



Freedom of Association on Oil Palm Plantation in Indonesia

By Herwin Nasution, S.H

What is the meaning of Freedom of Association?

What will happen if I initiate or become a member of independent union in the palm oil plantation?

Recommendation:
For company to acknowledge and give space for the existence of independent union.
For RSPO to adopt Free and Fair Labor in Oil Palm Production Principles & Implementation Guidance and ask RSPO to verify its members on labor issues using an independent auditors.
Call Indonesian Government to provide a regulation particularly related to the plantation union.

Thank you...!

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What is the meaning of Freedom of Association?



What will happen if I initiate or become a member of independent union in the palm oil plantation?

How independent union support its members?

you...!

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**What will happen if I
initiate or become a
member of
independent union in
the palm oil
plantation?**

A man wearing a red t-shirt, black pants, and a black baseball cap is pushing a red wheelbarrow filled with coffee beans. He is standing in a lush green coffee plantation. The background is filled with dense foliage and palm trees. The scene is brightly lit, suggesting a sunny day.

Intimidation faced by labor who initiate independent union:

- Wage deduction
- Transfer to another area
- Demotion
- Dismissal
- Criminalization
- Prohibit family member to work



**What is the meaning of
Freedom of
Association?**

**You have freedom to choose to be
a member or not a member of a
union**

***How independent
union support its
members?***

Education through:

- Workshop
- Training
- Group Discussion
- Negotiaton

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