

5 November 2019

Pengantar Hak & Perlindungan Anak

Lukita Setiyarso – Child Rights and Business Specialist



[For every child](#)

[Children are everyone business – entry to CRB Principles](#)

[Are children your business?](#)

Siapakah yang disebut **anak**?

Setiap orang yang berusia di bawah 18 tahun (KHA, pasal 1)

...termasuk yang masih di dalam kandungan (UU 35/2014)



Konvensi Hak Anak

- 20 November 1989
- Terdapat 4 kelompok dasar hak anak;
- 196 negara menandatangani Konvensi Hak Anak, kecuali Amerika Serikat.
- Diratifikasi oleh Indonesia pada 1990.

Article 1
Everyone under 18 has these rights.

Article 2
All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, or whether they are rich or poor. No child should be treated unfairly on any basis.

Article 3
All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 4
The government has a responsibility to make sure your rights are protected. They must help your family protect your rights and create an environment where you can grow and reach your potential.

Article 5
Your family has the responsibility to help you learn to exercise your rights, and to ensure that your rights are protected.

Article 6
You have the right to be alive.

Article 7
You have the right to a name, and this should be officially recognized by the government. You have the right to a nationality to belong to a country.

Article 8
You have the right to an identity – an official record of who you are. No one should take this away from you.

Article 9
You have the right to live with your parents, unless it is best for you. You have the right to live with a family who cares for you.

Article 10
If you live in a different country than your parents, you have the right to be together in the same place.

Article 11
You have the right to be protected from kidnapping.

Article 12
You have the right to give your opinion, and for adults to listen and take it seriously.

Article 13
You have the right to find out things and share what you know with others, by talking, drawing, writing or in any other way unless it harms or offends other people.

Article 14
You have the right to choose your own religion and beliefs. Your parents should help you decide what is right and wrong, and what is best for you.

Article 15
You have the right to choose your own friends and join or set up groups, as long as it isn't harmful to others.

Article 16
You have the right to privacy.

Article 17
You have the right to get information that is important to your well-being, from radio, newspapers, books, computers and other sources. Adults should make sure that the information you are getting is not harmful, and help you find and understand the information you need.

Article 18
You have the right to be raised by your parents if possible.

Article 19
You have the right to be protected from being hurt and mistreated, in body or mind.

Article 20
You have the right to special care and help if you cannot live with your parents.

Article 21
You have the right to care and protection if you are adopted or in foster care.

Article 22
You have the right to special protection and help if you are a refugee (if you have been forced to leave your home and live in another country), as well as all the rights in this Convention.

Article 23
You have the right to special education and care if you have a disability, as well as all the rights in this Convention, so that you can live a full life.

Article 24
You have the right to the best healthcare possible, safe water to drink, nutritious food, a clean and safe environment, and information to help you stay well.

Article 25
If you live in care or in other situations away from home, you have the right to have these living arrangements looked at regularly to see if they are the best appropriate.

Article 26
You have the right to help from the government if you are poor or in need.

Article 27
You have the right to food, clothing, a safe place to live and to have your basic needs met. You should not be disadvantaged so that you can't do many of the things other kids can do.

Article 28
You have the right to a good quality education. You should be encouraged to go to school to the highest level you can.

Article 29
Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Article 30
You have the right to practice your own culture, language and religion. Minority and indigenous groups need special protection of this right.

Article 31
You have the right to play and rest.

Article 32
You have the right to protection from harmful drugs and from the drug trade.

Article 33
You have the right to protection from harmful drugs and from the drug trade.

Article 34
You have the right to be free from sexual abuse.

Article 35
No one is allowed to kidnap or sell you.

Article 36
You have the right to protection from any kind of exploitation (being taken advantage of).

Article 37
No one is allowed to punish you in a cruel or harmful way.

Article 38
You have the right to protection and freedom from war. Children under 15 cannot be forced to go into the army or take part in war.

Article 39
You have the right to help if you've been hurt, neglected or badly treated.

Article 40
You have the right to legal help and fair treatment in the justice system that respects your rights.

Article 41
If the laws of your country provide better protection of your rights than the articles in this Convention, those laws should apply.

Article 42
You have the right to know your rights. Adults should know about these rights and help you learn about them, too.

Article 43-54
These articles explain how governments and international organizations like UNICEF will work to ensure children are protected with their rights.



CHILDREN'S RIGHTS



Pasal 1:

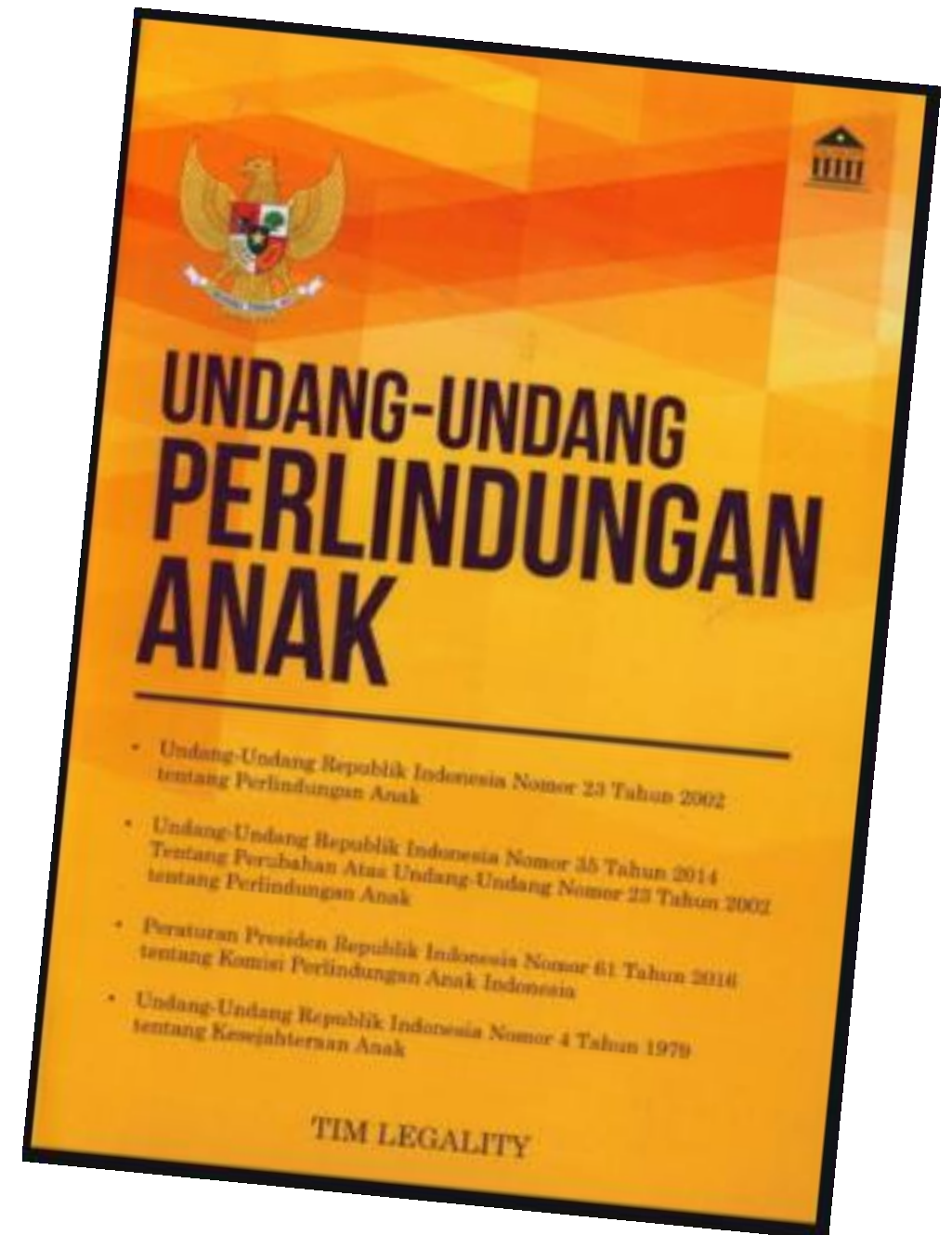
16. Setiap Orang adalah orang perseorangan atau korporasi.

Pasal 72:

- (2) Peran Masyarakat sebagaimana dimaksud pada ayat (1) dilakukan oleh orang perseorangan, lembaga perlindungan anak, lembaga kesejahteraan sosial, organisasi kemasyarakatan, lembaga pendidikan, media massa, dan dunia usaha.
- (6) Peran dunia usaha sebagaimana dimaksud pada ayat (2) dilakukan melalui:
- kebijakan perusahaan yang berperspektif Anak;
 - produk yang ditujukan untuk Anak harus aman bagi Anak;
 - berkontribusi dalam pemenuhan Hak Anak melalui tanggung jawab sosial perusahaan.

Pasal 76 A-J .. Setiap orang dilarang...

Pasal 77 – 89 .. Setiap orang.. (sanksi/denda/pidana)





[What is the 31 child rights as per UN Convention on the rights of the child video](#)

OIL AND GAS SCOPING STUDY

UNICEF EXTRACTIVE PILOT

THE SMARTEST INVESTMENT:
A FRAMEWORK FOR ENGAGEMENT IN EDUCATION

CHILDREN'S RIGHTS AND THE MINING SECTOR

UNICEF EXTRACTIVE PILOT

Children's Rights in National Action Plans (NAPs) on Business and Human Rights

A thematic supplement to "National Action Plans on Business and Human Rights: A Toolkit for the Development, Implementation, and Review of State Governments to Business and Human Rights Frameworks"

PERANGKAT CHILD SAFEGUARDING UNTUK DUNIA USAHA

SEBUAH PANDUAN LANGKAH DEMI LANGKAH UNTUK MENGENALI DAN MENGEHAH RISIKO PADA ANAK YANG BERTERKAIT DENGAN BISNIS ANDA

unicef
for every child

LIABILITIES AND ACTIONS IN CHILDREN'S RIGHTS AND BUSINESS

icj

unicef

PALM OIL AND CHILDREN IN INDONESIA

EXPLORING THE SECTOR'S IMPACT ON CHILDREN'S RIGHTS

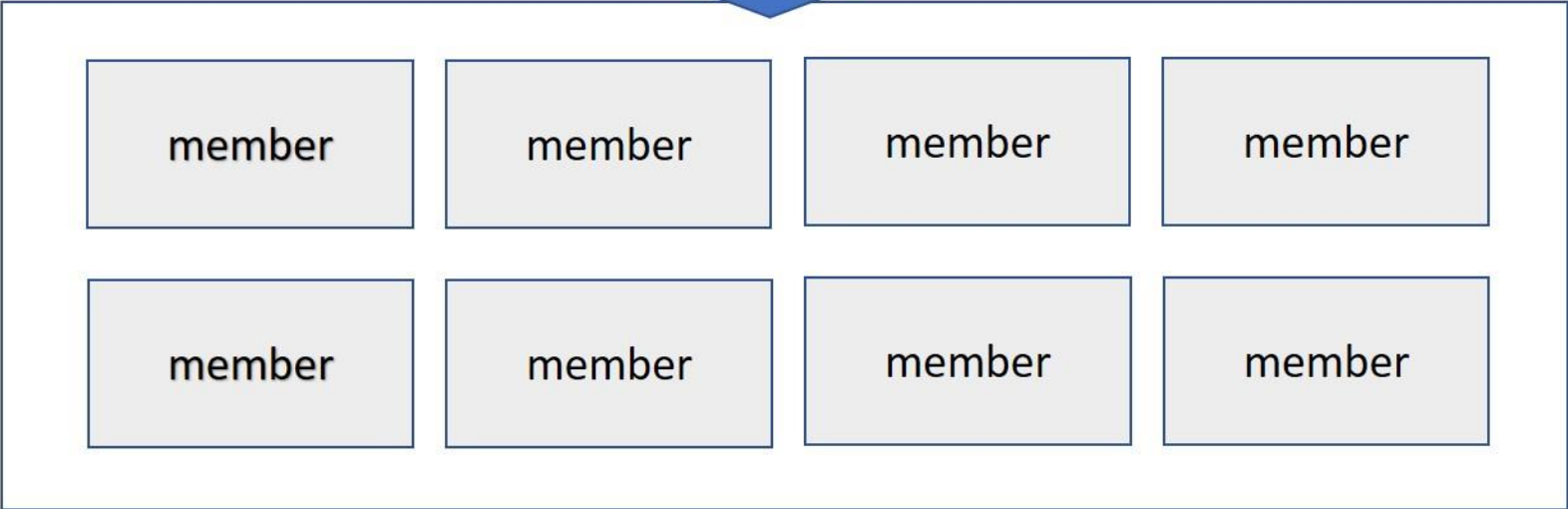
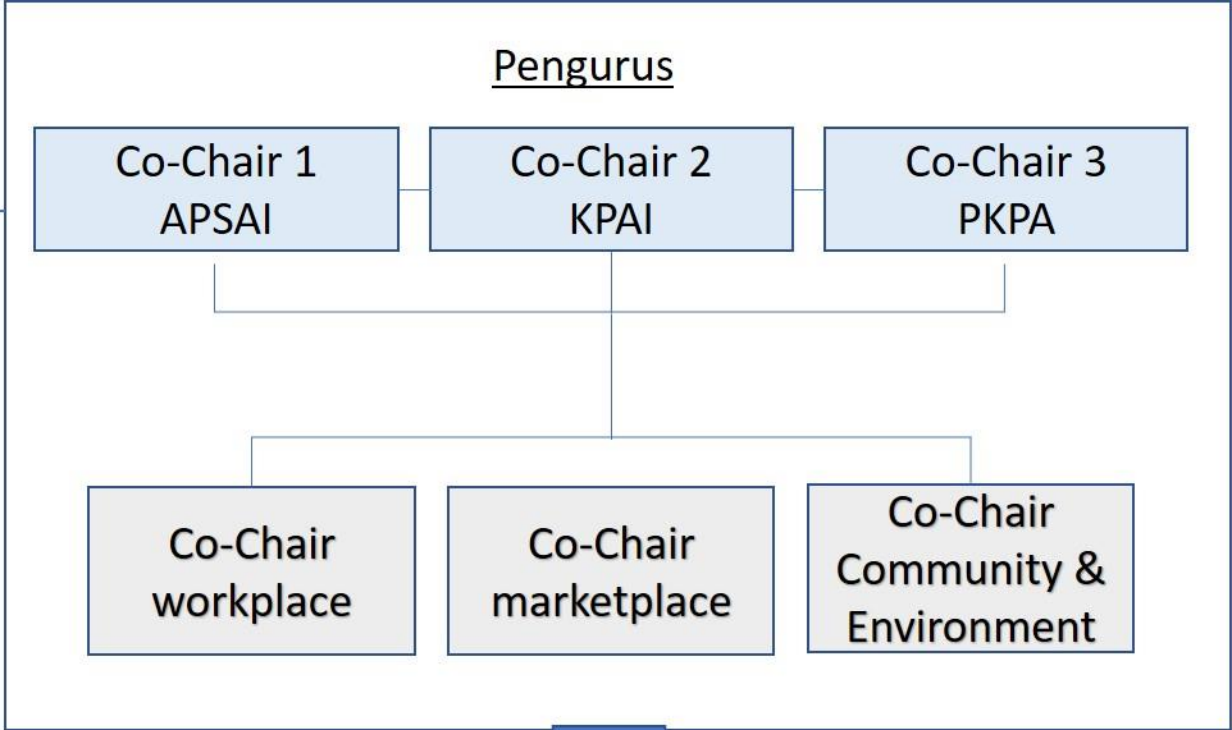
Apa Itu Prinsip Bisnis dan Hak Anak & Contoh Kasusnya

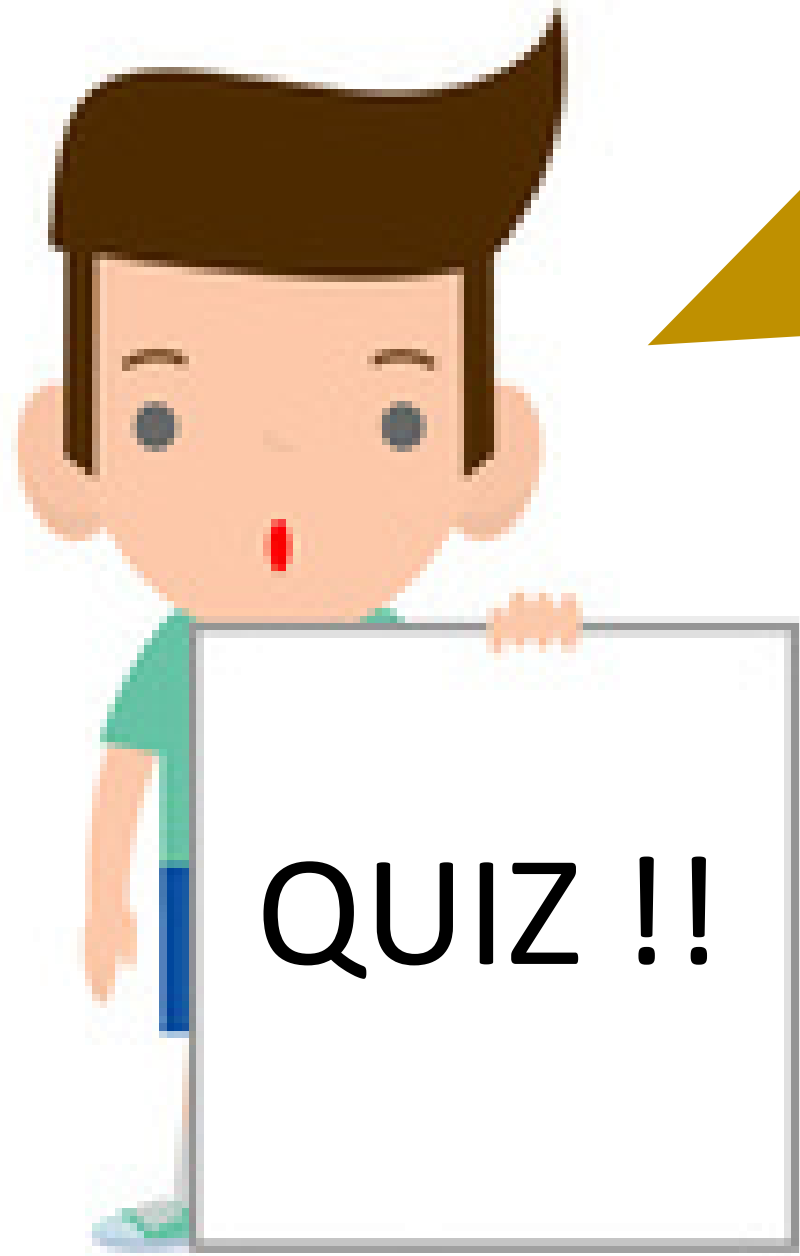
Lukita Setiyarso, Partnership Officer
Child Rights and Business (CRB) Specialist
UNICEF Indonesia



Penasehat Teknis:

- KPPPA
- UNICEF
- Save the Children
- IGCN
- Tenaga Ahli yang diperlukan*







Any of you understand what is:

CRC CSV HRDD
 CRB

Statistik Indonesia:

- *Tenaga Kerja*
- *Anak*

 **123.9mil**

 **>79mil**

Children are integral to every business – as consumers, family members of employees and as future employees.



Setiap Dunia Usaha meninggalkan rekam jejak pada kehidupan anak-anak, melalui standar dan kondisi lingkungan kerja mereka, melalui pemasaran, periklanan dan produk juga jasa yang dihasilkan, dan melalui dampak yang diberikan pada lingkungan dan masyarakat

UN General Comment 16 (2013)

General Comment recognizes that:

“(a) all businesses must meet their responsibilities regarding children’s rights

(b) The Committee acknowledges that voluntary actions of corporate responsibility by business enterprises, such as social investments, advocacy and public policy engagement, voluntary codes of conduct, philanthropy and other collective actions, can advance children’s rights”



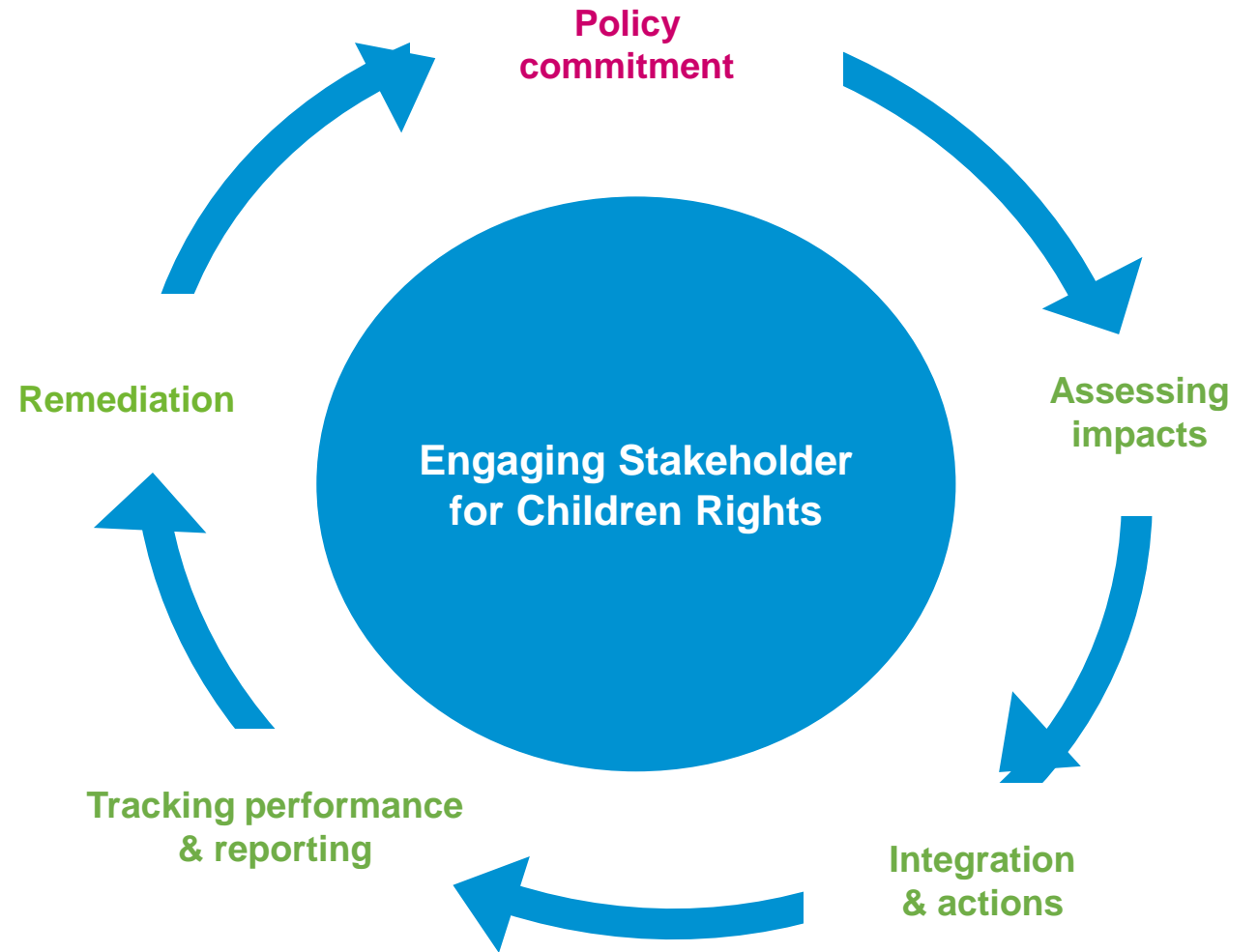
[Child Rights and Business Principles and its correlation with SDG](#)

ACTIONS FOR BUSINESS

1. **Policy commitment:**
Sets the tone

DUE DILIGENCE

2. **Assessing impacts:**
Proactive inquiry
3. **Integration & actions:**
Walking the talk
4. **Tracking performance & reporting:**
Knowing and showing
5. **Remediation:**
Early Warning, Effective Solutions



Latihan 1

- Sebutkan anak yang ada di wilayah kerja perusahaan
 - Sebutkan anak yang ada di sekitar perusahaan

Ibu dan Anak ini adalah masyarakat di sekitar operasional perusahaan atau dunia usaha

Siapa Mereka?

Ibu dan Anak ini adalah keluarga dari pekerja sebuah perusahaan atau dunia usaha



Anak ini adalah generasi penerus bangsa, bisa jadi karyawan/pejabat pemerintah/politikus/tim ahli/wakil rakyat/siapapun di masa datang

Ibu dan Anak ini adalah pelanggan atau pengguna produk dan jasa yang dihasilkan oleh sebuah perusahaan atau dunia usaha

CHILDREN'S RIGHTS AND BUSINESS PRINCIPLES

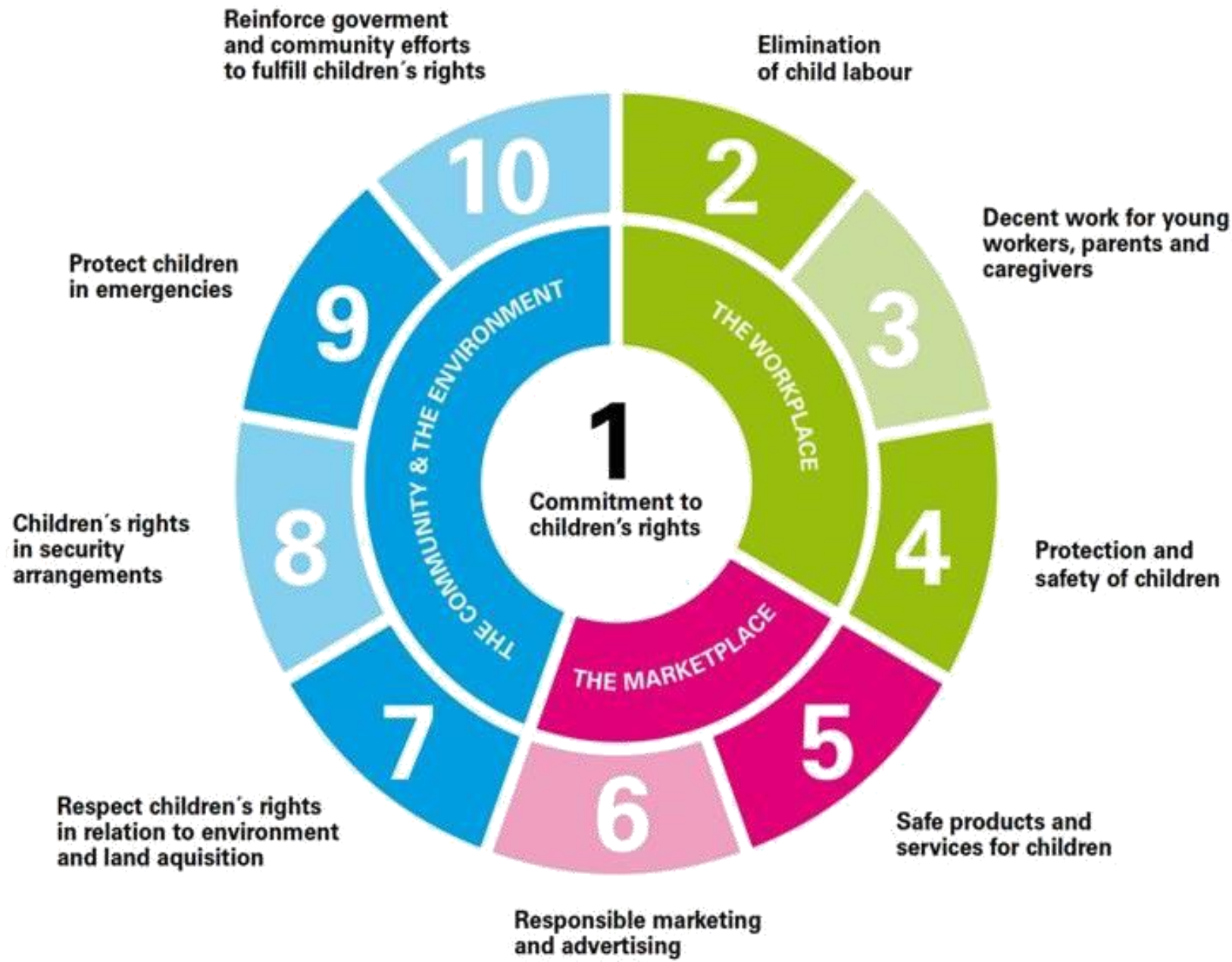
- Developed by multiple stakeholders including business
- Aligned with existing standards (ILO, UNGPs)
- Process led by UNICEF, Save the Children and Global Compact
- **600 people** engaged in consultations
- **400 children** consulted in 9 countries
- Launched in **45 countries** to date



Two Elements: Respect and Support



Setiap Perusahaan atau Dunia Usaha memberi dampak berbeda kepada manusia termasuk juga anak, sesuai dengan karakteristik bisnisnya, caranya beroperasi, nilai-nilai yang dianut dan jenis produk & jasa, serta cakupan operasionalnya



Setiap Dunia Usaha memberikan dampak berbeda kepada kehidupan keluarga dan anak-anak sesuai dengan kondisi bisnisnya masing-masing

Latihan 2

- Kegiatan yang dilakukan perusahaan untuk anak di lingkungan kerja
 - Kegiatan untuk anak di masyarakat

**MEMAHAMI
BEBERAPA
ISTILAH
TENAGA KERJA
ANAK:**

**Anak Yg Bekerja
(*Children in Employment*)**

Partisipasi anak dan remaja dalam pekerjaan/kegiatan ekonomi yang tidak menimbulkan dampak negatif terhadap perkembangannya dan kesehatannya ataupun mengganggu pendidikan mereka , seperti pekerjaan ringan, berorientasi pada pendidikan, minat dan bakat (diijinkan mulai usia 12 tahun, menurut Konvensi ILO no. 138 dan minimal 14 tahun menurut UU no.13 tahun 2003.

**Pekerja / Buruh Anak.
(Child labor)**

Buruh anak adalah konsep yang lebih sempit dan merujuk pada anak-anak yang bekerja yang bertentangan dengan standar ILO yang tercantum dalam Konvensi 138 dan 182.. Semua anak yang berusia dibawah 12 tahun dalam bentuk pekerjaan apapun. Mereka yang berusia 13 - 15 tahun yang terlibat dalam pekerjaan yang tidak lagi dianggap ringan.

**Bentuk-bentuk terburuk
Pekerjaan Anak
(*worst forms of child
Labor*)**

Bentuk pekerjaan yang membahayakan kesehatan , keselamatan atau moral anak.

Termasuk : diperbudak, direkrut secara paksa, dilacurkan, diperdagangkan, dipaksa terlibat dalam berrbagai kegiatan ilegal ataupun yang rentan terhadap bahaya.



Maternity Rights

Breastfeeding

Childcare

Maternal Health & Nutrition



Wages & Working Hours



WASH



Child Rights and Business Principle – at workplace

Principle 2 – support to eliminate child labour

Principle 3 – decent work for young worker, parent and care giver

Principle 4 – Protection and Safety of children



Child Labour

Child protection

Access to Education & Health

Living conditions





Fasilitas rumah bagi buruh SKU dan BHL di perkebunan terkendala masalah pasokan air bersih yang dikelola perusahaan sering mengabaikan kualitas airnya apakah layak atau tidak untuk diminum.

CEO Peter Brabeck



"Access to water should not be a public right."



The problem is not that there is a lack of money, food, water, or land. The problem is we've given control of these resources to psychopaths.



Access to safe, clean drinking water is a fundamental human right



The Healthy Hydration Company™



BUSINESS AND CHILDREN'S RIGHTS WORKING GROUP



GAPKI LARANG TENAGA KERJA ANAK DI PERKEBUNAN SAWIT

KEBIJAKAN PENARIKAN PEKERJA ANAK



KONVENSI ILO TENTANG PEKERJA ANAK

1. NO. 138 TENTANG USIA MINIMUM PEKERJA
2. NO. 182 TENTANG PELANGGARAN DAN TINDAKAN SEGERA PENGHAPUSAN BENTUK-BENTUK PEKERJAAN TERBURUK UNTUK ANAK



UNDANG - UNDANG DI INDONESIA YANG MENENTANG PEKERJA ANAK

1. UU NO. 20 TAHUN 1999
2. UU NO. 1 TAHUN 2000
3. UU NO. 13 TAHUN 2003 TENTANG KETENAGAKERJAAN



PROGRAM PEMERINTAH UNTUK MENGHAPUS PEKERJA ANAK

1. PROGRAM ZONA BEBAS PEKERJA ANAK (ZAPA)
2. PPA - PKH

PERAN SERTA MASYARAKAT, PEMERINTAH PUSAT DAN DAERAH SERTA INSTANSI TERKAIT DIBUTUHKAN UNTUK MENINGKATKAN SINEGRITAS GUNA MENGURANGI JUMLAH PEKERJA ANAK DAN MENGEMBALIKANNYA KE DUNIA PENDIDIKAN.

PIHAK - PIHAK YANG TERLIBAT :

KEMENTERIAN KETENAGAKERJAAN

KEMENTERIAN PEMBENDAYAAN, PEREMBUHAN, & PERLINDUNGAN ANAK

Jenis-jenis Pekerjaan Terburuk Bagi Pekerja Anak:



- Pertanian
- Pertambangan
- Konstruksi
- Pekerja rumah tangga
- Jermal
- Perdagangan anak
- Pelacuran dan industri pornografi

Peringatan WDA CL 2017



Sumber foto: ANTARA/Anis Efisudin



Principle 5
Products



Principle 6
Marketing

IN THE MARKETPLACE

...how do we make sure that our marketing practices and products do not run the risk of infringing on children's rights?



Controversial products (alcohol, tobacco, gambling)



What's wrong with this Ad?

Principle 7
Land & Environment

Principle 8
Security



Principle 9
Emergencies

Principle 10
Community & Governments

IN THE COMMUNITY

...how do our business activities affect the environment and community where children live?





STEP 1

Conduct a **child safeguarding risk assessment** that reveals the ways in which employees and partners acting on behalf of the company come into direct or indirect contact with children.



STEP 2

Conduct a **gap analysis** of existing policies, processes and governance structures that may support the safeguarding of children, and develop additional structures and guidance to fill relevant gaps.



STEP 3

Develop a **policy commitment** that outlines the company's commitment to keep children safe from abuse and maltreatment by its employees and partners acting on its behalf.



STEP 4

Develop an **implementation plan** to meet the commitments outlined in the safeguarding policy.



STEP 5

Establish a **reporting structure** for actual and potential cases of abuse to be received and processed.



STEP 6

Provide **guidance for employees on how to take relevant action** when a concern is / needs to be reported.

Panduan yang bisa membantu perusahaan melindungi dan menjaga anak dari segala bentuk kekerasan





HOME

ABOUT

DATA AND INDICES

INDUSTRY ANALYSIS

DUE DILIGENCE

INDICATORS AND SOURCES

Children's Rights and Business Atlas

The Children's Rights and Business Atlas helps businesses identify potential impacts on the lives of children, especially where it is most needed, and guides the integration of children's rights into company due diligence practices and procedures.



Tool untuk bisa digunakan oleh investor mengkaji resiko hak anak di sebuah negara dan industry tertentu

Tingkat Penataan	Peringkat	Penilaian Kinerja Penataan		Jenis Penataan
		Area	Metoda	
Lebih Taat	Emas	Sistem Manajemen Lingkungan	Process / Effort Oriented (Upaya)	Sukarela
	Hijau	Pemanfaatan Limbah dan Konservasi Sumber Daya		
		CSR: Community Development		
Taat	Biru	Pencemaran Laut	Result Oriented (Hasil)	Wajib
Belum Taat	Merah	Pencemaran Air		
		Pencemaran Udara		
		Pengelolaan L-B3		
	Hitam	Penerapan AMDAL		



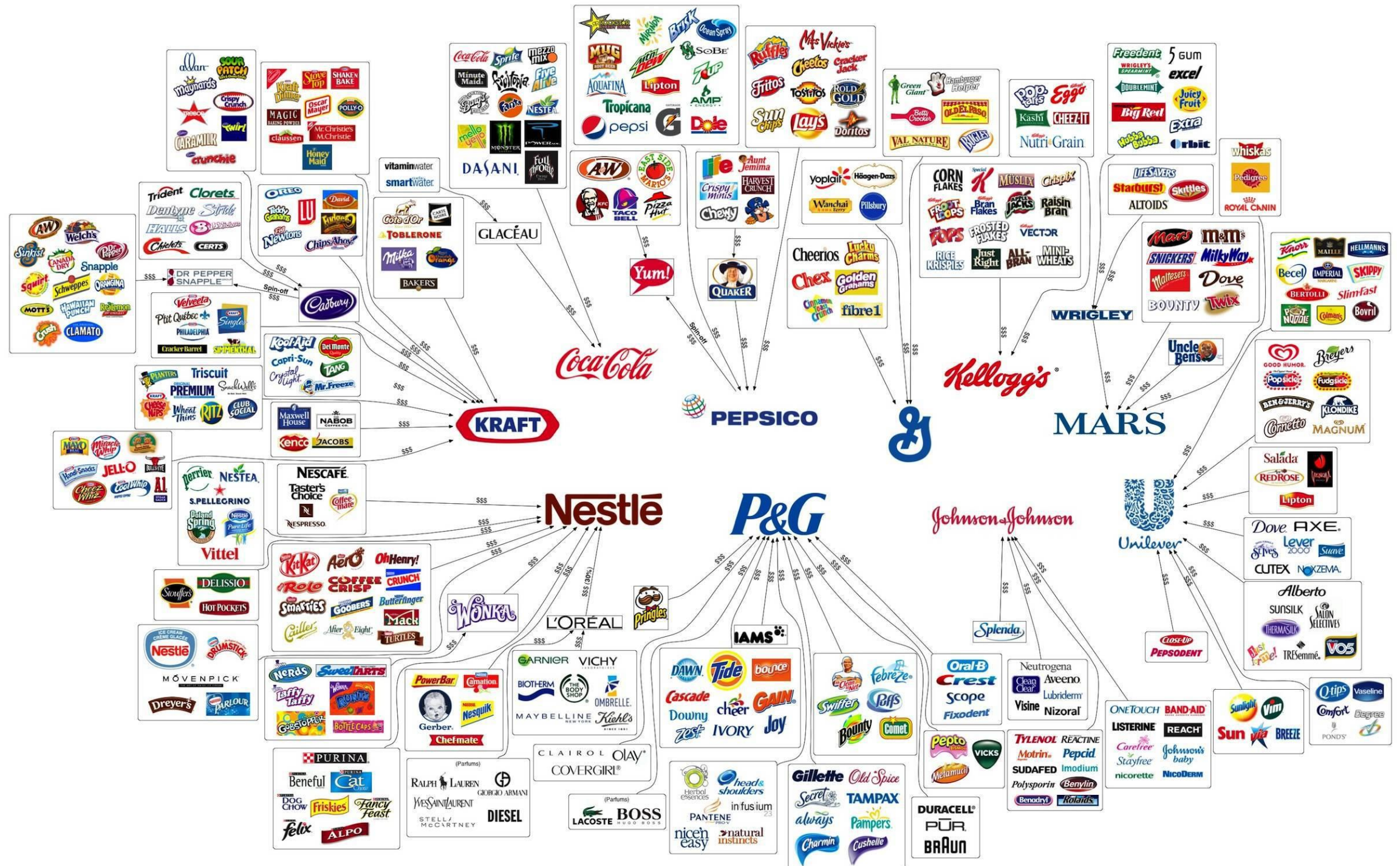
Child Rights and Business Principle 7 – all business should support children rights in relation to land acquisition, land use change and environmental

The Context in Palm Oil Sector





In Palm Oil Supply Chain, children is integral as to business as:



A Day in Your Life with Palm Oil



Can I avoid Palm Oil in my life?

Food Applications	Oleochemical	Energy, Biomass & Others
Cooking oil	Surfactants	Biodiesel
Industrial Frying Fats	Personal care	Furniture
Margarine	Cosmetics	Charcoal
Vegetable Ghee	Agrochemical	Pulp & paper
Confectionary Fats	Lubricant/grease	Animal Feeds
Ice Cream	Toilet Soap	Bio-composite
Non-dairy creamer	Industrial cleaning	Fertilizer
Salad Dressing	Printing Ink	Briquettes
Cheese analog	Polyols	
Supplements/vitamins	Polyurethane	



14.03mil ha
1,779 entities

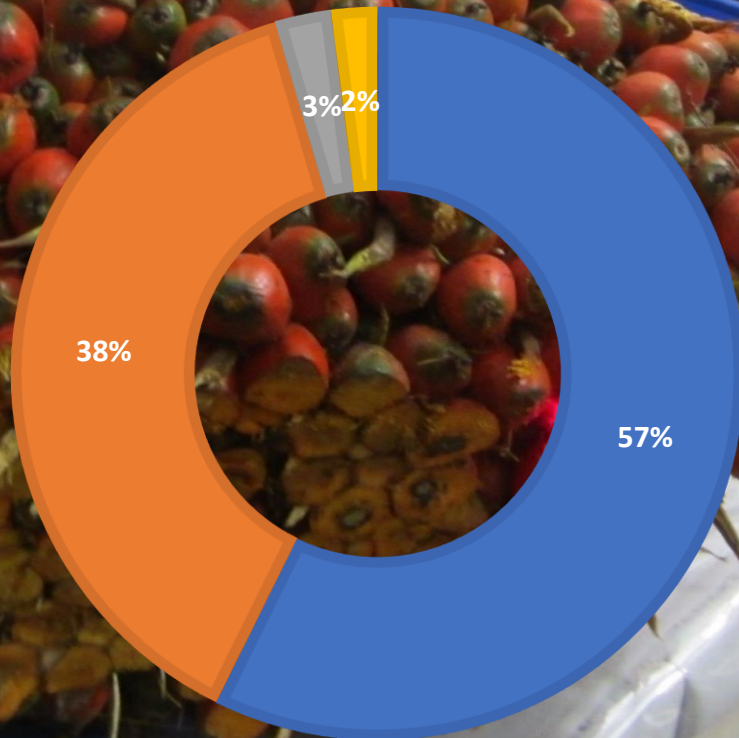


17mil



>5mil

■ Sumatera ■ Kalimantan ■ Sulawesi ■ Others



TBS

NUT

KEBUNG

PKE

CPO

SLUDGE

CPO

FIBER

Pekerja Anak di sektor Kelapa Sawit sebagai menjadi bentuk-bentuk pekerjaan terburuk untuk anak (BPTA)

Hilangnya tempat bermain anak

Terbatasnya sumber air bersih

Kerusakan infrastruktur jalan dan jembatan

Lingkungan yang tidak aman

Anak ditinggal orangtua menjadi TKI/TKW karena hilangnya akses pekerjaan di desa

Pencemaran sungai dan udara karena limbah Pabrik Kelapa Sawit dan Truk pengangkut TBS dan CPO

Baseline survey PKPA 2016

Banyak Perusahaan tidak menggunakan TPA sebagai fasilitas PAUD (3 model kelola)

Perusahaan menetapkan usia minimal pekerja mereka adalah diatas 18th tetapi tidak memiliki kajian pd pihak ketiga mereka

Terdapat Praktek Baik walaupun banyak perusahaan menyediakan air bersih dengan diskriminasi

Semua perusahaan memprioritaskan Pendidikan & menggunakan kurikulum nasional

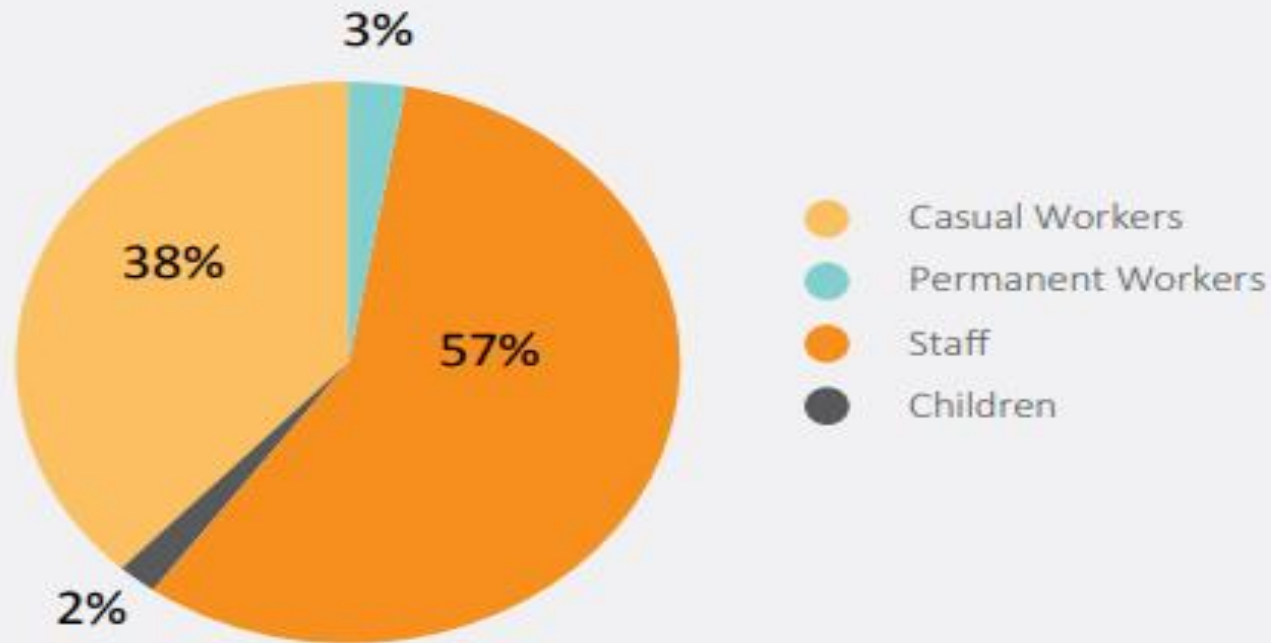
Fasilitas pendukung ibu bekerja masih menjadi tantangan terutama pada pekerja kebun

Akses kepada kesehatan cukup baik dengan dukungan tenaga medis profesional

Perusahaan tidak terlalu paham terkait perlindungan anak diluar konteks terkait K3

Sebagian dari kajian CRB di 9 perusahaan RSPO

Number of workers, staff and children indirectly impacted by the CRBP Palm Oil Programme



Total number of workers benefitting from the CRB training and implementation assessment are 28,709 workers and 11,069 children who lived in areas of participating companies both in Sumatera and Kalimantan

Training was done in Oct 2017 to 938 workers
Implementation assessment-FGD in April – June 2018

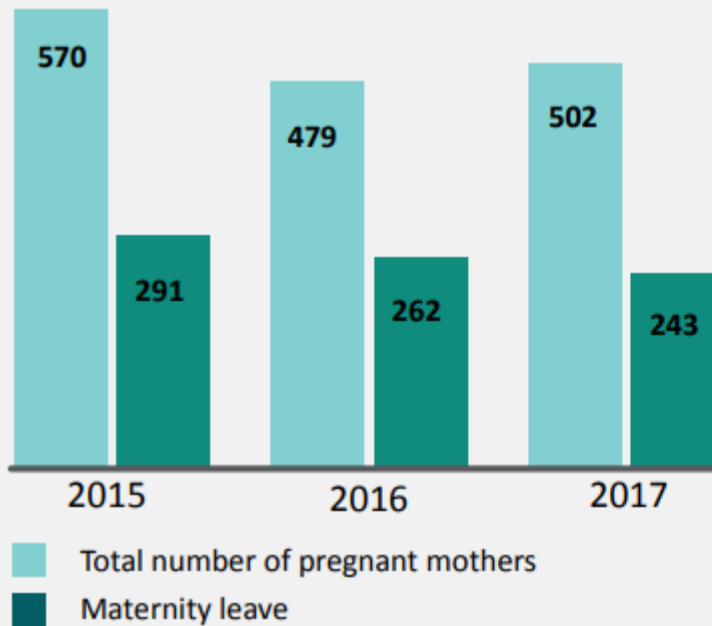


The policy on reproductive rights protection secures the rights of female workers and staff to receive:

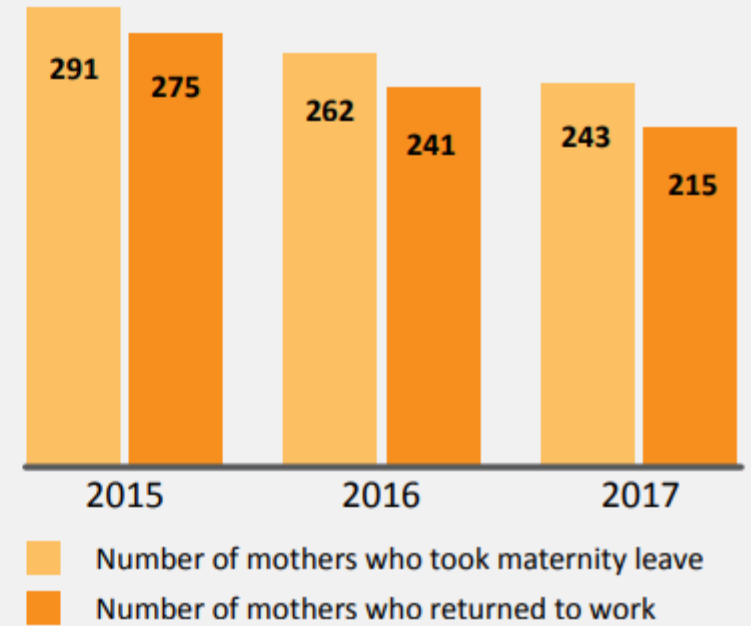
1. **PAID MENSTRUATION LEAVE FOR TWO DAYS UPON RECOMMENDATION OF DOCTOR OR PARAMEDIC AT THE ESTATE CLINIC;**
2. **PREGNANCY TESTS OR TRANSFER TO WORKPLACE(S) MORE CONDUCTIVE FOR PREGNANT WORKERS, IF POSITIVE;**
3. **HEALTHCARE DURING PREGNANCY AND POSTPARTUM;**
4. **PAID MATERNITY LEAVE FOR THREE MONTHS OR 90 DAYS.**

Figure 3. Diagram of the number of pregnant mothers, maternity leave and postnatal re-employment of participating companies (Year 2015-2017)

Data of pregnant mothers and maternity leave at participating companies (2015-2017)



Comparison of workers & staff taking maternity leave with those returning to work at participating companies (2015-2017)



A positive initiative has been developed by one of the participating companies. This company, located in the Ketapang region, in the West Kalimantan province, developed a map based on the data of pregnant women and mothers on maternity leave. This map provides information on the locations where these women reside within the estate areas including their phone numbers and details of their spouses. The databank contains information on their medical reports, including the latest checkup results.

The doctors and paramedics in the estate clinics advised that the making of such maps and databanks is the standard applicable for primary rural healthcare centres (Puskesmas; run by the government). This initiative was able to facilitate mothers and their families to access for healthcare services as well as to medical records. With this map and data, they are able to provide optimum health services to both pregnant mothers and mothers on maternity leave.

Source: Description prepared by LINKS based on the observation and FGD during the CRBP survey from April to May 2018.

The Challenges in implementing Maternity Rights Protection

- 01.** MATERNITY RIGHTS PROTECTION FOR CASUAL WORKERS OF COMPANY PARTICIPANTS OF THE CRBP PALM OIL PROGRAMME.
- 02.** FACILITIES TO SUPPORT CHILDBIRTH SERVICES AT THE ESTATE CLINICS, NOTABLY FOR HIGH-RISK DELIVERY

Challenges in Exclusive Breastfeeding

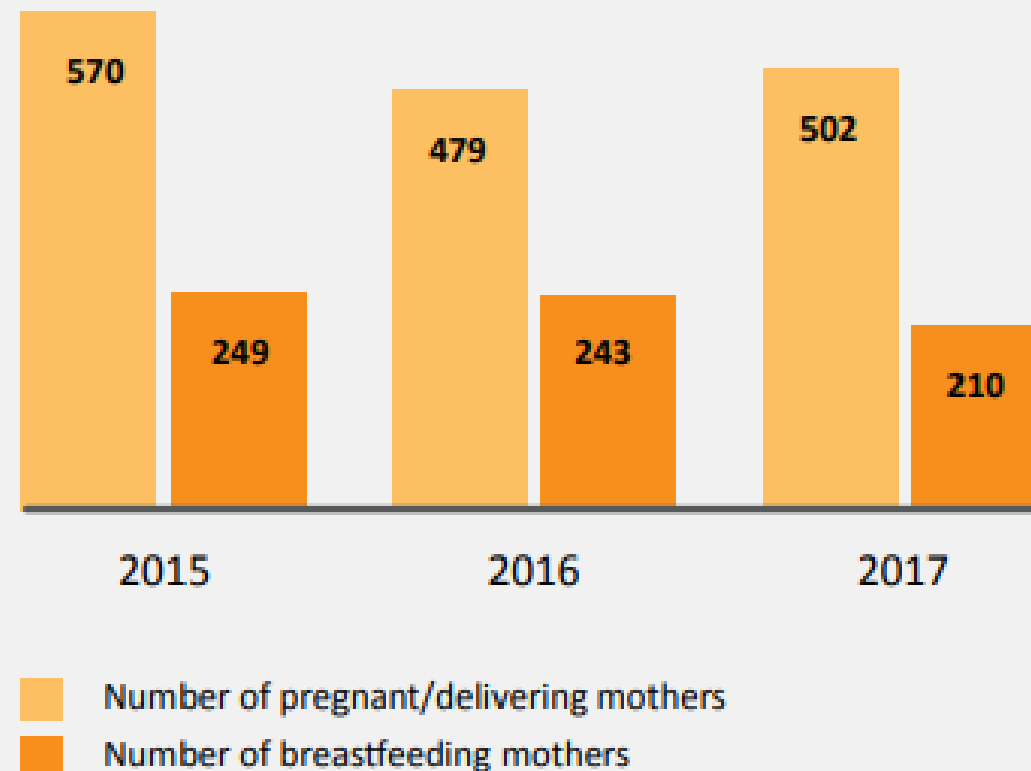
While health services and counselling documents at the estate clinics show that doctors and paramedics make effort to enhance awareness of the importance of breastfeeding, periodically, the workers and staff still claimed that there are just too many challenges to exclusive breastfeeding.

- 01.** AWARENESS OF EXCLUSIVE BREASTFEEDING
- 02.** WORKING CONDITIONS AT THE EASTATES
- 03.** CULTURAL CHALLENGES AND GEOGRAPHICAL BARRIERS
- 04.** VISITS TO POSYANDUS



Figure 4. Diagram of the ratio of pregnant/delivering mothers and breastfeeding mothers visiting posyandus of company participants at the CRBP Palm Oil Programme Year 2015 – 2017

Comparison of pregnant/delivering mothers and breastfeeding mothers visiting posyandus of company participants of the CRBP Palm Oil Programme (2015 – 2017)



Data from all the participating companies show that in 2015, there were 570 pregnant and delivering mothers. From this number, only 249 mothers, or about 43.6% visited posyandus when they were breastfeeding. In 2016, out of 479 pregnant and delivering mothers, only 243 mothers or about 50% came to posyandus when breastfeeding. In 2017, out of the 502 pregnant and delivering mothers, only 210 mothers, or about 41.8% visit posyandus when breastfeeding.



UNICEF & Fauzan, 2018

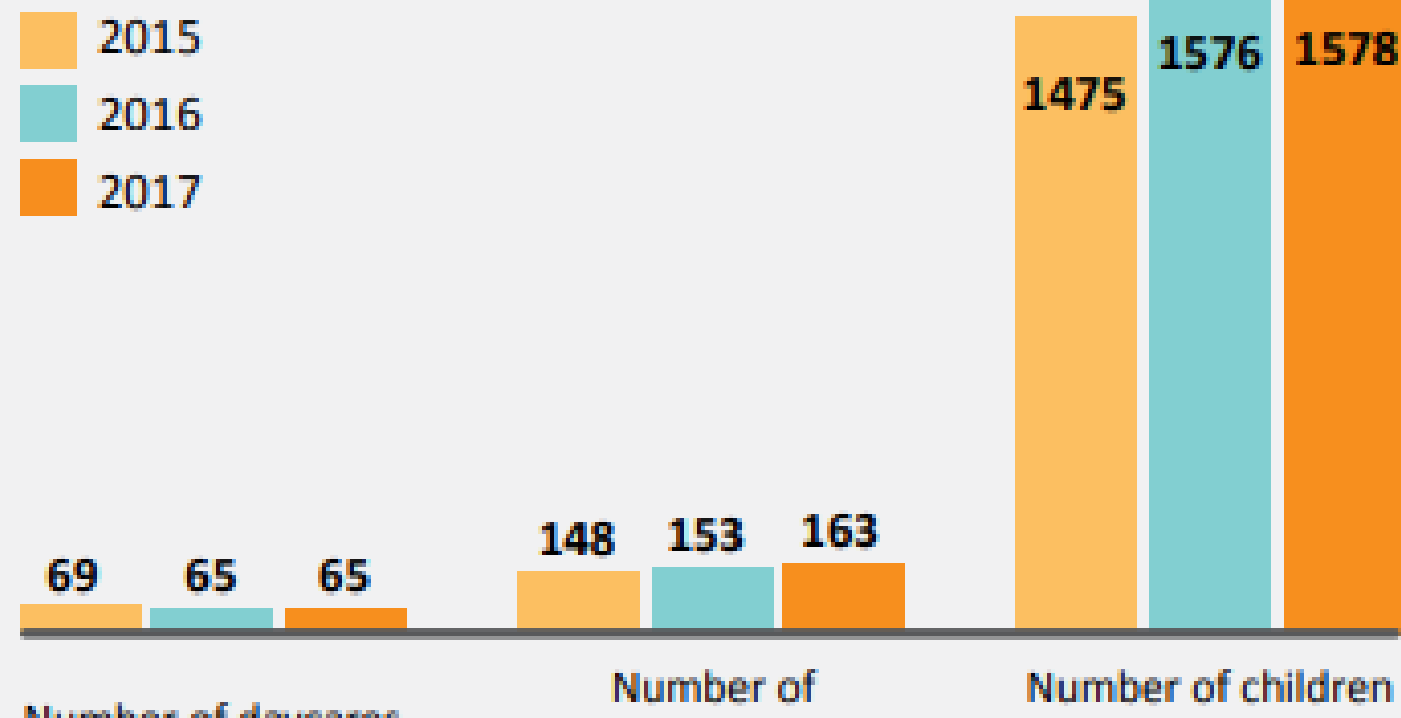
Childcare Model

No.	Function	Policy	Budget	ECD activity
1	Daycare only	no	yes	No
2	Daycare plus	Yes	Yes	No adopting Government standard
3	ECD center	Yes	Yes	Adopting Gov.Standard

Best practice – Two existing plantation companies in Kabupaten Kotawaringin Timur, Central Kalimantan province, have implemented this child parenting service. These two companies manage the daycares in the third model. They introduced a special policy, a special budget allocation and human resources to run daycares as childcare and early childhood education centres. Daycares in these two companies have complete facilities for the convenience and safety of children. In addition, they have also introduced a learning curriculum and on a periodic basis, invite kindergarten teachers from the surrounding companies to train caregivers on parenting and early childhood learning.

Figure 5. Diagram of the number of daycares, caregivers and children at daycares run by company participants of the CRBP Palm Oil Programme Year 2015-2017

Number of daycares, caregivers and children at daycares run by company participants of the CRBP Palm Oil Programme (2015-2017)



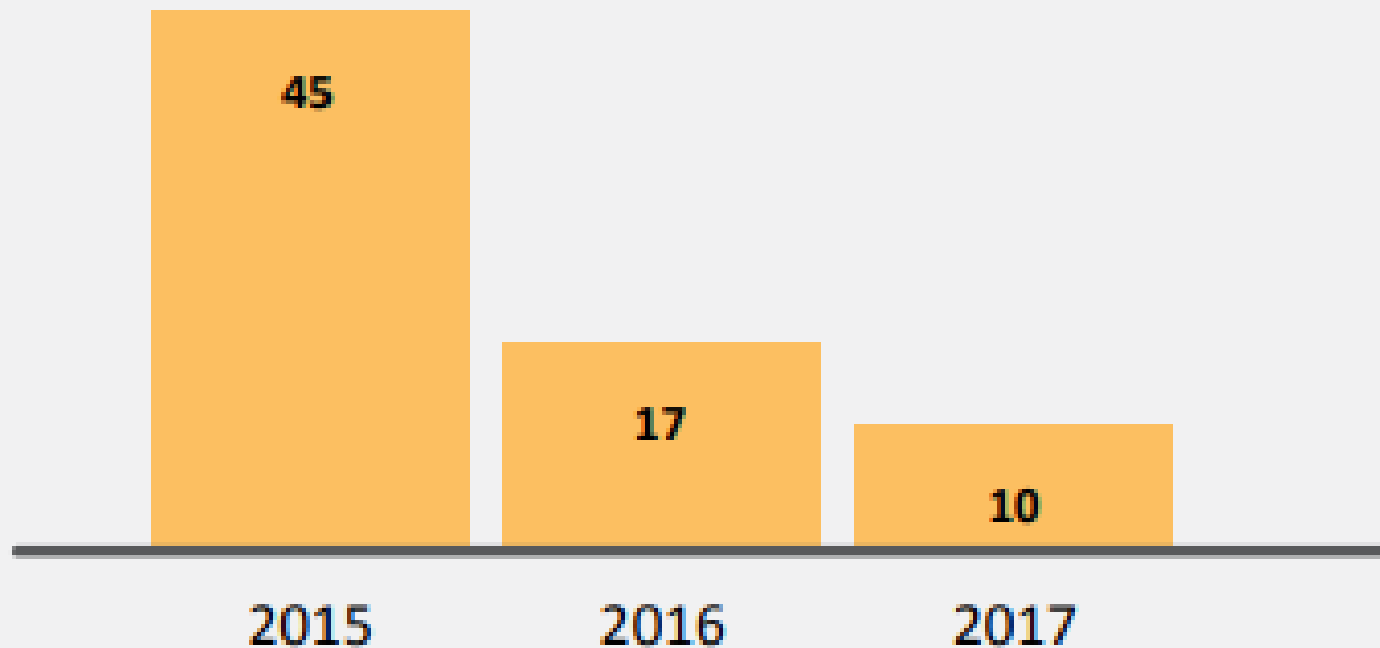
Data collected from all companies show that in 2015, daycares at the estates recorded 69 units with a total of 148 nurses and 1,475 children. In 2016, the number of daycares at the estates reached 65 units, with 153 nurses and 1,576 children. In 2017, 65 units of daycares with 163 nurses and 1,578 children were identified.

Challenges in Childcare at Daycares

- Company face challenges to recruit certified or trained ECD facilitator
- Remote location is one of challenge why it's challenging to recruit
- Some management still choose model 1 childcare center with no clear policy, budget and standard
- Person who is in charge for daycare commonly are wife of workers – it used as retention program
-

Figure 6. Diagram of the number of malnourished children at company participants of the CRBP Palm Oil Programme Year 2015-2017

Number of malnourished children at company participants of the CRBP Palm Oil Programme (2015-2017)

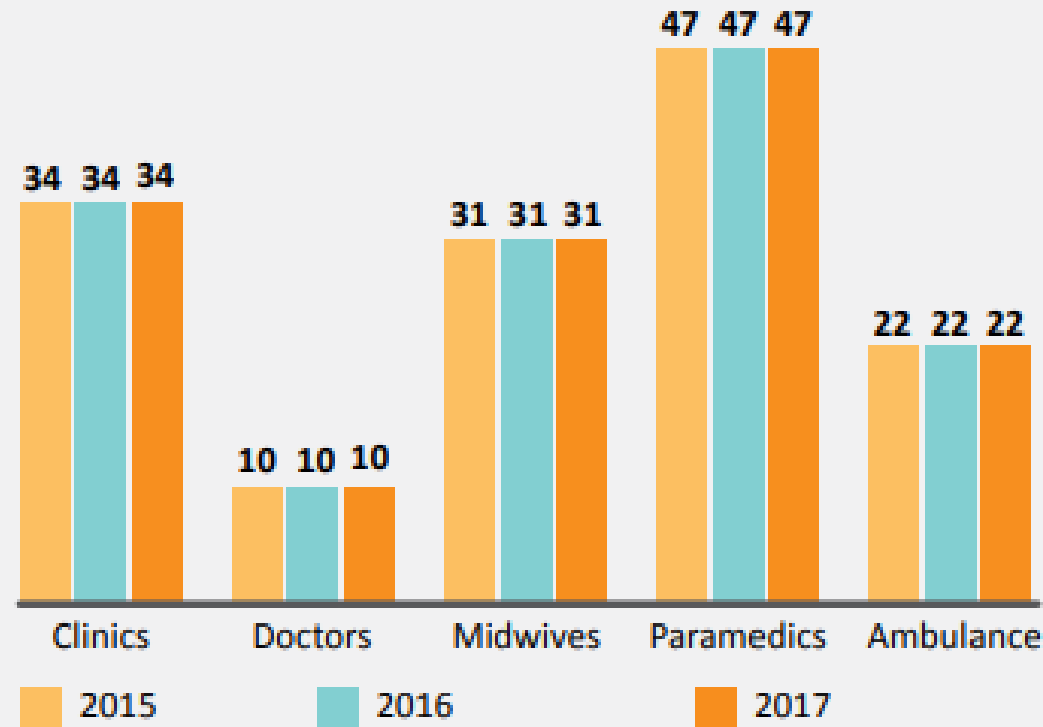


Data in Diagram 5 shows that the participating companies (especially those engaged in newly opened estates), record malnourished children as follows:

- **Year 2015:** 45 children
- **Year 2016:** 17 children
- **Year 2017:** 10 children.

Figure 7. Diagram on the number of clinics, doctors, paramedics and ambulances of company participants in the CRBP Palm Oil Programme (Year 2015-2017)

Number of clinics, doctors, midwives, paramedics and ambulances of company participants in the CRBP Palm Oil Programme (Year 2015-2017)



Data from all the participating companies show that in 2015, there were 570 pregnant and delivering mothers. From this number, only 249 mothers, or about 43.6% visited posyandus when they were breastfeeding. In 2016, out of 479 pregnant and delivering mothers, only 243 mothers or about 50% came to posyandus when breastfeeding. In 2017, out of the 502 pregnant and delivering mothers, only 210 mothers, or about 41.8% visit posyandus when breastfeeding.

Best practices – Two companies in Kotawaringin Timur, Central Kalimantan province, and a company in Musi Banyuasin, South Sumatra province have launched nutrition programmes in their existing estates. These three companies have implemented special policies that support the provision of nutritious food by providing vehicles for employees and staff to shop in the nearest markets at certain times. They also allocate meal and/or rice allowances, allow vendors to sell food inside the housing complexes of employees and workers, and set up canteens. Additionally, the companies have set up cooperatives and supported their workers and staff to grow vegetables in certain parts of the housing complexes. These three companies check the quality of the food on a periodic basis, and the expiry dates of snacks sold in canteens and shops at the estates.

Other **best practices** are also implemented by most of the companies that participated in the CRBP Palm Oil Programme, with the provision of decent health services for their workers and staff. This was done through the establishment of estate clinics, the hiring of doctors and paramedics, provision of medical supplies, provision of supplementary food, posyandus and ambulances. The companies have also cooperated with local Primary Puskesmas (Rural Health Service Centre) run by the Government to report any diseases handled at estate clinics, and actively support government-sponsored immunisation and vaccination programmes, and other health counseling initiatives. The estate clinics also render free medication services to the local communities living in the villages adjacent to the estates.



Housing conditions, water, sanitation and hygiene

Grade	Housing Standard	Other	Electricity & Water
Worker – non staff	2BR, 1bath, 2 washing areas	none	Limited access*
Staff	2BR, 1bath, 2 washing areas	Semi furnished	Electricity 24hr, water*
Manager	2+1BR, 1+1bath, 2 washing areas	Semi Furnished	24hours
SMT	3+1BR, 2+1bath, 2 washing areas	Furnished	24hours



The picture show sample of worker housing in a company with good practice where they provide 24hr electricity, clean water and subsidize-drinking water.

Another good practice is that 1 company provide all housing with 3BR because they take into account the possibility of privacy and protection of girl & boy children in a family

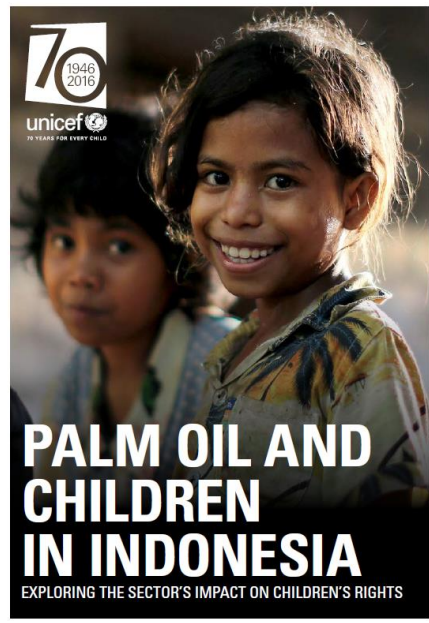


Good Practice in Education

- All school comply with Government/ national curriculum standard, some are accredited A
- School managed by separate Foundation
- A company hired long-term education consultant to supervise and monitor the school academic and operational management
- Additional agreement supporting child protection for all interacting with children (teachers, security, school bus driver, etc)
- Peer to peer peacekeeper project
- Literacy program
- Laboratory sharing to village school

Palm Oil Advocacy Journey

2015-16



2017



2017-18

2018



- Smallholder study
- Land Use & Acquisition Study

2019



2020



- CRB Induction to NGOs Forum
- CRB Induction to Certification Bodies & Training Provider of RSPO Certification
- CRB Induction to assessor & consultant on their role conducting impact assessment & risks analysis



Elements of a Decent Standard of Living Include:



Food



Water



Housing



Education



Healthcare



Transport



Clothing



Provision



UNICEF/FAO/2018

RSPO GUIDANCE FOR IMPLEMENTING A DECENT LIVING WAGE

Endorsed by the RSPO Standards Standing Committee on 1st of June 2019

Indicator 6.2.4 of the 2018 P&C

The unit of certification provides adequate housing, sanitation facilities, water supplies, medical and welfare amenities in accordance to national standards or international standards where no such public facilities are available. In the case of acquisition of non-certified units, a plan is developed detailing the upgrade of infrastructure. A reasonable time (five years) is allowed to upgrade the infrastructure.

By meeting the indicator above, if the UoC provides housing for the worker and his or her family, it therefore meets the requirement for the housing basket. As such, this benefit will be factored into the calculation of the DLW in the UoC.



☰ HIDE

- Index
- News
- Events
- Tenders

Announcements

Contoh apa yang bisa dilakukan oleh sektor-based industry

- [f](#)
- [🐦](#)
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We need your help to strengthen child rights in oil palm plantations

Announcements • 24 July 2019

Children are impacted by the palm oil industry in many different ways – as dependents of workers, members of the oil palm growing communities and sometimes workers themselves. While child labour remains a critical concern, there are many other ways in which the lives of children are impacted by the palm oil sector. These include lack of maternity protection, childcare support, access to education, poor health and nutrition levels, and limited access to basic services in remote areas.

The RSPO Principles and Criteria (P&C) for the Production of Sustainable Palm Oil was revised and adopted in November 2018, which now includes more stringent criteria for the rights and protection of children.

RSPO has engaged Centre for Child Rights and Corporate Social Responsibility and Proforest to jointly develop a Guidance on Child Rights for Oil Palm Companies. This will be a practical guidance for companies to improve business policies and practices for children, working parents and surrounding communities.



Tanya Jawab Dan Diskusi



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**We cannot be
'For Every Child,'
if we are not also
'For Every Parent'.**

Henrietta H. Fore
UNICEF Executive Director