

Stakeholder Engagement Programme in Asia

May 29th to June 1st, 2018 in Bangkok, Thailand

We held the Stakeholder Engagement Programme in Thailand which was commenced in 2016 with co-hosted by UNDP Asia-Pacific and supported by the Embassy of Japan in Thailand. There were 31 participants comprising of five Japanese companies, International NGOs, International organisations and a government agent.

1. Day 1 in the morning

We visited the office of Labour Protection Network which provides protection and support of victims of human trafficking and activities for raising awareness situation of human trafficking on the ground toward private sectors.

At the office, we had a chance to listen to the stories from the staff who are in charge of supporting victims from Indonesia and Myanmar where human trafficking takes place as well as two victims of human trafficking.

The LPN, which was established 12 years ago, pointed out the importance of the role of companies in protecting labour rights. It has been advocating toward the government including collaborative work with Thai embassies of neighbouring countries. The government promotes the activities in this field and showed it by visiting LPN as the first NGO to visit. Additionally, LPN seeks for the cooperation with polices which is one of the key agencies in improving this issue. It addresses the importance of lobbying as well.

In details, its activities include providing education to migrant workers, supporting self-empowerment by establishing around 10 learning centres in Bangkok. It has also pre-started call-centres accessible in four languages to receive various issues. LPN is keen to work in a collaborative way with companies for the next 5 years. For it, it considers expanding traceability of not only big companies but also their supply chains.

There were some cases of which victims are those coming not only from neighbouring countries but also from the North eastern Thai. They were deceived to ride fishery boats at bus stops near Bangkok.

It was emphasized how it was significant that each organisation works to realise sufficient

remedy of victims of human trafficking in a transparent manner.

2. Day 1 in the afternoon

From the afternoon of the first day, we learned from the expats and Thai companies at the UNDP Asia-Pacific which is operating the project on Business and Human Rights.

(1) Opening Remarks: Ms Prakairattana Thontiravong, Commissioner, National Human Rights Commission of Thailand (NHRCT)

I am very pleased to know that Japan is prioritizing doing business with respecting human rights. All of the issues which are related to stakeholders in the context of human rights such as supply chain management, employment of foreign workers, child labour, labour condition, sanitation, health and safety of employee are critical for all companies.

This seminar serves as a good opportunity for Japanese companies investing in Thailand to promote business as well as human rights including the responsibility for society and the environment. For stakeholders, this could be a chance to talk with companies in order to discuss management respecting human rights. NHRCT considers it vital operating business in line with respecting human rights. We would like to disseminate the idea of UN Guiding Principles on Business and Human Rights, 'Protect, Respect and Remedy' through the collaboration among the government, corporate and both domestic and foreign organisations. I expect this seminar could be meaningful where each stakeholder can learn from each other and explore the direction to be pursued.

(2) Opening Remarks: Mr Livio Sarandrea, UNDP Asia-Pacific

Various events in relation to Business and Human Rights in Bangkok will take place for the next two weeks. In Thailand, while the momentum accelerating the engagement of private sectors in Business and Human Rights has been growing up, the challenges can be found. In this regard, each actor needs to play a crucial role in developing the current circumstance, in particular, the role of NHRCT should be addressed.

(3) Ms Dana Graber Ladek, IOM

Migrant workers have contributed to the Thai economy which relies on export and is facing with the ageing. At the same time, they are vulnerable to human trafficking and exploitation. The transparency of the recruiting process is low which may result in huge debts of employees.

The protection of migrants and empowerment eventually leads the economic profit of companies. To achieve it, it is required that companies take an initiative in raising awareness of employees and suppliers, conducting mapping of all the suppliers, assessment of recruiting process, and

providing relevant information before leaving a sending country and after arriving at a host country, for which IOM supports.

(4) Ms Prakairattana Thontiravong, Commissioner, National Human Rights Commission of Thailand

After showing its commitment to UNGP at UN Human Right Committee, it has been promoting engagement in it, for instance, through holding seminars to disseminate it. The prime minister stressed its importance of implementing UNGP for sustainable business followed by the declaration signed by relevant ministries such as Ministry of Foreign Affairs, Ministry of Justice and Ministry of Commerce in addition to NHRI. We will distribute Human Rights Due Diligence checklist for private sectors. As NHRI, it is crucial to be informed complaints so that we would gain a better understanding of Business and Human Rights. We opened a new mediation centre focusing on Business and Human Rights recently. We will continue promoting the dialogue among different stakeholders.

(5) Mr Netithorn Praditsarn, Global Compact Network Thailand

We are aiming to top by 'Race to the top' meaning that we are promoting our engagement in human rights, which is because human rights are business opportunities as well as reputational and operational risk. It has been gradually required to conduct due diligence with regard to non-financial information in pursuing M&A. To make it happen, we require guideline which unfolds this idea to actual operation level rather than a mere guideline and takes business mind into consideration. Everyone knows 'Supply chain management'; however, the point is how to conduct it and case studies and capacity building are needed.

(6) Mr Nattawut Kasem, Environmental Justice Foundation

We aim at protecting the environment and human rights. Our activities include promoting protecting the marine resource and eliminating illegal, unreported and unregulated fishery, and promoting sustainable fishery management.

Our goal is to establish transparency and traceability. To achieve it, we demand companies to diminish human rights risk to improve exploitative work in Thai seafood sector where 800,000 are working through conducting research on the sea as well as work closely with the community to be affected. A wide range of issues such as recruiting fee, overwork, health and safety, labour and break time, access to grievance mechanism, and lack of awareness of labour rights remain. We are working on how to improve audit schemes; however, informed audits cannot let us know the real situation.

3. Day 2

Human rights condition and activities on it were shared by multi stakeholders.

(7) Mr Livio Sarandrea, UNDP Asia-Pacific

It is promising that the movement toward Business and Human Rights will be accelerated in Asia. However, how to tackle the existing issues such as how to deal with vulnerable rule of law and defamation against human rights defenders is a problem. Thai government conducted the baseline study for its National Action Plan on Business and Human Rights through working collaboratively with the civil society for around one year. Last April, the UNWG invited by Thai government proposed strengthening social and environmental impact assessment in large-scale development projects, improving land grabbing issues in special economic zones, human rights risks in large-scale development projects in foreign countries which Thai companies are involved in, and forced labour and human rights of migrant workers in fisheries. Thailand is expected to lead Business and Human Rights in ASEAN.

(8) Mr Shubert L. Ciencia, OXFAM

OXFAM has been working on Business and Human Rights, female in the agricultural sector, sustainable and inclusive investment. While ASEAN is aiming at economic growth by 2020, there are high risks in resource exploitation and slave labour; inequality has been expanded. Many human rights violations in relation to agribusiness are reported. In particular, problems of females in the agricultural industry are not likely to be visible, ignored, and serious. Sustainable investment is called for, and the quality of foreign investment is paid attention. Responsible finance for females is our focus as well. Large companies have to make an influence on their supply chains. Promoting SDGs would be an entry point for it.

(9) Ms Maureen Harris, International Rivers

Our NGO is engaging in human rights issues taking place along rivers. The remediation for human rights violations caused by foreign investments is a significant issue. The Mekong River cherished by diverse ecology is regarded as a vital resource of livelihood from the perspective of the environment, food security and sustainable agriculture; therefore, relocation of residence makes a serious impact on communities. The campaign claiming for compensation against a dam project by Thailand in Laos was conducted which complained lack of participation of affected communities before signing a contract and transparency of investment. Companies should conduct Human Rights Due Diligence which bears gender perspective in mind sufficiently. The discussion with respect to the extraterritorial obligation in the region including Thailand needs to be developed.

(10) Ms Pornpen khongkachonkiet, Cross Cultural Foundation

Although protecting human rights is not a crime, defamation cases against human rights activists remain. Companies should be made understood that such activities just harm their reputation. Communities simply request to get involved in the process of development; however, discrimination during the legal process is serious. One can be easily targeted for investigation by police only because of criticizing policy. Companies also utilise a participant list of association as the reason for defamation. The administrative procedure is unequal in Thailand since support and participation of lawyers are not ensured.

(11) Mr Anders Lisborg, Issara Institute

We aim at sustainable business through providing advice for companies. Companies have got to recognize that exploiting workers could become their own risk. Direct outreach to migrant workers through helpline and rank companies by feedback from them are conducted. New technology such as collecting data is also helpful for improving the situation. Issues we found at workplaces include low wages, paid leave, long-hour work and sexual harassment. An audit is said to be a tool to minimize risk; however, audit only tells us situation on spot, which is a concern.

(12) Ms Ayaka Matsuno, JICA

We are carrying out the project on human trafficking from a humanitarian perspective in relation to human security promoted in ODA principles of the Japanese government. 91% of migrants in Thailand are coming from the region, which shows the regional aspect of human trafficking. As such, we cooperate with the other countries in the Mekong region. Our project adopts the victim-centred approach and supports victims to be re-integrated to society. Not only forced movement but also voluntary migration over borders need to be paid attention. Thai has a feature of sending, transiting, and receiving country at the same time.

(13) Ms Kaori Kawarabayashi, UN-ACT

UN-ACT is focusing on human trafficking in the Mekong region in Asia as a part of UNDP. The sectors where human trafficking is taking place are entertainment, labour centred industry such as fishery and seafood, domestic workers, construction, agriculture, forced marriage and beggar. There is a route of human trafficking from the Mekong region to East Asia, Southeast Asia, Middle East, Europe, America and Africa. Some brokers who are involved in recruiting migrant workers hesitate to make process transparent. More effective legislation and implementation for protecting victims are demanded in Thai as a recipient country, for which cooperation with other stakeholders is essential.

(14) Ms Patchareeboon Sakulpitakphon, USAID

We work on human trafficking in Thailand as well as the other Asian region. It is essential to get different stakeholders such as governments, civil society and companies together so that activities could be moved forward. The support for putting data into policies and implementing them is vital. It is impossible that only one stakeholder can improve the whole situation; therefore, having a partnership and learning from each other are crucial. In the fishery sector, it is an issue of how to communicate with workers who are on a ship and cannot be contacted by phones in improving the situation. With regards to the grievance mechanism, working with NGOs is helpful.

(15) Mr Shigeru Yamato, Marimo 5

Our focus is on promoting health in workplaces for the sustainable society and growing business. As mentioned in goal 3 and 8 in SDGs, health in workplaces is taken notice of internationally. The percentage of non-infectious disease out of whole death percentage is more than 70% both in Thailand and Japan. In particular, 8.2% of all is obesity in Thai. Because of awareness raising of obesity, sugar tax was introduced in September 2017 the in Thailand. Obesity is a management issue which costs economically in a sense that it causes an increase in medical cost as a direct effect as well as a decrease of productivity as an indirect affect.

4. Day 3

On Day3, the participants exchanged their opinion with the experts including NGOs with reflecting what they had learned for the last two days.

- It became clear that Thai engagement had made an influence on neighbouring countries.
- Japanese companies operating in Thailand have to gain a better understanding of human rights issues such as human trafficking.
- Thai participants shared some activities of Thai Chambers of Commerce and suggested establishing the network with Japanese companies.
- Japanese companies based in Thailand have yet to be aware of human rights enough. The number of workers who quitted their job due to power harassment is relatively high. How to solve a shortage of workers and short-term business issue are recognized as urgent matters. In this regard, we can learn from the activities of the Thai government for SMEs. Additionally, Japanese companies could learn a lot from the discourse with respect to the migrant.
- The majority of employees who are working in the supply chains of Japanese companies are migrant; therefore, it is significant to solve their human rights issues.
- Management policies of Japanese companies at the local level should include having a constructive dialogue and building a relationship like family with employees, which



enable issues to be resolved at the early stage. The relationship which obstacles such dialogue is just lost for both sides. One participant reported that these days labour disputes occur frequently in Japanese companies operating in Thailand, which damaged the reputation of Japanese.

The participants agreed that headquarters/family companies need to enhance traceability in the food industry such as shrimp or chicken where human trafficking are frequently identified.

END

Caux Round Table

Stakeholder Engagement Programme in Asia

June 11th to 13th, 2018 in Kuala Lumpur, Malaysia

We co-organised the Stakeholder Engagement Programme in Malaysia which was launched last year with Global Compact Network Malaysia. This year, there were 34 participants including three Japanese companies, NGOs, international organisations, and government agency.

1. Day 1

We had a dialogue with 6 small-scale palm oil farmers who are affiliated with MPOB (Malaysian Palm Oil Board) located in a one-hour distance from the Kuala Lumpur city. While RSPO is well known as an international palm oil certification, Malaysian government asks all palm oil farmers regardless of their size to obtain MSPO which stands for Malaysian Sustainable Palm Oil, Malaysian own certification, by the end of 2020. MPOB is in charge of the support for implementing MSPO through conducting research, providing support material and knowledge for farmers. As of June 2018, around 60 per cent of the all farmers have held MSPO. Among the farmers we had a dialogue, half of them got MSPO already.

Farmers pointed out the issues such as a shortage of successors along with the ageing of farmers and the amount of wage to hire the youth. Due to their age, farmers found it hard to work on high palm trees. In this case, they need to employ migrant workers such as Indonesian and Bangladeshi.

The value of MSPO itself has yet to be recognised in the market and be returned to prices. MPOB aims to share best practices and enhance the quality of agriculture.

Farmers also mentioned that whereas the price of fertilizers increased, the price of palm oil decreased. Even if they attempted to increase their harvest, the rise in the cost of fertilizers makes it difficult for them to gain enough income for saving. Long years of cultivation resulted in decreasing mineral in lands which makes farmers utilise fertilizer. As a result, it has become hard to sustain certain quality of palm oil. On the other hand, there are some new products such as palm oil free from chemical fertilizer or produced by solar power generation.

2. Day 2

On the second day, the participants learned about human rights situation in Malaysia as well as some activities from experts including NGOs and international organisations at Hilton Kuala Lumpur.

(1) Mr Ng Say Bock, Founder, Virgin Palm Sdn Bhd

Palm oil is refined through the following process: disinfection, threshing, digesting, high pressing, filtration, centrifuging, effluent, and transpiration of harvested palm by high temperature. Since one of the features of is that it does not contain odd thing, fresh and no damage, it is utilised in a wide range of products regardless of its edibility compared to sunflower, soybean and canon oil. Malaysian palm oil is the natural trans-fat alternative for food manufacturers. Another advantage of palm oil is no GMO. In conclusion, we can say palm oil is better for health, economy and environment than other oil.

(2) Mr Stephan Savi, Director of Global Outreach & Engagement, RSPO

The member of RSPO comprises more than 3800 including large companies and their supply chains, spreading from the United States, Europe and China. We encourage SME to obtain a certification to enhance sustainability. Malaysia has received a bad reputation due to social issues in the palm oil industry even though it is the second largest palm oil industry following Indonesia. For instance, migrant workers from neighbouring countries such as Nepal and Bangladesh, child labour to meet the demand of companies and land grabbing have been criticised. The monitoring scheme including grievance mechanism is required as implementing RSPO faces with some challenges. We also provide training on human rights issues to member companies and hold workshops to keep the quality of the social audit. The issues identified in each region is better to be resolved in that region in line with international standard.

(3) Mr Paul Sinnappan, Palm Oil Community Development

Driven by my own experience of growing up in a palm oil plantation owned by a foreign company, I have been engaged in activities to develop palm oil community for long years. At that time, many children lost their lives by disease and injury whose family were deprived of their lands by private companies. Since existing labour unions do not function well, it is necessary to have a new organisation which can work more effectively. The alternative model of development which is based on human rights is demanded. With respect to gender rights, we work on feminism, education on gender, and sexual harassment in family workplaces. The violation of a customary right to land of indigenous people is an issue as well. We believe more effective policies which could protect wages, safety and life of workers on the ground should be introduced.

(4) Mr Joseph Paul, Tenaganita

During the recruiting process, workers have to pay the expensive fee for brokers which results in huge debts even when they begin working. Thus, there is no choice for workers other than keeping working; as a result, they fall into forced labour. In relation to land rights, land grabbing, forced

relocation and lack of livelihood exist. From the gender perspective, a physical burden in backing fertilizers, right to reproductive health, and sexual harassment are the issues found. We need to some scheme to tackle these issues. Companies sometimes do not fulfil their social responsibility such as providing insurance for workers, undocumented workers in particular. Workers also need to be aware of the fact that deducting from salary is a violation of human rights. We should improve forced labour, human trafficking and various human rights violations caused by them. The essential thing is that workers should be treated as a 'human being'.

(5) Groupwork

The participants were divided into 5 groups to have a discussion on the issues pointed out in the previous sessions. The overview of the comments made by each group is as follows:

- Salary scheme which reflects what workers work on needs to be discussed.
- Social activities employees can enjoy make them more satisfied with companies.
- It is crucial to establish a scheme which enhances traceability of value chain and enables employees to claim their right.
- The result of the latest presidential election can be an accelerator in improving the current situation.
- While the direct purpose of companies is making a profit, all of the human rights should be taken into consideration to make whole value chain sustainable.
- It is hard to define 'human rights' as each person and country embraces it in a different way.
- Workers in plantations are normally male, which may cause sexual harassment or sexual abuse.
- Even in Malaysia, indigenous people in the west and east part of Java have different issues.
- We need judges who can examine customary rights and recognise them.
- Although SDGs are too general, the most affected should be protected.

3. Day 3

On the final day, the participants had a discussion with Stephan from RSPO and Denison from CSO Network.

- We need to comprehend historical background to gain a better understanding of land issues in Malaysia. The people in Sarawak and Saba which were incorporated after Malaysia was built are not from Malay, believe different religion and set up unique communities. Indigenous people were given rights under customary law. However, land which is not clear whether it is utilized belongs to the state. States give permission to companies which ask for its utilization.

- The lifestyle of indigenous people is moving in every few years; however, this traditional lifestyle has been invaded because of development by companies and logging. Companies used gangs, forced people resisting to relocate and conducted sexual abuse against female. Even when people attempt to file a case to courts, indigenous people were alleged to be Indonesian due to lack of ID like Malaysian nationals have.
- Some companies do not feel responsible for effect attributed to plantations.
- It causes a risk if we solve issues in a short-term. Civil society represented by NGO is required to play a role in supporting certain scheme which community desires rather than just showing the way of solving them. For instance, if we bring children to school to diminish child labour, workers need to work 2 or 3 hours more to meet the demand from companies, which is an actual issue to be considered.
- Since the issues in the palm oil industry are related to other social issues such as forest protection, the approach consistent with international standard led by multi-stakeholders including civil society and international NGO is vital. In fact, civil society at the grassroot level has developed.
- The protection of migrant workers is an issue in any sectors. It is significant to engage in it going beyond merely 'foreign workers' in ASEAN.
- The fact is that migrants and many of their children are stateless, which should be approached by SDG aiming at the society where no one is left behind even though countries do not ratify international conventions relevant to migrant workers.
- Since non-contract workers work in a different place depending on a season, their children often do not go to school. This sort of issue has been increasing among migrant workers in particular. Companies should be accountable for workers who are even not employed directly by them as supply chain issue.
- The number of companies adopting RSPO proved that the certification scheme is useful in getting access to the market. However, the difference between MSPO and RSPO was pointed out by the former Malaysian representative of Du Pont; MSPO, which has been supported completely by the Malaysian government, and is widely active across Malaysia, while RSPO is active in a limited area in Malaysia.

END

Caux Round Table

Stakeholder Engagement Programme in Asia

August 6th to 8th, 2018 in Jakarta, Indonesia

We held the Stakeholder Engagement Programme in Indonesia for the first time since we started this programme in 2016 supported by ELSAM. It was attended by 35 participants including 2 Japanese companies, NGOs and international organisations.

1. Day1

We had a dialogue with palm oil farmers at Jambi, which is located at the central eastern coast of Sumatra, one-hour distance from Jakarta by plane. The participants included both RSPO and non-RSPO certified farmers. The organisation represented the farmers for discussion with companies raised a question that even though farmers burden cost, the premium is not returned to farmers. Additionally, farmers who have got certification pointed out that there was no difference between before and after obtaining a certification in selling/buying price; therefore, an incentive in certification remains quite low. What is worse is there is no platform where people can raise their voices for this sort of issue. Moreover, in signing a contract with companies, informed consent on contracts does not seem to be sufficient. They request Japanese companies to utilise their leverage so that palm oil farmers could gain appropriate profit in dealing with suppliers.

2. Day2

On Day2, the participants learned from expats such as NGOs and initiative organisations about human rights situation and engagement in them in Indonesia at Pullman Jakarta Indonesia Hotel.

(1) Mr Wahyu Wagiman, ELSAM

We are quite actively working on Business and Human Rights. Since 2011 when UNGP was endorsed, the international activities have made an influence on domestic activities in Indonesia as well. It resulted in evolving the discussion developed by mainly Komnas HAM along with relevant ministries with respect to NAP. It is expected to introduce something which affects eternally next year. As a member of civil society, ELSAM has been focusing on Business and Human Rights in relation to palm oil and natural resource. We are getting engaged in raising awareness and engagement of the local community. At this moment, we are advocating for human

rights indicator toward the Ministry of Law and Human Rights collaboratively with other organisations.

(2) Mr Zenzi Suhadi, FoE Indonesia

Our interest has been in environmental issues since 1980. During the dam construction in 80's, people living there were forced to relocate. The children of these victims or grandson are not sufficiently cared. At this moment, a new dam is under construction in Sumatra, which affects them again. Some of the projects were funded by Japan. In terms of land ownership, how human rights violation looks like depends on its nature such as community, private ownership, forest, or unique land. Even if complying with legislation, some practices are considered ineffective from the perspective of protecting human rights of people. Although having right-certificate gives ownership under civil law, in some cases, conflict with unique right to utilise land of people in community occurs.

(3) Mr Nur Yasin, CITU

We are labour union comprised of 1.2 million members, among them we have 26,500 members working in plantations. The role labour unions play is significant. According to the law, people are entitled to establish a labour union with more than 10 members; however, when we look at the situation on the ground, it seems hard to set up it. People are sometimes treated in a negative way due to their activities for unions. In plantations, there are various types of workers such as contracted workers, day-labour, invisible workers who do not sign any specific contract but simply work there. Some companies still consider child labour as 'help for family' and a part of the culture. Workers are not paid for extra work. Even when minimum wages are raised, the demand for quantity of harvest from companies is also increased; hence, the burden of workers will not be mitigated. On the other hand, there are some companies who comply with labour rights.

(4) Mr Andriko Otang, TURC

We are advocating for labour rights. In Indonesia, human rights violations in garment and textile sectors, in particular, decent work and freedom of association protected by the constitution are likely to be infringed, which causes further labour rights issues such as modern slavery in supply chains. Under the second tier of companies in garment and shoe industry, they tend to have some issues; however, some companies have started to check suppliers in line with their code of conduct, which has gradually improved the situation. While the number of contracted workers is high, it makes them difficult to claim their rights with evidence that companies amend some items such as contract period by a pencil without notice or they do not provide a copy of contracts. Safety and sanitation as well as sexual or power harassment face some problems. Whereas the competency of industries itself is developing, protection of human rights of workers is also vital.

(5) Ms Rahmawati Retno W. TuK Indonesia

We are aiming at sustainable finance by focusing on human rights and regional economic activities. The more deforestation is expanded, the more forest fire happens, which makes an influence in Malaysia and Singapore as well. If the diversity of plants is maintained, nature is 7 times more durable than having only palm trees. This situation causes social issues along with threats against people in communities and human rights violations. We conducted research on how the fund for palm oil industry was going on as it seemed to be deeply related to banks. OHCHR recommended that financial sectors need to monitor development projects appropriately which may cause environmental damage or deforestation. We will make proposals to financial sectors and investors.

(6) Ms Sriyetti Pulu, Konsil LSM

We are the organisation which aims to promote Business and Human Rights, particularly among SME. Out of the whole market, around 99% is SME in Indonesia. Since SME is a crucial actor in increasing job opportunities, the government mentions it in Action Plan for Human Rights. Even when human rights violation happens, it is unlikely to be highlighted as the scale is not so large. Our long-term objective is to introduce and implement Business and Human Rights to SME and make SME sustainable business with respecting human rights. The purpose in the medium and short term is to have a strategy suggested by civil society aligned with SME. The obstacles for promoting BHR in SME are lack of good practice and awareness of SME not involved in the supply chain and difficulty in enacting legislation since this is a new area for SME.

(7) Global Compact Network Indonesia

- Ms Josephine Satyono

Our object is to resolve social issues through getting private sector engaged. We aim to eradicate poverty through increasing income continuously not by donation or CSR. With regards to Business and Human Rights, we have established a working group comprised of multi-stakeholders to advance the discussion. Our strategy is not 'Naming and Shaming', but 'Knowing and Showing'. The extent of comprehension of companies is various. The point we have started to engage in is something feasible. We also work with other NGOs toward companies so as to promote palm oil industry respecting human rights.

- Mr Semerdanta Pusaka

The case about power harassment happened in a foreign shipbuilding company in April 2010 damaged the reputation of the company. This case was caused by various reasons including lack of understanding of the ground situation of those in management. Human Rights Impact

Assessment which reflects ethnic and religious diversity in Indonesia is required. How to strengthen whistleblower scheme needs to be argued.

(8) Mr Bahtiar Manurung, FIHRRST

We are engaged in human rights issues in fishery including the direct engagement with the Minister of Fishery Management. Human rights violations occurred in eastern Indonesia broadcasted by AP in 2014 triggered the engagement of the government. On a fishery boat, human rights violations such as physical abuse, child labour and sexual harassment were prevalent. Under the newly enacted decree, all of the fishery companies are obliged to introduce human rights policy, conduct human rights due diligence, and set up a whistleblower mechanism. In a case that a company can not pass an audit, its authorization may be cancelled or sustained. In this way, we are working collaboratively with the government as well as private sectors.

(9) Timer Manurung, AURIGA

Our focus is on human rights issues in the palm oil industry. We consider it is not necessary to deforest a primeval forest for producing papers. We asked for the government to re-conduct research on the width of palm oil plantations after finding out that the number published by the government is different from the one we have according to our research. We are collecting data of small-scale palm oil farms by making aerial photos by a drone into a map. Our aim is that farmers are given appropriate support through confirming location and ownership.

(10) Questionnaire

- To the participating companies, some questions such as to what extent they identify their supplies, and how they react in local countries if human rights violations are found out.
- The attendants exchanged their views on elements to be considered in making a decision in terms of human rights violation cases filed to courts in particular.
- The participants from the civil society pointed out that when workers are paid less than minimum wages, there is no way other than demonstration. Even if they report them to the administration, they only get insufficient treatment, which is a part of the reasons for a demonstration.

3. Day 3

On the final day, the participants from Japan wrapped up the fieldwork as well as the workshop at Pullman Jakarta Indonesia Hotel followed by the discussion on how they could deal with issues raised as a company. The attendants emphasized the cases farmers get a certification is not reflected in sales prices revealed through the field work. They also stressed human rights violations of day labour working in plantations shared at the workshop should be responded in

some way.

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Caux Round Table

Caux Round Table Japan

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