Freedom of Association on Oil Palm Plantation in Indonesia
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What will happen if I initiate or become a member of independent union in the palm oil plantation?
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
- Negotiation
**Recommendation:**

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