



GUIDANCE ON CHILD RIGHTS FOR DOWNSTREAM SUPPLY CHAIN ACTORS

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FOREWORD

Many children remain insufficiently protected and cannot enjoy their rights fully. In the palm oil setting, this can still be the case. Research has shown that children are affected in many ways, including access to quality and affordable education, nutritious food and healthy living environment, healthcare, justice, and other key social services, among other things.

With the current COVID-19 pandemic we are seeing far-reaching impacts on global supply chains, including the palm oil sector. The impacts of this crisis include its effect on the livelihoods a large number of smallholder farmers. Across the sector, long-standing risks, such as child labour and forced labour, are likely to be exacerbated, as vulnerable families face increased pressures to make up for financial shortfalls. As plantation workers and smallholder farmers are often ill-equipped to deal with these situations, it can lead to both immediate and long-term negative socioeconomic consequences. During the pandemic, limited maternity protection, low breastfeeding rates, lack of childcare provisions, poor maternal health, and nutrition especially in the plantation setting, may further undermine the health and development of children.

Accordingly, it is vital that children's rights are well-integrated into efforts that address both long-standing concerns in the palm oil sector, as well as those that may arise as a direct consequence of the Covid-19 pandemic.

In collaboration with the United Nations Children's Fund (UNICEF), RSPO has commissioned the development of four guidance documents for the following key palm oil stakeholders, to strengthen child rights protection and improve compliance with the RSPO Principles and Criteria (P&C):

1. Oil Palm Producers;
2. Auditors and Certification Bodies;
3. Smallholders and Group Managers; and
4. Downstream Supply Chain Actors

These guidance documents provide tailored support and serve as an entry point for interventions that seek to minimise the potential negative consequences and improve the livelihoods of children and the communities in which they live.

The Guidance on Child Rights for Downstream Supply Chain Actors¹ is developed to guide and support different downstream actors in palm oil industry² to strengthen child rights protection and improve compliance with RSPO Principles and Criteria. This Guidance draws from the UN Guiding Principles on Business and Human Rights and the 2018 Roundtable Sustainable Palm Oil (RSPO) Principles and Criteria (P&C) that relate to children's rights.

ACKNOWLEDGEMENTS

RSPO would like to thank all the individuals, companies and organisations who have participated in the consultations that have been part of the development process of the four guidance documents on child rights.

¹ The guidance is developed by the Centre for Child Rights and Corporate Social Responsibility (CCR CSR) and Proforest.

² Downstream supply chain actors include traders, consumer goods manufacturers (an entity that manufacture palm oil-based products for consumer use such as food, beverages, packaged goods, etc.), and retailers (an entity that sells palm oil-based products directly to consumers)

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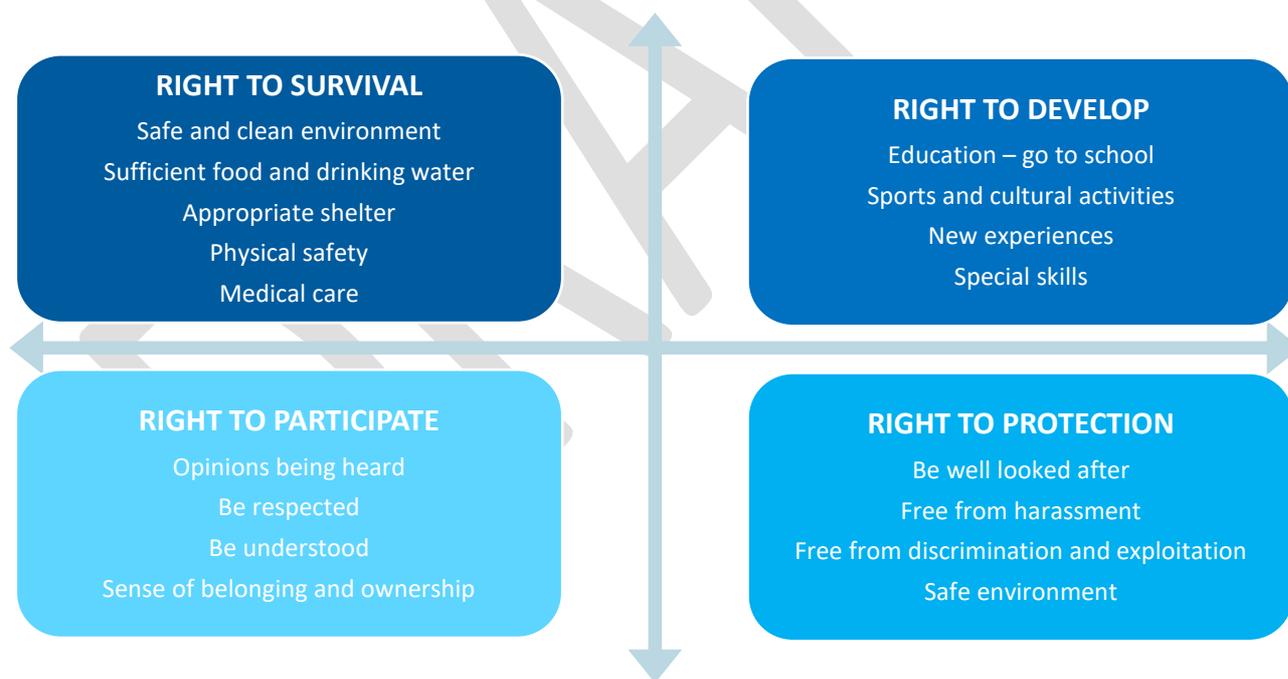
1. INTRODUCTION: CHILD RIGHTS WITHIN THE CONTEXT OF PALM OIL PRODUCTION

1.1 What are the rights of the child?

Children have the right to survive, to develop, to be heard and involved, as well as to grow and receive adequate care in a protective and supportive environment (UNICEF).

The United Nations Convention on the Rights of the Child (UNCRC) defines a child as being below the age of 18 unless under the law applicable to the child, majority is attained earlier. Children and young people have the same general human rights as adults and enjoy specific rights that recognise their special needs. The UNCRC outlines basic entitlements and freedoms that apply to all children without discrimination. All children have the right to survive and develop, to be protected from violence, abuse, and exploitation, to have their views respected and to have actions concerning them be taken in their best interests.

FIGURE 1: THE UNIVERSAL RIGHTS OF CHILDREN AS STIPULATED IN THE UNCRC



1.2 How the palm oil sector impacts children

In the agricultural sector, including in oil palm, many children remain insufficiently protected and are unable to enjoy their rights fully. Through extensive desktop research on reports by different government and non-government agencies, a research brief³ was finalised at the end of 2019 that gathered information on the impact of palm oil operations on children's rights and relevant root causes. The palm oil industry affects children in many ways, including their access to quality and affordable

³ The [research brief](#) takes into account the top five palm oil producing countries: Indonesia, Malaysia, Thailand, Colombia and Nigeria when drawing the key indicators, looking at the legislative framework, and understanding the situation and condition of palm oil workers and their children.

education, nutritious food and healthy living environment, migrant children’s access to education, healthcare, justice and other key social services, among other things.

Despite efforts being invested by different actors over the years, child rights risks in the palm oil landscape remain worrisome, especially given that most efforts taken appear sporadic and the success rates seem to differ according to different variables, such as the scale of operation, location, company culture, level of commitment, level of technical support provided (e.g. clear guidance on how a company can address the issues surrounding child rights risks in their business), etc.

A report on “Palm Oil and Children in Indonesia” published by UNICEF in 2016 identified seven impact areas in which the activities of the palm oil sector affect the rights of children, namely, child protection, child labour, education, maternity protection and breastfeeding, childcare, health and nutrition, water, sanitation and hygiene (WASH).

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2. GENERAL PRINCIPLES

The following general principles are strongly recommended in applying these guidelines when working with and for children to ensure that we achieve the intended positive outcomes throughout the intervention/programmes.

TABLE 1: GENERAL GUIDING PRINCIPLES OF THIS GUIDANCE

PRINCIPLE	DESCRIPTION
Prioritise best interest of the child	In all actions impacting children, the best interest of children should be the guiding principle. This means that during any decision-making process, the child’s protection, preservation of well-being and right to live and grow in an environment that is favourable to his/her mental and physical development, is prioritised.
Do no harm	Always adopt a “do-no-harm” approach that is rooted in the best interest of the child. That means, actions taken should consider the broader context and whether they may negatively impact children socially, financially, or environmentally. If there is any reason to believe that certain actions or programmes make children worse off than before, the action should not be taken.
Aim for sustainability	<p>The steps described in this guidance aim to create a long-lasting system to protect children and their families from risks and challenges in the palm oil setting, rather than a quick fix solution.</p> <p>An important element of sustainability is embedding the required steps and processes in a company’s core business practices and management systems. As such, it is crucial to seek ways to systematically integrate all steps when you implement this guideline.</p>
Aim for stronger protection of rights	<p>It is important to always comply with national, provincial, and local laws and regulations related to labour rights and child rights protection.</p> <p>where legal protection at the national/provincial/local level is absent or weak, it is strongly recommended to refer to international and/or industry best practice guidelines, standards or principles such as the United Nations Guiding Principles on Business and Human Rights (UNGPs) and the ILO core conventions to identify appropriate measures for strengthening protection.</p>
Promote non-discrimination and equality	<p>No group should be discriminated against or excluded from certain benefits or services based on their status, gender, race, religion, nationality, ethnicity, or social origin. This means that no group of workers (contract workers, temporary workers, migrant workers, etc.) can be excluded from enjoying basic rights solely based on their status in your company.</p> <p>Positive actions should be taken to correct and prevent all types of discrimination at the workplace and promote equality among all workers. Additional protective or supportive measures can be adopted in response to the needs of certain particularly vulnerable groups, such as young</p>

	workers ⁴ , female workers, migrant workers, etc. Such differentiated policies and measures aiming at improving equality should not be considered as discriminatory.
Respect right to information and participation	For individuals to make sound decisions about what is best for their health, well-being, and their future, they must be given all available information about their options, and then be allowed to voice their opinion on any changes that will affect them directly. This is also true for children who should be given a voice whenever company activities directly impact them.
Obtain informed consent	<p>During any actions, children and their families are often required to give their consent to certain proposals. “Full and informed consent” should not be taken lightly. See some guidelines below:</p> <ul style="list-style-type: none"> ● All assistance provided by anyone should proceed on the basis of the full and informed consent by the children and their parent/guardian. ● Explain each and every relevant action, policy, and procedure in a way the children and their parent/guardian can understand and before the children and their parent/guardian are asked to consent to it or not. ● Throughout certain stages of the process, it may be necessary for the children and their parent/guardian to provide such consent in writing. ● If the service provider cannot communicate with the children and their parent/guardian in a language they can understand, every possible effort must be made to get the assistance of an interpreter for oral and written communication.
Respect confidentiality and right to privacy	Any data and information obtained from and related to the children and their families shall not be disclosed without their prior knowledge and informed consent. When handling information and communication related to children, always consider the children and their families’ right to confidentiality and privacy.
Prioritise issues based on the actual needs of your workforce	To decide where to start in making improvements, first thoroughly assess the situation and the needs of workers. For example, migrant parent workers who live with their children have very different needs from those who have left their closest families behind, and workers who live on the plantation may need different support systems than those who commute from home on a daily basis.
Cover all stages of the supply chain	Aim for transparent and traceable supply chains all the way up to the plantation or farm level to ensure compliance on and protection of children’s rights at all stages of the supply chain, and not limited to direct suppliers.

⁴ RSPO uses young persons and young workers interchangeably throughout its documents. Based on the RSPO P&C Annex 1 and in line with ILO C138, a young person/young worker is defined as someone whose age is above 15, or above the minimum age of employment, but under the age of 18. These workers are considered ‘children’ even where they may legally perform certain jobs.

3. THE ROLE OF DOWNSTREAM ACTORS TO PROTECT CHILD RIGHTS WHEN IMPLEMENTING RSPO STANDARDS

Children are everyone’s business and, without exception, the downstream actors within the palm oil industry supply chain (i.e. consumer goods manufacturers, wholesalers, and retailers) have a role to play in protecting children’s rights at all stages of palm oil production. Particularly, when promoting, supporting, and implementing RSPO standards in their supply chains, downstream actors should consider the potential impact on children, and protect children’s rights while bringing positive impacts to children.

As such downstream actors should take children’s rights into account within their **policy commitment**, consider their impact on children in **all assessment and monitoring activities** and include children and parents **as a key stakeholder group**.

This chapter describes 8 key steps that downstream actors can take to create positive impacts on children (see the highlights box on the right side).

Chapter 4 provides a list of process metrics to check if your policy, monitoring, assessment and reporting measures are taking child rights into account, as well as a detailed list of outcome metrics that may be applied to measure impact on children within your palm oil supply chain.

HIGHLIGHTS

8 KEY STEPS FOR DOWNSTREAM ACTORS IN PROTECTING AND SAFEGUARDING CHILDREN’S RIGHTS IN PALM OIL SUPPLY CHAIN

1. Ensure all key company personnel are child-rights conscious and understand how palm oil businesses can impact on children and children’s rights.
2. Have an effective supply chain management system, that allows you to cascade RSPO standards through the supply chain.
3. Link your expectations on labour and environmental standards to your business decisions
4. Continuously consider the impact of the palm oil production to the most vulnerable workers and their families.
5. Say NO to child labour, including the worst forms of child labour, and take proactive measures to combat child labour in the palm oil sector, including the adoption of effective child labour prevention and remediation systems.
6. Have fair pricing and purchasing practices that allow workers to be paid a decent living wage and do not require children getting involved in palm oil production or other work.
7. Ensure that workers and families have a voice and it contributes to business’ decision-making process.
8. Going beyond the mere compliance mindset and try to be more supportive for children, young workers, parent workers and their families.

3.1 Ensure all key company personnel are child-rights conscious and understand how palm oil businesses can impact on children and children's rights.

For many businesses, children are a priority stakeholder group, as companies interact with children on a daily basis, as workers, consumers, and community members. Therefore, it is crucial to ensure all your staff are aware of child-specific issues.

In the palm oil setting, make sure that your company, supply chain and staff understand:

- Childhood is a unique period of rapid development when physical, mental, and emotional well-being can be permanently influenced for better or worse.
- Common occurrences impact children differently and more severely than adults. For example, if children are exposed to pollutants, they absorb a higher percentage of toxins and are less able to expel harmful substances from their bodies, or if they miss a year of school, they may never return to complete their education.
- Children employed or affected by business are often unseen and uncounted. These “invisible” children include those who are employed illicitly in the supply chain or as domestic workers, detained by security services, are not in school or are left at home when their parents migrate for work, and children who are discriminated against – such as ethnic minorities, girls and children with disabilities – are particularly likely to be overlooked.
- Children lack a public voice. Children are unable to vote or form trade unions, they do not own stock in companies or attend annual shareholder meetings, and they are rarely given a say in how communities make decisions, even those related to such issues as schools and playgrounds.
- Children are rarely, if ever consulted. To make sure that business activities will not adversely affect children's rights, downstream actors should ensure that stakeholder consultation processes consider the rights of the child and, where relevant, consult directly with children.
- Children's rights in the workplace extend beyond labour issues.

The palm oil sector affects children directly and indirectly. Young workers may experience direct adverse effects through hazardous working conditions, children of farm workers are often the first to feel the negative impact on health and education if the parents are not paid fair wages etc. In the figure below we list the key areas on how the palm oil business has shown to impact children, and we will then use the rest of this chapter to show how downstream actors can leverage their weight to ensure that they create a positive rather than negative impact.



IMPACT AREA 1: CHILD PROTECTION

- Various child abuse risks (incl. physical, sexual, psychological abuse, and neglect) in agricultural settings may hinder children from enjoying their rights.
- Lack of legal identity i.e. birth certificates amongst migrant children leads to limited or no access to education and healthcare and increases the likelihood of child labour.



IMPACT AREA 2: CHILD LABOUR & YOUNG WORKERS

- The thin line between ‘child workers’ and ‘child assisting parents’ may lead to child labour situations. Companies lack practical guidelines to address child labour and support young workers.
- Companies’ rigid and solely compliance-driven child labour approach fails to address challenges related to children involved in the agriculture sector.
- Multiple factors contribute to the occurrence of child labour, including lack of birth certificates & childcare, parents under pressure to meet daily targets, etc.
- Children of migrants are most vulnerable to child labour and exploitation.



IMPACT AREA 3: EDUCATION

- Poor access to quality education in rural areas may fuel child labour cases.
- Schooling could be disrupted for children of seasonal migrant workers.



IMPACT AREA 4: MATERNITY PROTECTION & BREASTFEEDING

- Under-exercised maternity rights and exclusion of whole groups from maternity protection may harm pregnant workers and their babies.
- Exposure to hazardous work.
- High turn-over rates as a result of mothers being unable to return to work after giving birth.
- Inability to breastfeed over the long-term.



IMPACT AREA 5: CHILDCARE

- Childcare in many places, particularly the less or least developed areas, remains less accessible. Cost represents a major barrier for accessing childcare.
- Lack of quality childcare may contribute to child labour.
- Little knowledge and guidance on how to provide quality childcare support. Poorly designed childcare programmes may affect caregivers more negatively.
- Absence of childcare support is a barrier for women to enter the workforce.



IMPACT AREA 6: HEALTH & NUTRITION

- Negative impact on children’s and workers’ health and high risk of accidents.
- Children’s exposure to chemicals.
- Children of palm oil workers have precarious access to healthcare services.
- Food insecurity can lead to poor health of children.



IMPACT AREA 7: WATER, SANITATION & HYGIENE (WASH)

- WASH risks at workplace and premises, including lack of access to clean water.
- Company-provided housing facilities are poorly maintained or have inadequate WASH standards.
- Casual workers have less access to housing.

To learn more about how business practices within palm oil supply chain can affect children, please refer to 2019 RSPO’s research brief⁵ and 2016 UNICEF’s study.⁶

3.2 Have an effective supply chain management system that allows you to cascade RSPO standards through the supply chain

Typically, in the agriculture setting, child-rights violations more often happen further upstream of the supply chain and where informal contracting of labour and services is used– usually hidden from buyers and other downstream actors. Investing in an effective supply chain management system to assess and monitor your supply chain including sub-contractors and sub-suppliers, is an essential first step to understand where and how children might be negatively impacted by the palm oil industry.

Below are some recommended steps to ensure a transparent supply chain with regards to protecting children’s rights:

Step 1	Step 2	Step 3	Step 4	Step 5
Detailed and continued mapping of stakeholders along the supply chain	Continuous efforts to understand, assess and monitor the situation of children affected by the palm oil supply chain	Determine actions that need to be taken to overcome child rights actual and potential risks and impacts in your supply chain	Monitor and report based on outcomes metrics (see Chapter 4)	Ensure the delivery of accountable, clear, and accessible reports

The further you are downstream, the harder it is to control and monitor all layers of your supply chain. You can however, work with your direct suppliers to ensure that they in turn promote the rights of children to their next level suppliers, and thus create a functioning cascading system through to the farm level.

Use your leverage and ask your direct suppliers to commit to informing their own companies and actors in their upstream supply chain about the RSPO standards related to children’s rights⁷. See the suggestions in the points below on how this can be done:

- Commitment to promote children’s rights within the direct supplier’s organisational structure: your direct supplier can communicate and develop the necessary systems, procedures, and competencies to promote to their business partners (e.g. plantation, smallholder, contractors) the values and principles of RSPO standards with regards to children’s rights. This may include:
 - Senior management-supported and approved policies, procedures, systems, and activities that embed the RSPO standards related to children’s rights

⁵ The RSPO’s [research brief](#) takes into account the top five palm oil producing countries: Indonesia, Malaysia, Thailand, Colombia and Nigeria when drawing the key indicators, looking at the legislative framework, and understanding the situation and condition of palm oil workers and their children.

⁶ In 2016, UNICEF conducted a qualitative research on the palm oil sector and children in Indonesia. The research consulted stakeholders included plantation executives, managers, trade unions, healthcare workers, teachers, childcare providers, children and their families, civil society organisations, community members, international buyers, government ministries, national human rights institutions, inter-governmental bodies, and multi-stakeholder bodies. Through this research, UNICEF identified seven impact areas in relation to children in oil palm plantations that includes: child labour and young workers, child protection, access to education, maternity protection and breastfeeding, childcare, nutrition and healthcare, housing, water, sanitation, and hygiene. However, as the UNICEF impact study is merely based on the situation in Indonesia, it therefore did not pick up on other issues that are more prevalent in other countries.

⁷ For complete list of criteria of RSPO P&C that have direct and indirect link to children’s rights, you can refer to the RSPO Child Rights Guidance for Palm Oil Producer or the RSPO Child Rights Guidance for Auditors and Certification Bodies.

- Ensure the involvement of key department staff such as staff who work in areas related to human resources, production, compliance, sustainability, supply chain management, legal and communications.
- Carry out regular training for different people within the organisational structure
- Commitment to promote children’s rights within the direct suppliers’ supply chain up to the plantation/farm level: your direct suppliers may start cascading the RSPO standards with regards to children’s rights throughout their supply chain, which may include:
 - Ensuring a minimum level of buy-in within the direct supplier’s senior management before rolling it out to the supply chain
 - Providing capacity building to increase awareness and to sensitise the upstream supply chain business partners on children’s rights risks and impacts and RSPO standards

3.3 Link your expectations on labour and environmental standards to your business decisions

As a buyer you have significant leverage by selecting and deciding on the partners you want to work with. By preferring suppliers that strive to implement the RSPO standards and make it their business practice to support and respect children’s rights, you can help to push the industry in the right direction. Concretely, you can achieve this by:

- Working closely with your sourcing and purchasing teams and including child rights outcome metrics (Chapter 4) in your monitoring and auditing process to ensure that children’s rights are protected in your business operation
- Requesting your suppliers to report on Child rights outcomes metrics (see Chapter 4) and using the information when deciding with which suppliers you would like to enter long-term business relationships.

3.4 Continuously consider the impact of the palm oil production on the most vulnerable workers and their families

Very often in practice, good policies and programmes are only limited to certain groups of workers, which may exclude the most vulnerable. It is important that within your policies, guidelines, assessment process and programmes, you pay specific attention to the most vulnerable groups and ensure that they can benefit from the positive outcomes of your supportive measures. In practical terms, this means that you:

- Pay attention to the lowest paid jobs within your supply chain, usually the ones at the lower and informal tier such as in the palm oil plantation/farm.
- Consider the working conditions of marginalised groups, including migrant workers, undocumented workers, young workers (particularly who are living away from their families), workers from ethnic minorities, workers with disabilities, etc.
- Take into account the working condition of the vulnerable groups such as children of migrant workers, undocumented children, single-headed households, families with sick and/or disabled parents, landless families where both parents must work long hours to provide for the family and the opportunity for income diversification is limited.
- Ensure access to decent work opportunities for all workers and pay particular attention to young workers, parent workers, pregnant workers, and migrant workers.

For additional information on the types of protection that need consideration, please also refer to Chapter 3 to 9 of RSPO Child Rights Guidance for Palm Oil Producers.

3.5 Say NO to child labour, including the worst forms of child labour, and take proactive measures to combat child labour in the palm oil sector, including to adopt effective child labour prevention and remediation systems.

ILO defines “child labour” as work that “deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development”, which refers to any person employed under the minimum age of admission to employment and any person below the age of 18 engaged in hazardous work⁸.

Children who are of legal working age but below 18 years old are considered ‘young workers’ and may participate in non-hazardous work that does not negatively impact the child’s health, safety, personal development, education, right to play and which is performed under the supervision of an adult. The minimum age of work varies in different countries. The table below provides specific information on the defined age limits in key production countries.

TABLE 2: WORKING AGE IN THE TOP 5 PALM OIL PRODUCING COUNTRIES

	Minimum working age Full-time work. Age should not be below the age for finishing compulsory schooling	Light Work Work that will not threaten health and safety or hinder education or vocational training	Hazardous Work Work that is likely to jeopardise children’s physical, mental or moral, health and safety
ILO C138	15 (developing countries have the option of setting a minimum age of 14)	13	18 (16 under strict conditions)
Indonesia	15	13	18
Malaysia	15	Below 15	18
Thailand	15	12	18
Colombia	14	12	18
Nigeria	15	12	18

The RSPO standard clearly prohibits any form of child labour and requires that young workers are not exposed to any hazardous work. Below we describe key elements how a good child labour policy and implementation looks like⁹:

1. CHILD LABOUR PREVENTION



Clearly state the minimum age for general work and hazardous work in your hiring policy and job announcements



Hiring procedures and processes must include a **robust age verification mechanism**, which includes checking ID documents and in-person interviews



Medical examinations are **not an appropriate means** of verifying age

⁸ ILO defines “hazardous work by children” as “work which is likely to jeopardize children’s physical, mental or moral health, safety or morals should not be done by anyone under the age of 18”. ILO’s Worst Forms of Child Labour Recommendation, 1999 (No. 190) gives some indication as to what work should be prohibited: 1) Work that exposes children to physical, emotional or sexual abuse; work underground, under water, at dangerous heights or in confined spaces; 2) Work with dangerous machinery, equipment and tools, or that involves the manual handling or transport of heavy loads; 3) Work in an unhealthy environment, which may, for example, expose children to hazardous substances, agents or processes or to temperatures, noise levels, or vibrations damaging to their health; 4) Work under particularly difficult conditions such as work for long hours or during the night or work that does not allow for the possibility of returning home each day.

⁹ The key elements are adapted from the February 2020 draft of ILO’s Supplier Guidance on Preventing, Identifying and Addressing Child Labour prepared by the Center for Child Rights and Corporate Social Responsibilities (CCR CSR)

2. CREATE A NON-DISCRIMATORY BUT PROTECTIVE WORKPLACE FOR YOUNG WORKERS



Definition: young workers are children above the legal minimum age for work and under 18.

Special management measures on contracting:

Young workers need contracts just as adult workers, but theirs should specifically mention the extra protections applied to them



Working hours: as a rule of thumb, young workers should not work overtime or nightshifts

Take young workers' needs into account when setting up your onboarding and orientation training, and in your communication



Make sure they are subject to **strong OSH protection** and never undertake hazardous work. To ensure the latter, create a system to **identify hazards and assess risks** for young workers.

Create a low-risk environment for young workers by:

- 1 Identifying low-risk jobs
- 2 Creating a list of low-risk tasks & processes
- 3 Through long-term measures, reducing the risks levels of more positions to create more options for youth
- 4 Continuously raise awareness of management staff and young workers on how to create a safe workplace for young workers

3. CHILD LABOUR REMEDIATION (AFTER IDENTIFYING CHILD LABOUR)



If child labour is found in your supply chain, together with your supplier(s) and ideally a child rights expert/organisation, seek solutions that are **in the best interest of the child/children concerned**



When a young worker (above the minimum working age but under 18) is engaged in **hazardous work**, the following actions should be taken:

- 1 Job re-allocation
- 2 Health check
- 3 Training for the young worker



When a **child below the minimum age** for work is found at the production facility, the following actions should be taken:

- 1 Immediate actions, including taking the child to safe place
- 2 Provide a living stipend
- 3 Enrol him/her in a suitable educational/vocational training programme

3.6 Have fair pricing and purchasing practices that allow workers to be paid a decent living wage and do not require children getting involved in palm oil production or other work.

As a company, you should consider how your pricing and purchasing strategies can impact supplier practices downstream of your supply chain. The prices that you should reflect the higher production costs that suppliers sometimes incur in order to invest in responsible production practices. Do consider if

the prices that you set will enable your direct and indirect suppliers to pay decent living wage (DLW) to their workers (particularly parent workers).

Paying DLW to workers is a very important preventative measure of child labour. Among all factors that contribute to child labour and child work, poverty and economic insufficiency remain one of the root causes. Children from poor families or poor regions are more often found working during their childhood. The box below explains how insufficient wages may fuel child labour cases and unnecessary child work:

HOW PARENTS' LOW WAGES MAY AFFECT CHILDREN NEGATIVELY

- Parents whose wages cannot cover the basic needs of the family, including single headed households or households with only one breadwinner, are more likely to rely on their children's income to support the family. Consequently, children are more likely to get involved in early work, including hazardous work.
- Parent workers with low income are less able to afford childcare support, which may force them to work longer hours to earn enough money. To maintain a balance between their work and family obligations, they may bring their children to their worksites, which can further expose their children to dangers and harms or get their children into work.
- Insufficient wages of parent workers may lead to poor health and nutrition of children because parents cannot afford nutritious food.
- Parent workers may not be able to send their children to school and/or fulfil school needs e.g. fees, uniform, books, stationery, etc. In turn, many children will drop out from school.
- Parent workers who are working under the quota system may be driven to get their children to assist them in meeting their quotas especially if the quotas are excessive or when pressure on them increases e.g. difficult harvesting circumstances, insufficient harvest, etc. that make it harder for farmers to reach their quotas or their average level of income.
- To support their family financially, pregnant women usually continue to work until their due date and return to work as soon as possible after give birth to their children, which may negatively affect the new mothers and their babies.
- Many women (e.g. casual workers, migrant workers) in the palm oil sector lack access to full maternity benefits such as paid maternity leave. Thus, new mothers usually have to resume their work as soon as possible because they cannot afford to go unpaid, which can have negative impact on the breastfeeding and childcare of their babies.

It is therefore advised that you carefully consider the pricing strategies adopted by your business and also the wage structure of your direct and indirect suppliers' workers, particularly if is purely on piece rate (e.g. by unit, by quota). To have a fair and effective wage system throughout your supply chain, you should consider the following:

- Try to adopt a wage system that responds to different workload, workflow (peak vs. low seasons) and value created by workers.
- Regardless of the specific wage system adopted, make sure that the wage rate:
 - Is not lower than the applicable minimum wage determined by the government in the respective country
 - Allows all workers and their families to have a decent standard of living

Ensure clear visibility and knowledge on salaries and wages of workers at all stages of your supply chain. By doing that, you can assure your pricing and purchasing practices will not result in underpaid workers where the only option left for them is to include the whole family in the work, including their children.

3.7 Ensure that workers and families have a voice and it contributes to business' decision-making process

As previously introduced, children's rights can be notably affected by business activities. As both the stakeholders and underrepresented vulnerable groups, child workers, parent workers and their families directly or indirectly affected by business are often unseen or lack a strong voice. Children and their families remain insufficiently or rarely consulted in business activities. Listening to children and your workforce in general can make your business more child- and family-friendly, which in return makes your business more competitive, successful, and sustainable. Therefore, actions should be taken to get your workers heard and their needs properly addressed in business operation and decision-making processes.

There are two types of channels for employees to make their voices heard and both are paramount for businesses:

- **Effective grievance mechanism:** such channels allow workers to voice their concerns and dissatisfaction confidentially and honestly without fear of retaliation, such as dismissal, wage cut, demotion or isolation. Access can be facilitated by providing suggestion box, anonymous hotline number for grievance reporting, regular meetings with the representatives of workers' unions/associations, among other things.
- **Participative management and effective stakeholder engagement:** such channels constitute part of a company's participative management and allows employees to take part in the company's decision-making process. You should ensure that stakeholder consultation processes consider the rights of the child and, where relevant, consult directly with children. For example, you can engage workers and their families, especially their children, in an interview or focus group discussion when carrying out programmes that can affect children e.g. child rights risks and impacts assessment, audit, preparation of workers' housing construction, etc. Regular stakeholder engagement, such as that with the labour union, is encouraged.

3.8 Going beyond the mere compliance mindset and try to be more supportive for children, young workers, parent workers and their families

For companies, being socially responsible very often indicates that you need to go beyond the mere-compliance mindset, as legal compliance alone in practice does not fully solve the problem. It means, companies should shift from the mere "do-no-harm" mindset to a "do-more-good" one. For instance, to prevent and gradually eliminate child labour, companies' sole prohibition of child labour recruitment can be insufficient. Instead, a socially responsible business should investigate the broader context and help to address deeper social and economic causes of the child labour issue, investing in family friendly programmes, childcare support, youth development opportunities, etc. as effective support (see examples of good practice in the boxes below). For further details on how to implement those programmes, please also refer to RSPO Child Rights Guidance for Palm Oil Producers.

The "do-more-good" approach does not prevent you from strengthening your existing "do-no-harm" efforts. For instance, you can create and apply stronger child protection systems within your company to ensure all business activities minimize their negative impact and maximize positive impact on children.

Your company should guarantee that child protection is a key priority; it is vital for the implementation of your policies and programmes targeting children. Developing a child safeguarding policy is one way to do that. A child safeguarding policy should not only refer to safeguarding against abuses by employees and business partners, but it should also ensure that children's rights are protected throughout the business value chain, including:

- Protecting children from maltreatment, particularly from all forms of abuse including physical, sexual psychological abuse, and neglect
- Protecting children who are harmed or at-risk to be harmed
- Ensuring children can receive a safe and supportive care to support their growth, health, and overall development

For more details on child safeguarding policy, please refer to UNICEF’s Child Safeguarding Toolkit for Business.

**GOOD BUSINESS PRACTICE:
CHILD FRIENDLY SPACE (CFS) PROGRAMME**

The Center for Child-Rights and Corporate Social Responsibility (CCR CSR) has developed a Child Friendly Space (CFS) program, which is a factory-based facility that provides a safe environmental for the children of workers while the parents are at work. It allows children to play, learn and develop social skills through interactions with teachers and other kids. CFS responds to an urgent need to provide childcare when children are out of school and can be set up as an after-school facility or full-day centre that is open during school holidays. From 2017 to 2019, CCR CSR has implemented a total number of 44 CFS programmes in China. The impact assessment consistently shows positive impact on the relationship between workers and managers as well as children and their parents. Furthermore, the CFS programmes also increased parent workers’ efficiency at work and contributed to positive branding for the companies. Taking into account the informal sector, particularly the agriculture and plantation sectors, CCR CSR is developing its mobile CFS and trying to reach more vulnerable parent workers. (SOURCE: CCR CSR)

**GOOD BUSINESS PRACTICE:
MAS HOLDING REDUCING ABSENTEEISM AND TURNOVER THROUGH CHILDCARE**

MAS Holdings, an apparel manufacturer which has 10 childcare facilities around the world—eight of which are in Sri Lanka—saw reduced volatility in attendance and turnover after introducing childcare benefits. The company recorded an increase in the number of female employees and a reduction in absenteeism due to sick leave by 9 percent within the first nine months of the introduction of an on-site day-care centre, nursing care, breastfeeding room, and safe transport at its MAS Kreedaa Al Safi-Madaba factory. The factory is in a remote rural area in Jordan characterized by low socioeconomic development and low female labour force participation. (SOURCE: IFC, 2017, 2018A)

4. BUYER-LEVEL METRICS

To ensure thorough protection of child rights, it is advised to have child rights standard and training in place, to track and review the progress of integrating child rights into your business practices, while also monitoring the outcomes of your child rights policies and programmes. It is also important to engage in advocacy efforts whether through industry platforms that promotes public policy improvement or through engagement in government-initiated programmes. For further guidance, please refer to the Process Metrics (Table 3) and Outcomes Metrics (Table 4) provided below.

4.1 Process Metrics

The buyer-level process metrics is adapted from UNICEF’s document titled ‘Children’s Rights in the Garment and Footwear Supply Chain: A practical tool for integrating child rights into responsible sourcing frameworks’ which is based on the key expectation the UN Guiding principles Reporting Framework, the Global Reporting Initiative G4 Guidelines and UNICEF’s Children’s Rights in Sustainability Reporting Guidelines. The metrics focus on processes and management systems for companies in the palm oil sector to assess their efforts to adequately manage child rights risks in their supply chain.

TABLE 3: PROCESS METRICS

BUYER-LEVEL PROCESS METRICS		
1 Strong policy that commits to uphold child rights	2 Assessment, reporting and monitoring of child rights risks and impacts	3 Stakeholder engagement
<p>1.1 Cover the most vulnerable</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company’s policy considers the impacts and risks to the most vulnerable groups in your supply chain such as migrant workers, minorities, casual/temporary workers, and smallholders. <input type="checkbox"/> Your company’s policy covers protective or supportive measures for children of the most vulnerable groups 	<p>2.1 Continued mapping of your supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> All business activities and suppliers at every stages of your supply chain has been identified. <input type="checkbox"/> Your company collects relevant information from all your direct and indirect suppliers on how they manage their child rights risks and impacts e.g. child labour, children’s access to education, childcare, etc. 	<p>3.1 Capacity building</p> <ul style="list-style-type: none"> <input type="checkbox"/> Capacity building programmes that cover all direct and indirect suppliers has been carried out. Your company conducts or supports awareness raising programmes on child rights in the communities who live in or near the premises of your palm oil supply chain
<p>1.2 Ensure internal buy-in and stakeholder engagement</p> <ul style="list-style-type: none"> <input type="checkbox"/> Child rights policies are approved by your company’s senior management who are accountable for improving performance on sustainability and human rights <input type="checkbox"/> Dedicated staff has been assigned to be responsible for child rights monitoring and 	<p>2.2 Carry out assessments to understand how your company affects the situation of children along the supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your assessment covers the broader child rights impact areas such as child labour and young workers, child protection, access to education, maternity protection and breastfeeding, childcare, health and nutrition, 	<p>3.2 Joint efforts with other peer companies/stakeholders</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company participates in or supports industry initiatives to scale up positive impacts on children <input type="checkbox"/> Your company engages in or supports collaborative programmes that address challenges faced by palm oil

<p>implementation, including in your palm oil supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> The policy has been consulted with the relevant business partners e.g. refineries, mills, plantations, smallholders supplying to your company <input type="checkbox"/> Your company consults with relevant children’s and labour rights experts and organisations, when developing child rights policies and standards 	<p>and water, sanitation, and hygiene (WASH)</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your child rights impact assessment covers your supply chain, right up to the oil palm plantation/farm level. The assessment is not a one-off activity and is periodically updated, covering all stages of your palm oil supply chain. 	<p>workers which may directly or indirectly affect child rights</p>
<p>1.3 Include a clear and effective system to prevent and remediate child labour</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company has or supports prevention and remediation processes to address instances of child labour in your supply chain <input type="checkbox"/> Your company takes steps to improve pricing and purchasing practices to avoid negative consequences on working conditions (that can lead to child labour) including for working parents and young workers 	<p>2.3 Identify your company leverage to address child rights gaps</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company understands its capacity and ability to influence and promote improvements at the different levels of your supply chain and has adapted supplier engagement strategies and approaches accordingly 	<p>3.3 Support government’s child-related programmes</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company engages in activities that support local government efforts to protect and fulfil child rights, including the rights of working parents
<p>1.4 Ensure the alignment of child rights policy with other existing policies</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company checks that your newly developed child rights policy is aligned with other existing policies and addresses any contradicting clauses to ensure consistency in the protection of child rights <input type="checkbox"/> Your company aligns your child right policies with supplier management processes such as supplier code of conduct, supplier due diligence and supplier on-boarding. 	<p>2.4 Monitor the outcomes of child rights across the supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company tracks its efforts in promoting and protecting child rights, and periodically reviews the progress (see the Outcomes Metrics) <input type="checkbox"/> Your company monitors child rights outcomes (see the Outcomes Metrics) of efforts by your direct and indirect suppliers (including at the oil palm plantation/farm level) 	
<p>1.5 Communicate the commitment</p> <ul style="list-style-type: none"> <input type="checkbox"/> Inform your policy to your staff, direct suppliers, and indirect suppliers e.g. refineries, mills, plantation, smallholders and contractors, 	<p>2.5 Report outcomes and publicly disclose company’s supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company reports on the outcomes (see Outcomes Metrics) of your efforts in promoting and protecting child 	<p>3.4 Stakeholder engagement and grievance mechanisms</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company has or supports effective grievance mechanisms that cover child

<p>and encourage your direct and indirect suppliers to communicate the policy to their workers</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your policy commitments on child rights have been made publicly available <input type="checkbox"/> Your policies have been communicated to all staff, suppliers, and other stakeholders <input type="checkbox"/> Your company includes child-rights training for staff in internal functions e.g. compliance and sustainability, business development, procurement, human resource, etc. 	<p>rights in your own operations and your supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> List of suppliers (direct and indirect) has been publicly disclosed 	<p>rights concerns in your supply chain</p> <ul style="list-style-type: none"> <input type="checkbox"/> Your company has or supports meaningful stakeholder engagement mechanisms/platforms for obtaining feedback from suppliers, workers, and other affected stakeholders on your responsible sourcing approaches
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4.2 Outcomes Metrics

The outcomes metrics is adapted to the palm oil sector from UNICEF’s outcomes metrics in the document titled ‘Children’s Rights in the Garment and Footwear Supply Chain: A practical tool for integrating child rights into responsible sourcing frameworks’, WHO’s Essential Nutrition Actions to mainstream nutrition through the life-course, and the WBCSD’s guiding principle on WASH. The following metrics can be used to assess the state of child rights outcomes at the mill and plantation level, so as to guide buyer companies whether their supplier programmes have achieved intended outcomes for improving child rights impacts in their supply chain.

TABLE 4: OUTCOMES METRICS

IMPACT AREAS	DESCRIPTION	METRICS	RELEVANT INDICATORS IN RSPO P&C 2018	
1. CHILD PROTECTION		<p>Child protection refers to preventing and responding to violence, exploitation, and abuse against children, including commercial sexual exploitation, trafficking, child labour and other harmful practices, such as sexual harassment. A palm oil company may engage in an activity or in a position that involves contact with children directly or affect children indirectly. For instance, there are incidences suggesting that some children living in the palm oil communities are subject to sexual exploitation and many of them are undocumented as they have limited or no access to birth registration.</p>	<ul style="list-style-type: none"> • Existence of child safeguarding policies and monitoring systems to protect children from any harms • Provision of child rights risks assessment conducted throughout different stages of supply chain • Percentage of workers’ children with birth certificates • Percentage of workers who have received parenting training with focus on child protection issues • Number of reports on child rights violations segregated by type of violations e.g. trafficking, forced labour, physical abuse, witnessing domestic violence, etc. 	<p>4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders (<i>Indicator 4.1.1(C) and 4.1.2</i>).</p> <p>4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties (<i>Indicator 4.2.1 (C), 4.2.2, 4.2.3, and 4.2.4</i>).</p> <p>6.4 Children are not employed or exploited (<i>Indicator 6.4.1 and 6.4.4</i>).</p> <p>6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (<i>Indicator 6.5.1 (C), 6.5.2 (C), and 6.5.4</i>).</p> <p>6.6 No forms of forced or trafficked labour are used (<i>Indicator 6.6.1 (C) and 6.6.2 (C)</i>).</p>



Child labour refers to work that deprives children (any person under 18) of their childhood, their potential, and their dignity, and that is harmful to their physical and/or mental development. Child labour cases have been reported in various palm oil producing countries e.g. Indonesia, Malaysia, Ecuador, Myanmar where children are usually found picking up loose palm fruits to help their parents meeting the daily target.

However, adolescents' participation (above minimum working age but below 18 years old) in non-hazardous work that does not violate the child's rights, and does not negatively impact the child's health, safety, personal development, education, right to play and which is performed under the supervision of an adult, is allowed and generally regarded as something positive. Permitting and encouraging those who have reached minimum working age, particularly those who are out-of-school and out-of-employment, to conduct non-hazardous work, is one of the ways to prevent child labour in palm oil sector.

- Existence of child labour monitoring and remediation policy and processes
- Existence of age verification mechanism
- Number of child labour incidents identified and remediated
- Percentage of child labour incidents involving migrant versus non-migrant children
- Percentage of young workers (above legal minimum age and below 18)
- Entitlement to health and safety protections for adolescent workers (e.g. non-hazardous tasks)
- Existence of measures to prevent sexual harassment of adolescent workers
- Percentage of adolescent workers receiving training and skills development

- 2.2 All contractors providing operational services and supplying labour, and Fresh Fruit Bunch (FFB) suppliers, comply with legal requirements. *(Indicator 2.2.3)*
- 3.5 A system for managing human resources is in place. *(Indicator 3.5.1 and 3.5.2)*
- 3.6 An occupational health and safety (H&S) plan is documented, effectively communicated and implemented. *(Indicator 3.6.1 (C) and 3.6.2 (C))*
- 3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. *(Indicator 3.7.1 (C))*
- 4.1 The unit of certification respects human rights, which includes respecting the rights of Human Rights Defenders. *(Indicator 4.1.1(C) and 4.1.2)*
- 4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties. *(Indicator 4.2.1 (C), 4.2.2, 4.2.3, and 4.2.4)*
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains *(Indicator 5.2.2 and 5.2.5)*
- 6.1 Any form of discrimination is prohibited. *(Indicator 6.1.1 (C), 6.1.3, and 6.1.6)*
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages. *(Indicator 6.2.1 (C), 6.2.2 (C), 6.2.3 (C), 6.2.6, and 6.2.7)*
- 6.4 Children are not employed or exploited *(Indicator 6.4.1, 6.4.2 (C), 6.4.3 (C), and 6.4.4).*
- 6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected *(Indicator 6.5.4).*
- 6.6 No forms of forced or trafficked labour are used *(Indicator 6.6.1 (C) and 6.6.2 (C)).*
- 6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health. *(Indicator 6.7.1 (C), 6.7.2, 6.7.3 (C), 6.7.4, and 6.7.5).*
- 7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities, or the environment. *(Indicator 7.2.11(C))*



Working conditions of working parents in the palm oil sector can affect the opportunities of their children to access proper education, in addition to poor infrastructure, remote locations, and limited qualified teachers. Lack of access to education will likely lead to an increased rate of children dropping-out from schools, which will then drive incidences of child labour and contribute to other child protection problems such as child marriage, adolescent pregnancy and involvement in vices. In the long run, this will affect the productivity in the community.

- Provision of different education support/programmes (i.e. on-site formal school facility, subsidies, non-formal and alternative education, after-school programmes, etc.)
- Percentage of workers with children enrolled in different types of company's education programmes
- Percentage of workers' children enrolled in different types of company's education programmes
- Percentage of workers with school-aged children enrolled in primary and secondary school
- Primary school completion rates of workers' children
- Secondary school completion rates of workers' children
- Access to affordable and quality education
 - Number of schools built/managed solely by company
 - Number of schools built/managed in cooperation with other companies or with government
 - Distance to school and availability of transportation
- Cost of overall school needs (e.g. schools fee, books, uniform, transportation, etc.) charged to working parents relative to their salaries

- 4.3 The unit of certification contributes to local sustainable development as agreed by local communities (*Indicator 4.3.1*).
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (*Indicator 5.2.2 and 5.2.5*).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to ensure decent living wages (DLW) (*Indicator 6.2.4 (C) and 6.2.6*).

4. MATERNITY PROTECTION & BREASTFEEDING



Maternity protection refers to the protection that should be provided in particular for expecting and nursing female workers, to ensure women can successfully combine their reproductive and productive roles. However, in palm oil sector, maternity protection is often determined by employment and immigration status, which often put temporary, informal, migrant, and/or undocumented female workers at higher risks. A lack of strong maternity protection not only affect the women and their babies negatively, it can also lead to negative consequences for the company, including higher turnover rates, an increase in workers taking sick days and generally lower productivity.

- Entitlement to special health and safety protections for pregnant and nursing mothers
- Percentage of workers who are able to exercise maternity leave based on national/local laws
- Percentage of workers who resume to work after maternity leave
- Percentage of workers offered pre- and post-natal health checks
- Percentage of entitled workers who took paid time off to attend pre-natal appointments
- Provision of nutritional advice and supplements to pregnant and nursing workers
- Percentage of workers who are able to complete exclusive breastfeeding for the first 6 months of their baby's life

- 3.6 An occupational health and safety (H&S) plan is documented, effectively communicated, and implemented. (*Indicator 3.6.1 (C) and 3.6.2 (C)*).
- 3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (*Indicator 3.7.1 (C)*)
- 4.2 There is a mutually agreed and documented system for dealing with complaints and grievances, which is implemented and accepted by all affected parties (*Indicator 4.2.1 (C), 4.2.2, 4.2.3, and 4.2.4*).
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (*Indicator 5.2.1, 5.2.2, 5.2.4, and 5.2.5*).
- 6.1 Any form of discrimination is prohibited (*Indicator 6.1.1 (C), 6.1.2 (C), 6.1.3, 6.1.4, 6.1.5 (C), and 6.1.6*).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (*Indicator 6.2.2 (C), 6.2.3 (C) and 6.2.5*).
- 6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (*Indicator 6.5.2 (C) and 6.5.3*).
- 6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health (*Indicator 6.7.1 (C), 6.7.3 (C) and 6.7.4*).
- 7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities or the environment. (*Indicator 7.2.6 (C), 7.2.10 (C), 7.2.11(C)*)

5. CHILDCARE



Childcare is essential for all children to achieve their full potential by ensuring they can grow up in safe, healthy, and nurturing environments. However, quality pre-school is rarely found in palm oil sector and children of migrant workers are often discriminated and are not able to access nursery service or early childhood care

- Provision of childcare support (e.g. on-site childcare facility, subsidies, emergency care, etc.)
- Percentage of workers with children of childcare-age who use employer-supported childcare facility
- Access to affordable and quality on-site childcare centre
 - Proportion of fees relative to workers' salaries
 - Opening hours relative to working hours

- 4.3 The unit of certification contributes to local sustainable development as agreed by local communities (*Indicator 4.3.1*)
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (*Indicator 5.2.2, 5.2.5*).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient to provide decent living wages (DLW) (*Indicator 6.2.4 (C), 6.2.5, 6.2.6*).
- 6.5 There is no harassment or abuse in the workplace, and reproductive rights are protected (*Indicator 6.5.2 (C) and 6.5.3*).

	<p>provided by employer. Lack of childcare can prevent women from fully and equally participating in paid work, especially since women are more likely to bear childcare responsibilities than men. Therefore, supporting childcare means supporting parent workers to work more productively.</p>	<ul style="list-style-type: none"> - Distance to home/worksites and availability of transport - Clarity and accessibility of information on childcare • Quality of care in childcare facilities <ul style="list-style-type: none"> - Number of children per caretaker at employer-supported childcare facility - Percentage of trained/qualified caregivers 	
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">6. HEALTH & NUTRITION</p>	 <p>Children in the palm oil industry are directly and indirectly affected by heat, dust, toxic chemicals and heavy machines, either because they themselves work or help out on farms or plantations, or because the health issues and/or accidents of their parents. Children of palm oil workers have precarious access to healthcare services, especially if they are children of temporary and/or undocumented migrant workers.</p>	<ul style="list-style-type: none"> • Access to affordable and quality healthcare for working parents and their children • Percentage of workers enrolled in employer-sponsored healthcare plans • Percentage of workers' children enrolled in employer-sponsored healthcare plans • Access to affordable and quality food <ul style="list-style-type: none"> - Proportion of food price relative to workers' salaries - Distance to food market and availability of transport • Household minimum food consumption • Targeted programmes to improve children's health and nutrition status <ul style="list-style-type: none"> - Children's growth and development with a focus on stunting and wasting - Nutrition counselling and supplements for children under the 5 years old - Percentage of workers' children with malnutrition 	<p>3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations (<i>Indicator 3.4.1 (C), 3.4.2, 3.4.3(C)</i>).</p> <p>3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (<i>Indicator 3.7.1 (C)</i>)</p> <p>5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (<i>Indicator 5.2.2, 5.2.5</i>).</p> <p>6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient in providing decent living wages (DLW) (<i>Indicator 6.2.2 (C), 6.2.4 (C), 6.2.5, 6.2.6</i>).</p> <p>6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health. (<i>Indicator 6.7.1 (C), 6.7.2, 6.7.3(C), 6.7.4, 6.7.5</i>).</p> <p>7.2 Pesticides are used in ways that do not endanger health of workers, families, communities or the environment (<i>Indicator 7.2.6 (C), 7.2.7 (C), 7.2.8, 7.2.9 (C), 7.2.10 (C), 7.2.11(C)</i>).</p>



Water, sanitation and hygiene (WASH) are interdependent in nature, e.g. without clean water, basic hygiene practices are not possible or without toilet, water sources become contaminated. WASH is a particular concern for children's rights as it has significant impact on children's survival and health, access to education, and long-term development. Related to this matter, palm oil sector have a considerable impact on environment e.g. surface water quality due to leaching of pesticides and agrochemical, palm oil mill effluent discharge, etc. that may affect the quality of life of workers' families and surrounding communities.

- Provision of WASH at workplace and premises under company's direct control
- Percentage of workers who have undergone WASH training and awareness raising in the workplace
- Percentage of workers with access to sanitary toilets, handwashing facilities with soap and clean water in the worksites
- Percentage of workers with access to sanitary toilets, handwashing facilities with soap and clean water at home
- Access to quality WASH facility
 - Distance to worksites from toilet/latrines
 - Distance to worksites from drinking water
 - Separation of male and female workers' toilet facility to ensure privacy
 - Availability of culturally appropriate cleansing materials (e.g. water, paper, etc.)
 - Handwashing facilities with soap (or other alternatives such as alcohol-based hand sanitisers) are available in the toilet, canteen, workers' housing facilities and childcare centres

- 3.4 A comprehensive Social and Environmental Impact Assessment (SEIA) is undertaken prior to new plantings or operations, and a social and environmental management and monitoring plan is implemented and regularly updated in ongoing operations (*Indicator 3.4.1 (C), 3.4.2, 3.4.3(C)*).
- 3.7 All staff, workers, scheme smallholders, outgrowers and contract workers are appropriately trained. (*Indicator 3.7.1 (C)*).
- 4.3 The unit of certification contributes to local sustainable development as agreed by local communities (*Indicator 4.3.1*).
- 5.2 The unit of certification supports improved livelihoods of smallholders and their inclusion in sustainable palm oil value chains (*Indicator 5.2.2, 5.2.4 (C), 5.2.5*).
- 6.2 Pay and conditions for staff and workers and for contract workers always meet at least legal or industry minimum standards and are sufficient in providing decent living wages (DLW) (*Indicator 6.2.4 (C)*).
- 6.7 The unit of certification ensures that the working environment under its control is safe and without undue risk to health (*Indicator 6.7.3 (C)*).
- 7.2 Pesticides are used in ways that do not endanger the health of workers, families, communities or the environment (*Indicator 7.2.6 (C), 7.2.7 (C), 7.2.8,*).
- 7.3 Waste is reduced, recycled, reused and disposed of in an environmentally and socially responsible manner (*Indicator 7.3.1, 7.3.2, 7.3.3*).
- 7.8 Practices maintain the quality and availability of surface and groundwater (*Indicator 7.8.1 (C)*).

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The RSPO is an international non-profit organisation formed in 2004 with the objective to promote the growth and use of sustainable palm oil products through credible global standards and engagement of stakeholders.

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