



Promoting Decent Work on Oil Palm Plantations in Indonesia

Project Brief

1. Strengthened capacity of the ILO tripartite constituents and other relevant stakeholders to design, implement and monitor targeted measures for the promotion of decent work in the oil palm plantations sector (*institutional development component*).

2. Improved working conditions in targeted plantations in selected districts (*direct support component*).

OBJECTIVE

2 years (16 March 2017 – 31 December 2018)

DURATION

The Government of Netherland

DONOR

USD 435,540

BUDGET

- KEY PARTNERS**
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- ◆ Ministry of Manpower
 - ◆ Indonesia Employers' Association (Apindo)
 - ◆ Ministry of Trade and Industry
 - ◆ Coordinating Ministry for Economic Affairs
 - ◆ Ministry of Agriculture
 - ◆ Ministry of Forestry and Environment
 - ◆ Relevant Universities in Indonesia
 - ◆ Trade Union Confederations
 - ◆ Indonesia Palm Oil Association (GAPKI)
 - ◆ Indonesia Sustainable Palm Oil (ISPO)
 - ◆ Roundtable Sustainable Palm Oil (RSPO)
 - ◆ International and National Non-Governmental Organization (INGOs and NGOs)

GEOGRAPHICAL COVERAGE

National

CONTACT

Yunirwan Gah
National Project Coordinator
yunirwan@ilo.org

Background

With the support of the Government of Indonesia and the social partners, the ILO undertook a diagnostic process on decent work in the palm oil sector in March 2015. The purpose of it was to identify opportunities and challenges for promoting decent work on oil palm plantations as the basis for a national action plan.

The diagnostic process focussed on the experiences of the tripartite constituents in the palm oil sector. It covered such topics as engagement and recruitment of workers, wages, maternity protection, workmen's compensation, housing, medical care as well as the Fundamental Principles and Rights at Work. Within Indonesia, there is a momentum moving towards collaborative change, which can strengthen its economic advantage in the palm oil sector in a sustainable way, improving working and living conditions of plantation workers and the image of the country's palm oil sector.

The survey results were discussed by the constituents in a tripartite setting in August 2015. During the meeting the constituents also developed a national plan of action on the promotion of decent work on oil palm plantations. The action plan is organized around six areas in line with the results of the diagnostic process: (i) employment status; (ii) wages; (iii) social dialogue; (iv) occupational safety and health; (v) child labour; (vi) labour inspection. For each of the areas, agreed actions were defined, which form the basis of the current project activities.

The current scope of project's activities will focus on assisting the tripartite constituents in the implementation of the national action plan and will provide support for the development of the measures for improving decent work in selected palm oil plantations in Indonesia.

Project Strategy

The overall objective of the project is to promote sustainable rural livelihoods through decent work conditions and opportunities for workers on Indonesia's oil palm plantations. The project's main goal is to increase the capacity of national, provincial and local governments, workers' and employers' organizations to address employment and labour-related challenges in the oil palm plantations sector.

The present project activities forms part of a four-year strategy for promoting decent work in plantations in Indonesia. It comprises the basic elements for the implementation of the strategy in the first two years from 16 March 2017 to 31 December 2018.

Outcomes, Outputs and Activities

Outcome 1: Strengthened capacity of the ILO tripartite constituents – governments, workers and employers – and other relevant stakeholders to design, implement and monitor targeted measures for the promotion of decent work in the oil palm plantations sector (*institutional development component*).

Output 1.1. An action plan on decent work in plantations designed and monitored to sustainably address decent work challenges within the palm oil plantation sector.

Activities:

1.1.1. Conduct a diagnostic process to identify opportunities and challenges for the promotion of decent work in the oil palm plantations sector and a national plan of action endorsed (completed with ILO funds);

1.1.2. Hold a workshop for the adoption of a national action plan, based on the diagnostic process (completed with ILO funds);

1.1.3. Hold consultations with tripartite constituents for the launch and start-up of the project (to be completed with ILO funds);

1.1.4. Hold a workshop for the development of an implementation strategy of the national action plan and for the identification of roles and responsibilities between partners and stakeholders; and

1.1.5. Support the establishment/operation of a multi-stakeholder social dialogue mechanism specifically focusing on the plantations.

1 In 2014-15, the diagnostic process on working conditions in the plantations sector was carried out in Bangladesh and Sri Lanka (tea), Ghana and Indonesia (palm oil). The National Action Plans on the Promotion of Decent Work in the Plantations Sector have been discussed and endorsed by the tripartite constituents in Ghana, Indonesia and Sri Lanka.



Output 1.2. Enhanced knowledge and capacity of tripartite constituents for addressing decent work challenges in plantations.

Activities:

1.2.1. Undertake a legislative gap analysis, including proposed measures to address the identified gaps, in order to extend labour law coverage to all plantation workers and to establish a conducive environment for the promotion of quality jobs in the rural economy;

1.2.2. Provide technical support for the development of a strategic approach to monitoring workplace compliance, including through labour inspection;

1.2.3. Organize training workshops on various employment and labour issues, including fundamental principles and rights at work; contract and /or casual labourers; wages; safety and health; and

1.2.4. Develop educational programmes for workers and employer's organizations, with a view to ensuring their meaningful participation in social dialogue and improve their outreach, organization, and collective action.

Activities:

2.1.1. Provide technical support for the establishment or strengthening of OSH bipartite committees for the review of OSH management systems in targeting plantations; and

2.1.2. Conduct training workshops for the bipartite committees for the implementation of the OSH management systems in selected plantations.

Project Beneficiaries

The ultimate beneficiaries of the project are national counterparts, and social partners of the ILO such as: The ministry of Manpower, trade unions, employers organisation in palm oil plantations, and vulnerable smallholder palm oil grower groups.

Outcome 2: Improved working conditions in targeted plantations in selected districts (*direct support component*).

Output 2.1. OSH management systems revised and updated in close collaboration with bipartite committees.

ILO Jakarta Office

Menara Thamrin Level 22,
Jl. M.H. Thamrin Kav. 3
Jakarta 10250

Tel. +62 21 391 3112;

Fax. +62 21 3983 8959

Email: jakarta@ilo.org;

Website: www.ilo.org/jakarta