

PALM OIL

The CBA Data Tool: Labour rights in your supply chain

CNV Internationaal has developed a new and innovative tool: The Collective Bargaining Agreement (CBA) database. It will help to identify supply chain risks on palm oil plantations, which strengthens the position of workers. This tool provides companies, traders, and investors with information on whether a plantation has a proper CBA in place. Using the CBA database increases transparency and will make it easier to mitigate labour rights risks throughout supply chains.



CBA's: foundational respect for labour rights

CNV Internationaal and the online platform SPOTT have developed a CBA



database that gives an overview of palm oil plantations with CBA's or company regulations (CR) in place. The database also analyses the quality of CBA's and company regulations in accordance with International Labour Organisation (ILO) standards and national laws. A good CBA shows that basic labour rights are being respected and implemented as they are the product of social dialogue between workers and employers.

Pilot

The database is currently a pilot project which includes publicly available data from plantations in West-Kalimantan, Indonesia. Our goal is to keep the data updated and to expand it, to include all palm oil regions in Indonesia by 2025.

Labour rights at risk

The most serious labour rights risks in the palm oil sectors in Asia and Latin-America are:

- Occupational Health and Safety (OHS)
- Gender discrimination and gender based violence
- Lack of living wage
- Lack of Freedom of Association (FoA)
- Absence of Collective Bargaining Agreements (CBA).
- Child labour
- Lack of (permanent term) contracts



Benefits from our innovative tool

PALM OIL PLANTATIONS & TRADERS

- To improve labour conditions and create transparency.
- To improve social dialogue and negotiate good quality CBA.
- Ensuring access to markets and to finance.



FINANCIAL SECTOR

- To support palm oil traders and plantations ensuring social dialogue, to convince palm oil traders and plantations to implement social dialogue as part of human rights due diligence.



TRADE UNIONS

- To strengthen capacity to negotiate. Improving CBA, promoting better working conditions and increasing trade union rights.



Work with us

Is your company prioritizing sustainability and human rights, in accordance with RSPO principles and upcoming Due Diligence legislation? Creating more transparency is a first important step to take. You can increase accountability for your supply chain by participating in and supporting the development of our CBA database, by:

- Making use of the CBA database as part of your HREDD and ESG-assessment.
- Encourage your suppliers to share their CBA with us.
- Promote the CBA database among other supply chain actors.
- Provide us with feedback on the CBA database.
- (Financially) support our project, to further expand and develop the regional coverage.

100% FAIR WORK

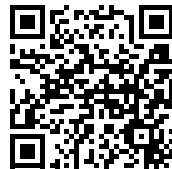
100% Fair Work, that's what CNV Internationaal strives to achieve, together with our partner unions in Africa, Asia and Latin America. We are dedicated to improving the position of workers in the formal and informal economy through social dialogue.



OUR FOCUS:

- Living wages
- Health and safety for all workers
- Freedom of association
- Youth employability
- Women empowerment
- Access to remedy

The Collective Bargaining Agreement (CBA) database is easy to access



Would you like to know more about the data and our analyses. Feel free to contact:
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