ RSPO member since 2020
- ✓ Active in the palm oil sector: Indonesia and Latin America



# Labour Rights in the palm oil value chain

- ✓ 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



# Our Road map and Call to Action

“Creating an alliance for change through social dialogue”



# The sector needs social dialogue

- ✓ To minimize the negative impact of palm oil production on workers
- ✓ It's democratic and inclusive
- ✓ Gives workers a seat at the table





## Sustainable Change

Together with Freedom of Association, Collective Bargaining, Social Dialogue can lead to sustainable change

# Our road map

A step-by-step approach to help stakeholders in the value chain to collaborate with their workers and unions and to reach sustainable change



# Our recommendations

- ✓ Per stakeholder we have formulated a set of recommendations, e.g. for RSPO:

*A separate indicator on social dialogue in the current Principles and Criteria of RSPO*

- ✓ Creation of a task force initiated by RSPO with producers, refineries traders and buyers on improving social dialogue and to encourage new forms of worker participation for all workers





# A call to action: a task force on social dialogue

Main goal: to promote social dialogue in the sector and reach sustainable change

- ✓ Provide technical assistance and training
- ✓ Initiate pilots
- ✓ Start social dialogue on living wage
- ✓ Share lessons learned and good practices
- ✓ Provide transparency
- ✓ Create a data portal on labour rights risks



# Call to action to join forces on social dialogue

We invite you to join us in this journey!

