

BSR Member Webinar

UPCOMING EVENTS

Protecting Child Welfare in the Palm Oil Industry

WEBINAR

May 2020



OUR SPEAKERS TODAY



Jeremy Prepscius
Vice President
BSR



Perpetua George
Group Sustainability
Wilmar International



Kamini Visvanathan
Human Rights & Social
Standards Manager
RSPO



Kelly Scott
Manager
BSR

Q&A

Please add your question at any time and we will integrate it into our discussion as possible.

Please use the Q&A function.

There may be a short Q&A time at the end of our conversation.

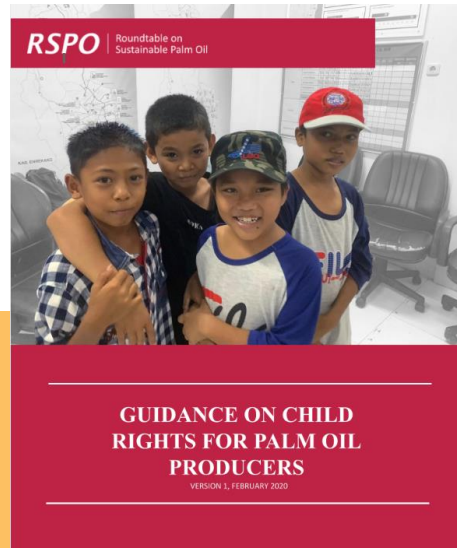
Why should we protect and safeguard children's rights?

7 Impact Areas

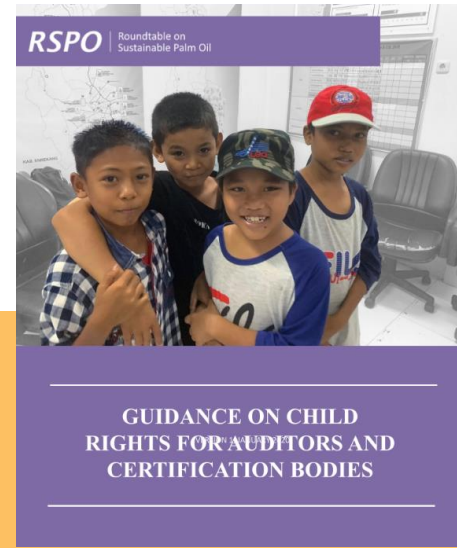


- Maternity Protection & Breastfeeding
- Childcare
- Nutrition & Healthcare
- Housing, Water, Sanitation & Hygiene
- Access to Education
- Child Protection
- Child Labour & Young Workers

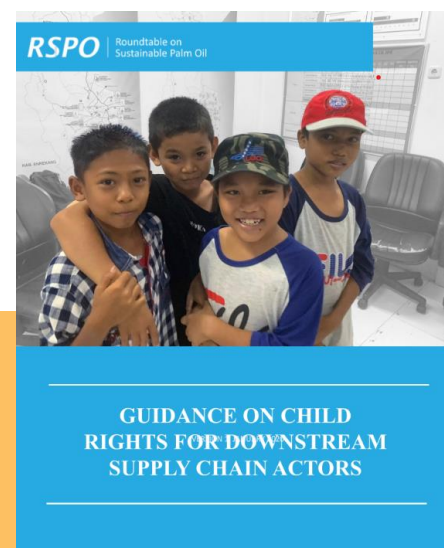
Guidance Documents



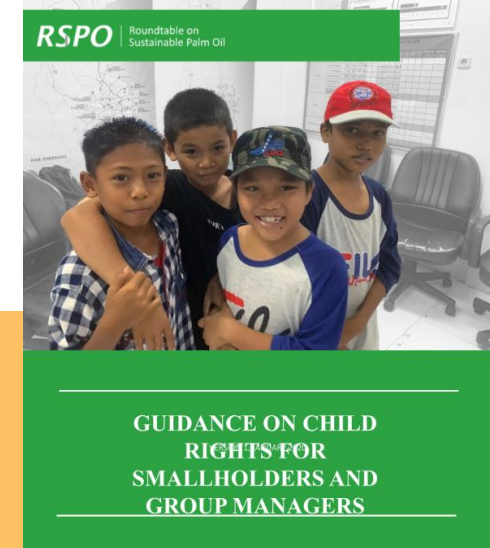
Producers



Auditors &
Certification
Bodies



Downstream
Supplychain
Actors



Smallholders
& Group
Managers





What is the Wilmar child protection policy?

Wilmar Journey on Child Protection and Safeguarding



2008

No Child Labour Policy – based on RSPO compliance. Wilmar begun to improve facilities and build infrastructure for children such as schools, crèches



2017

The launched of Child Protection Policy – the policy does not only focus on child labour but has evolved to respect the right and protect the welfare of children from all forms of exploitation and abuse



2019

Wilmar sees a connection between women's rights and the welfare of children. The Women Committee Steering Group (WCSG) was tasked to ensure that each estate's Womens Working group (WoW) identified programmes linked to women and their role within the family unit. The welfare of children is a critical part of the Wilmar internal strategy on women.

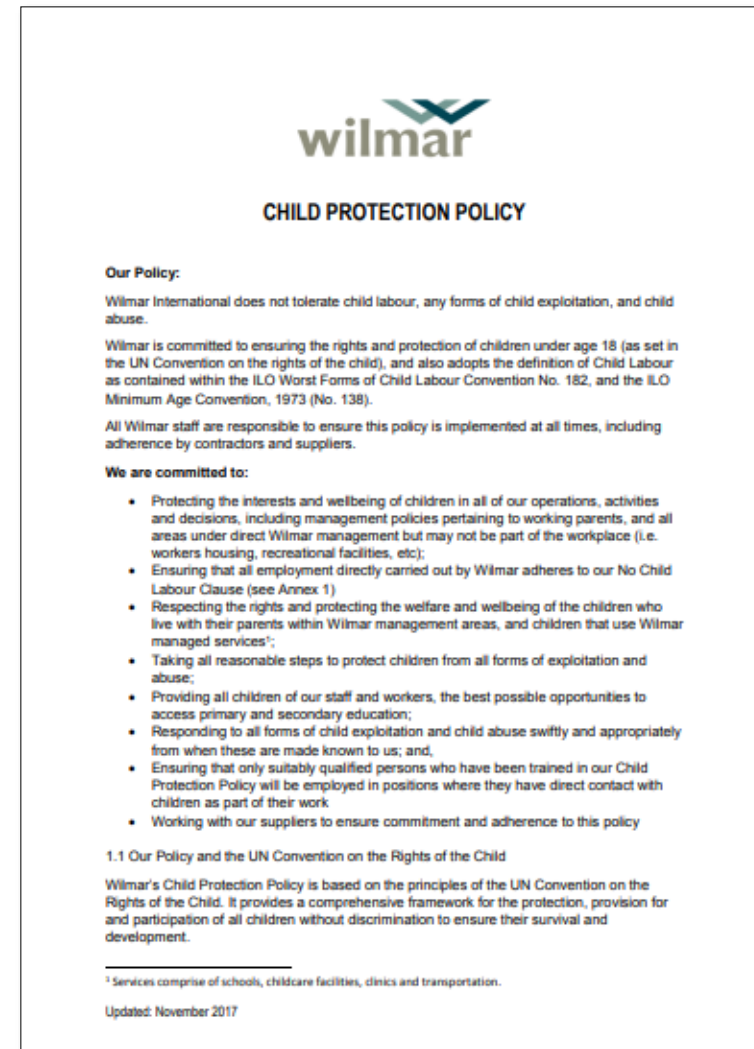
Wilmar Child Protection Policy

Launched of Child Protection Policy in 2017

- Applicable across Wilmar's global operations, including joint ventures, third-party and contractors.

Child Protection Policy (CPP) Commitment

- Protecting the interest and overall well-being of children in Wilmar's operations including of the parent
- Provision of education
- Adherence to employment practices in line with No Child Labour
- Swift action and provision for remediation steps if child labour found
- Protect children against exploitation & abuse, including only those qualified can work with children





How to implement these policies?



Wilmar Child Protection Policy Implementation Manual

Table of Contents

Introduction	1
About this manual	2
How to use this manual	2
Section I: The situation of children in Indonesia	4
Children in Indonesia's palm oil sector	4
Indonesia's legal framework on the protection of children	4
Child protection risks for children in Indonesia's palm oil industry	6
Section II - Put in place policies and procedures to protect children	10
1. Conduct a child protection risk assessment	10
2. Conduct a gap analysis of existing policies and practices	11
3. Develop a policy commitment	11
4. Develop an implementation plan	12
5. Establish a reporting structure	13
6. Provide guidance for employees on how to take action	14
Section III: Implementing Child Labour Remedial Action Guidelines	14
The situation of child labour in Indonesia's palm oil industry	14
What is child labour?	15
Wilmar's 'No Child Labour' clause	16
Policies and procedures to prevent child labour	17
Remedial action guidelines	18
Annex A: Sample Child Protection Policy	23
Annex B: Sample child labour policy and remediation plan	24

Child Protection Implementation Manual



Wilmar Supplier Workshops Phase II





1. IDENTIFIKASI ANAK SAKIT/TERDAMPAR



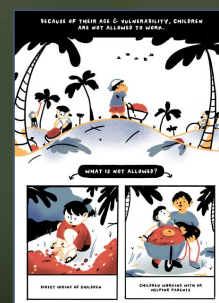
2. SEGERA HENTIKAN ANAK SAKIT/TERDAMPAR



3. SUSUN LAM RENCANA YANG BERKESIMPULAN



4. PANTAU RENCANA RENCANA & KEMBALA HENTIKAN YANG TERDAMPAR



1. IDENTIFY CHILDREN AT RISK



2. REMOVE THE CHILD FROM WORK IMMEDIATELY



3. DEVELOP A PLAN THAT ENSURES THE CHILD'S WELL-BEING



4. MONITOR THE PLAN & PROVIDE SUPPORT



1. IDENTIFIKASI ANAK-ANAK RUMAH/BERSEKUTU

2. SEGERA HENTIKAN ANAK SAKIT BERKerja

3. SUSUNLAH RENCANA YANG BERKESKUTAN MELAKUKAKAN ANAK

4. PANTAU RENCANA REMEDIASI & JERAMAH

1. IDENTIFY CHILDREN AT RISK

2. REMOVE THE CHILD FROM WORK IMMEDIATELY

3. DEVELOP A PLAN THAT CHANGES THE CHILD'S WELLBEING

4. MONITOR THE PLAN & PROVIDE SUPPORT

ANAK-ANAK TIDAK DIPERBOLEHKAN BEKERJA KARENA USIA DAN KERENTANAN MERKA

APA YANG TIDAK DIPERBOLEHKAN

PEREKRUTAN LANGSUNG ANAK-ANAK

ANAK-ANAK BEKERJA DENGAN ATAU MEMBANTU ORANG TUA

BECAUSE OF THEIR AGE & VULNERABILITY, CHILDREN ARE NOT ALLOWED TO WORK.

WHAT IS NOT ALLOWED?

DIRECT HIRING OF CHILDREN

CHILDREN WORKING WITH OR HELPING PARENTS



1. IDENTIFIKASI ANAK-ANAK RENTAN/BERESIKO

A Susun

DAFTAR ANAK-ANAK YANG BERPOTENSI TERKENA DAMPAK

B Konfirmasi

USIA DAN IDENTITAS ANAK

2. SEGERA HENTIKAN ANAK DARI BEKERJA

A Tempatkan

ANAK DI LINGKUNGAN YANG AMAN

B Pindahkan

ANAK KE SEKOLAH ATAU PELATIHAN

C Pastikan

PERUSAHAAN TIDAK:

1. IDENTIFY CHILDREN AT RISK

A Collate

A LIST OF POTENTIALLY AFFECTED CHILDREN

B Clarify

AGE & IDENTITY OF CHILD

2. REMOVE THE CHILD FROM WORK IMMEDIATELY

A Place

THE CHILD IN A SAFE ENVIRONMENT

B Transfer

CHILDREN INTO SCHOOL

C Ensure

THE COMPANY DOES NOT:

ANAK SAMA SAMA DIPEROLEHAKAN KESEHATAN KANAK-KANAK DAN KEMAJUAN NEGARA

APA YANG TIDAK DIPEROLEHAKAN?

KESEHATAN KANAK-KANAK
KEMAJUAN NEGARA

1. IDENTIFIKASI ANAK SAMA, RUMAH/RUMAH SAMA

1. Sasar
KEMAJUAN NEGARA SAMA SAMA

2. KEMAJUAN
KEMAJUAN NEGARA SAMA SAMA

2. SEGERA KESEHATAN ANAK SAMA SAMA

1. Tempatkan
KEMAJUAN NEGARA SAMA SAMA

2. Pastikan
KEMAJUAN NEGARA SAMA SAMA

3. Pastikan
KEMAJUAN NEGARA SAMA SAMA

4. PANTAU RENCANA REMEDIASI & JERAKAN PROGRESS YANG TERJALAN

Remediasi
KEMAJUAN NEGARA SAMA SAMA

4. PANTAU RENCANA REMEDIASI & JERAKAN PROGRESS YANG TERJALAN

Remediasi
KEMAJUAN NEGARA SAMA SAMA

4. PANTAU RENCANA REMEDIASI & JERAKAN PROGRESS YANG TERJALAN

Remediasi
KEMAJUAN NEGARA SAMA SAMA

STATUS OF THEIR AID & WELLBEING, CHILDREN ARE NOT ALLOWED TO WORK

WHAT IS NOT ALLOWED?

STATUS OF THEIR AID & WELLBEING
CHILDREN ARE NOT ALLOWED TO WORK

1. IDENTIFY CHILDREN AT RISK

1. Collect
A LIST OF POTENTIALLY VULNERABLE CHILDREN

2. Clarify
THE STATUS OF EACH CHILD

2. REMOVE THE CHILD FROM WORK IMMEDIATELY

1. Place
THE CHILD IN A SAFE ENVIRONMENT

2. Transfer
CHILDREN FROM WORK

3. Ensure
THE CHILDREN ARE NOT WORKING

4. MONITOR THE PLAN & PROVIDE SUPPORT

Successful Remediation
KEMAJUAN NEGARA SAMA SAMA

4. MONITOR THE PLAN & PROVIDE SUPPORT

Successful Remediation
KEMAJUAN NEGARA SAMA SAMA

4. MONITOR THE PLAN & PROVIDE SUPPORT

Successful Remediation
KEMAJUAN NEGARA SAMA SAMA

3. SUSUNLAH RENCANA YANG MEMASTIKAN KESEJAHTERAAN ANAK

DENGARKAN DAN SERTAKAN PANDANGAN ANAK UNTUK MEMASTIKAN BAHWA RENCANA REMEDIASI BERFOKUS PADA KEPENTINGAN TERBAIK ANAK.

SELAIN ITU, HAL-HAL BERIKUT PERLU DIPERHATIKAN:



A SUSUN TIM REMEDIASI YANG TERDARI DARI, ANTARA LAIN:

ORGANISASI MASYARAKAT SIPIL
AHLI BIDANG KESEHATAN
AHLI BIDANG PENDIDIKAN

B SELIDIKI SITUASI ANAK

JERAKAN
KEADAAN
KEBUTUHAN
ASPIRASI

C SUSUN DAN JALANKAN RENCANA REMEDIASI, DENGAN MEMPEROLEH PERJANJIAN YANG DITANDATANGANI DARI WALI ANAK.

INI TERMASUK:
• TAHAPAN RENCANA
• TUGAS MASING-MASING

D BUATLAM KESEPAKATAN MENGENAI SUMBER DANA UNTUK REMEDIASI

3. DEVELOP A PLAN THAT ENSURES THE CHILD'S WELLBEING

LISTEN AND RESPOND TO THE VIEWS OF THE CHILD TO ENSURE THAT THE CHILD'S BEST INTERESTS ARE CENTRAL TO THE PLAN.

IN ADDITION:



A ASSEMBLE A REMEDIATION TEAM

HEALTHCARE PROFESSIONALS
NGOS
EDUCATION PROFESSIONALS

B INVESTIGATE THE SITUATION OF THE CHILD

SCHOOL
ASPIRATIONS
CIRCUMSTANCES
NEEDS

C DEFINE AND IMPLEMENT THE PLAN, OBTAINING SIGNED AGREEMENTS FROM THE CHILD'S GUARDIANS.

INCLUDE:
• STAGES OF PLAN
• DUTIES OF EACH PARTY

D REACH AN AGREEMENT ON HOW REMEDIATION COSTS WILL BE FUNDED

ANAK SAMA SAMA DIPERLENGKAPI BELAJAR KARENA DIA DAPAT BERKELANJUTAN BELAJAR

WHAT IS NOT ALLOWED?

1. IDENTIFIKASI ANAK SAMA, REMEDIASI/BERSEDIA

2. SEGERA MENYIANGI ANAK SAMA SEDIKAT

3. SUSUNLAH RENCANA YANG BERKELANJUTAN, BERKELANJUTAN ANAK

BECAUSE OF THEIR AGE & VULNERABILITY, CHILDREN ARE NOT ALLOWED TO WORK

WHAT IS NOT ALLOWED?

1. IDENTIFY CHILDREN AT RISK

2. REMOVE THE CHILD FROM WORK IMMEDIATELY

3. DEVELOP A PLAN THAT CHANGES THE CHILD'S WELLBEING

4. PANTAU RENCANA REMEDIASI & SEDIAKAN DUKUNGAN YANG BERKELANJUTAN

Remediasi & PEMANTAUAN YANG BERHASIL MELIPUTI:

- MEMANTAU PERKEMBANGAN ANAK DI SEKOLAH
- SESUAIKAN PROGRAM DENGAN KEBUTUHAN ANAK YANG BERUBAH-UBAH
- SUSUN DAN DISTRIBUSIKAN LAPORAN PEMANTAUAN KEPADA PEMANGKU KEPENTINGAN UNTUK MENINGKATKAN PERTANGGUNG JAWABAN
- LAKUKAN KUNJUNGAN RUMAH DAN SEKOLAH SECARA TERATUR
- BERIKAN TUNJANGAN, BIAYA SEKOLAH, DAN BIAYA LAINNYA SECARA RUTIN

REMEDIASI YANG BERHASIL HARUS BIDUKUNG OLEH:

- CIPTAKAN KEMITRAAN DENGAN ORGANISASI MASYARAKAT SIPIL
- ATASI PENYEBAB UTAMA PEKERJA ANAK

4. MONITOR THE PLAN & PROVIDE ONGOING SUPPORT

Successful Remediation & MONITORING INCLUDES:

- CHECK UP ON THE CHILD'S PROGRESS AT SCHOOL
- ADJUST PROGRAMMING TO MEET CHILD'S CHANGING NEEDS
- DEVELOP & DISTRIBUTE MONITORING REPORT TO STAKEHOLDERS TO ENCOURAGE ACCOUNTABILITY.
- CONDUCT REGULAR HOME AND SCHOOL VISITS
- PROVIDE REGULAR PAYMENT OF STIPENDS, SCHOOL FEES AND ANY OTHER EXPENSES

SUCCESSFUL REMEDIATION SHOULD BE SUPPORTED BY:

- CREATING PARTNERSHIPS WITH NGOS
- ADDRESSING THE ROOT CAUSES OF CHILD LABOUR



1. IDENTIFIKASI ANAK SAKIT, BENCANA/TERDARAH



2. SEGERA HENTIKAN ANAK SAKIT BENCANA



3. SUSUN LAM HENTIKAN ANAK SAKIT BENCANA



4. PANTAU HENTIKAN ANAK SAKIT BENCANA



1. IDENTIFY CHILDREN AT RISK



2. REMOVE THE CHILD FROM HARM IMMEDIATELY



3. DEVELOP A PLAN THAT ENSURES THE CHILD'S WELL-BEING



4. MONITOR THE PLAN & PROVIDE SUPPORT



First workshop in Jakarta, Indonesia







Building for the future

What to expect:



Capacity Building

Piloting

Public Consultation
Target: 17th June 2020

Publishing
Target: August 2020

01

02

03

04

Building for the future

Activities by Wilmar's Women Working Group (WoW)



Medical check up for children in school



Talk on sexual Harassment on Children
Sentuhan Boleh, Sentuhan Tidak Boleh

Activities by Wilmar's Women Working Group (WoW)



Activities for children- Dancing, learning music instrument



Playing local games and playground

Activities by Wilmar's Women Working Group (WoW)



Reading and writing lessons for women who are not able to read and write



Talk on Pap Smear for all women



Moving Forward: "Stronger Together"

Now more than ever, we are seeing the value of information sharing and collaboration as companies across our different industry sectors and geographies wrestle with shared challenges – and opportunities – at the same time that hiring and project budgets are severely constrained. Talk to us!

Stay Engaged

- [BSR Events](#) – an evolving list that can and will be influenced by your interest and input.
- [BSR COVID-19 Content Hub](#) – we are taking submissions from members as well as collecting BSR resources.
- Please let us know if your organization is undergoing changes that will impact how and when we can be most helpful to you!

Leverage BSR

- Leverage your BSR primary contacts to connect with our subject matter experts:
 - Human Rights, Inclusive Economy, Women's Empowerment, Climate, Supply Chain, Sustainability Management
- Continue to alert us to opportunities for information sharing and collaboration with other members to speed learning and share costs as we manage through this challenging time.
- Schedule and participate in your Quarterly Member Meeting (call) - and consider inviting colleagues from other functions facing new challenges relevant to our agenda!



Find out more at
www.rspo.org

For more information:

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Thank You

BSR™ is a global nonprofit organization that works with its network of more than 250 member companies and other partners to build a just and sustainable world. From its offices in Asia, Europe, and North America, BSR™ develops sustainable business strategies and solutions through consulting, research, and cross-sector collaboration.

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