

RSPO

Roundtable on Sustainable Palm Oil

ROUNDTABLE MEETING ON SUSTAINABLE PALM OIL



SUSTAINABILITY
WHAT'S NEXT?



Labour Rights, Social Standards and the RSPO

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RSPO Standards

Recognition in the P&C that '*sustainability*' encompasses both the social and environmental aspects of any kind of palm oil development and activity

- Principle 6 covers directly-employed and contract workers, both local and foreign, as relates to forced labour, child labour, non-discrimination, freedom of association, domestic labour standards, protection from harassment and abuse, and access to grievance mechanism.

Social Standards

- Principle 1.3 talks about doing business in an ethical manner
- Principle 6.13 guarantees respect of growers and millers for human rights
- On women, the directly relevant provisions are 4.6.12 on the use of pesticides by pregnant and breastfeeding women; 6.8.2 on non-discrimination; 6.9.2 on protection of reproductive rights

malaysia

Indian migrant worker alleges forced labour 'up to 20 hours a day' in Sibu factory

NOVEMBER 08, 2014



Workers load palm fruits onto a truck at a plantation in this, August 11, 2009 picture. - Reuters pic

conditions.

Lokesh Sapaliga, 27, told Mumbai-based *Mid Day* how he was promised a well-paying job at an oil and gas rig by Ram Support Service placement agency based in India, and then smuggled to Borneo Malaysia where he was forced to work for up to 20 hours a day along hundreds of other migrant workers under close watch by heavy-handed factory guards.

KUALA LUMPUR, Nov 8 — In a harrowing tale of modern-day slavery, a migrant worker from India who answered an oil and gas industry recruitment call in Malaysia has claimed he was sold to a "human trafficking mafia" here and forced labour in an oil palm waste factory in Sibu, Sarawak under inhumane

GAPS that need to be addressed

- Detecting forced and trafficked labour
- Monitoring of work hours viz., overtime, holiday premiums
- Per diem rate vs. legal minimum wage
- Legal minimum wage viz., decent living wage
- Promotion and respect for freedom of association and collective bargaining, including of foreign workers

GAPS that need to be addressed

- Application of the non-discrimination clause to protect rights of women workers
- Various economic rights – right to food, clean water, livelihood
- Indicators for food security
- Clarity of standards on adequate housing

Initial recommendations

'They wouldn't return if I was so bad', says boss of Sibu factory i... Mail Online | Malaysia, Business, Sports, Lifestyle and World News 11/12/14, 1:42 PM

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'They wouldn't return if I was so bad', says boss of Sibu factory in slavery spotlight

BY ZURAIRI AR

NOVEMBER 10, 2014



A migrant worker from India who answered an oil and gas industry recruitment call in Malaysia claimed he was sold to a human trafficking mafia here and forced to labour a month in an oil palm waste factory in the Borneo state under inhumane conditions. — Reuters pic

KUALA LUMPUR, Nov 10 — A Sarawak oil palm waste factory accused of enslaving its migrant workers has shifted blame onto job placement agents in India for igniting an international controversy after a hand allegedly escaped and recounted horrific details of forced labour to a Mumbai-based daily.

Find out –

- How your workers got to your facility; facilitated by whom
- How much your workers paid to get the job, and to whom
- What your and your outsourcing companies' recruitment and employment practices are, and make them visible

Initial Recommendations

Find out –

- How working hours are monitored, and whether workers are paid for all hours worked
- The pay structure, especially when workers are paid by piece
- The pay practices, including when lump sum wage payments are given to the 'boss'
- What women workers are doing when they are done with their 'official' tasks to ensure that all their productive work are compensated.

2014 Activities: Solidaridad-VSEA Program

- Draft audit checklist on standards on labour, ethics, human rights and gender
- Workshop with CBs on RSPO Social Standards and Mechanics of Social Auditing, 17-19 September

Forthcoming

- 2 workshops on RSPO Labour and Social Standards with growers, millers and smallholders
- Workshop on using the audit toolkit
- Setting up of the labour taskforce that may include members from outside the HR WG
- Development of an operational “road map” to define most urgent issues on migrant workers’ rights, child labour, including basic education, freedom of association, forced labor, and pesticide use
- Development of guidance on how to implement the P&C related to labour, esp. forced labour and freedom of association