

Companies must Respect Ratified International Laws



Implementing all legal requirements is an essential baseline requirement for all growers whatever their location or size. There should be no evidence of non-compliance with relevant legal requirements. Relevant legislation includes, but is not limited to, regulations governing land tenure and land-use rights, labour, agricultural practices (e.g., chemical use), environment (e.g., wildlife laws, pollution, environmental management and forestry laws) and processing practices. It also includes laws made pursuant to a country's obligations under international laws or conventions (e.g. the Convention on Biodiversity, CBD).

Principles	International Standards
Just Land Acquisition	<ol style="list-style-type: none"> 1. LO Convention 169 (1989) on Indigenous and Tribal Peoples; 2. UN Convention on Biological Diversity (1992)
Fair Representation and Participation of Indigenous and Tribal Peoples	<ol style="list-style-type: none"> 1. ILO Convention 169 (1989) on Indigenous and Tribal Peoples; 2. Convention on the Elimination of All Forms of Racial Discrimination, International Covenant on Economic, Social and Cultural Rights, InterAmerican Human Right System
No Forced Labour	<ol style="list-style-type: none"> 1. ILO Convention 29 (1930) Forced Labour; 2. ILO Convention 105 (1957) Abolition of Forced Labour
Protection of Children	<ol style="list-style-type: none"> 1. ILO Convention 138 (1973) Minimum Age; 2. ILO Convention 182 (1999) Worst Forms of Child Labour
Freedom of Association and Collective Bargaining	<ol style="list-style-type: none"> 1. ILO Convention 87 (1984) Freedom of Association and Protection of Rights to Organise; 2. ILO Convention 98 (1949) Right to Organise and Collective Bargaining; 3. ILO Convention 141 (1975) Rural Workers' Organisations
Non-Discrimination and Equal Remuneration	<ol style="list-style-type: none"> 1. ILO Convention 100 (1951) Equal Remuneration; 2. ILO Convention 111 (1958) Discrimination (Employment and Occupation)
Just Employment of Migrants	<ol style="list-style-type: none"> 1. ILO Convention 97 (1949) Migration for Employment; 2. ILO Convention 143 (1975) Migrant Workers (Supplementary Provisions)
Protection of Plantation Workers	ILO Convention 110 (1958) Plantations
Protection of Tenants and Sharecroppers	ILO Recommendation 132 (1968) Tenants and Sharecroppers
Protection of Smallholders	ILO Convention 117 (1962) Social Policy (Basic Aims and Standards)
Health and Safety	ILO Convention 184 (2001) Safety and Health in Agriculture
Control or Eliminate Use of Dangerous Chemicals and Pesticides	<ol style="list-style-type: none"> 1. Control or Eliminate Use of Dangerous Chemicals and Pesticides 2. FAO International Code of Conduct on the Distribution and Use of Pesticides (1985, Revised 2002)



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Therefore, as an international most traded commodity, the oil palm, starting from plantations up to their derivative products should be then have to follow formal procedures and legal requirements of the applicable local and national laws and regulations as well as ratified international regulations, which are keenly followed, implemented and monitored effectively.