



proforest



Strengthening Social Dialogue on Palm Oil Plantations in Siak and Pelalawan

Summary Activity Report

December 2022



What we have from 2021

Guidance Paper on Social Dialogue, Freedom of Association and Collective Bargaining in the palm oil sector in Indonesia

The main goal of the guidance paper is to provide information on social dialogue and labor rights (issues) in the palm oil sector and how companies can contribute to creating an enabling environment for social dialogue for all workers in the palm oil supply chain

Research mapping

main supporting factors

- Policies and laws that are conducive for SD: enabling environment
 - 'Make' the social partners to sit and talk
 - Most effective in tripartite level
 - Limit: SD because they are told to do so
- Trade unions' enthusiasm for SD
 - Both to discuss workers' concerns and to settle disputes
 - Warning: accountability issue
- Availability of external factors (the non-social partners) that support SD
 - Legal aid NGOs, women empowerment groups, academicians & universities
 - Mostly indirectly through capacity building

Activities and Output 2022: Q1 – Q2

ACTIVITIES

1. Meeting with the District Government in Siak and Pelalawan for project initiation 2022 (March 2022)
2. Formation of the informal SD Forum in Siak and Pelalawan (April 2022)
3. SD Forum Meeting I: focusing on the data synchronization from various offices/departments (June 2022)
4. SD Training for 10 companies in Siak and 10 companies in Pelalawan (June – July 2022)

OUTPUTS

1. Formation of the SD Forum in Siak and Pelalawan
2. Synchronized data on the Oil Palm Companies in Siak and Pelalawan
3. 20 representatives of management and 20 representatives of union in Siak and Pelalawan increased their knowledge and skills on social dialogue and the role of LKS Bipartite as social dialogue platform

Activities and Output 2022: Q3

ACTIVITIES

1. Outreach to companies: socialization and follow up for the formation of LKS Bipartite (July – September 2022)
2. Assessment on gender committees in oil palm companies in Siak and Pelalawan (July – Agustus 2022)
3. Gender training for 9 oil palm companies in Siak dan Pelalawan (September 2022)

OUTPUTS

1. 3 companies in Siak and 5 companies in Pelalawan have formed LKS Bipartite.
2. Assessment report on the situation of gender committees in oil palm companies in Siak and Pelalawan
3. 8 representatives of management and 9 representatives of union in Siak and Pelalawan increased their knowledge on basic concepts of gender, gender issues at the work place, and the role of gender committees

Activities and Output 2022: Q4

ACTIVITIES

1. Outreach to companies: socialization and follow up for the formation of LKS Bipartite (October – November 2022)
2. SD Forum meeting in Pelalawan and Siak (19 – 20 October 2022)
3. Strengthening Union Capacity on Social Dialogue Training (22 – 24 November 2022)
4. Manual on LKS Bipartite writing (by representatives from the Manpower Office in Siak and Pelalawan)

OUTPUTS

1. 9 companies in Siak and 7 companies in Pelalawan have formed LKS Bipartite.
2. The stakeholders in Siak and Pelalawan has been updated with the Q3 milestone, and further coordination for Q4 activities
3. 18 union leaders increased their capacity in social dialogue along with the democratic/independent/genuine union principles (legitimate, participatory, transparent, accountable, etc.)
4. Draft of Manual on LKS Bipartite has been edited (to be published in mid-December or January)