

A photograph of a lush coffee plantation with rows of green coffee bushes and some plants with reddish-brown leaves. In the background, there are more trees and a mountain range under a clear sky.

Module-3

Fair Labour Practices

Farmer Group Educator (FGE) training sessions



Farming practices



Farm group



**Gender
& ESS**



Financial literacy



Module -3

Fair Labour Practices

Session-1

**International Labour Standards (ILS)
and national Laws**

Session-2

Child Labour prevention and youth
education

Session-3

Fair wages, safe working conditions, and
social protection



Session-1

International Labour Standards (ILS) and national Laws

In the workplace it is important to have fair labour practices to foster a healthy, equitable and inclusive environment.

Along with the employee welfare it also increases productivity, improves morale and overall job satisfaction.

The fair labour practices refer to policies and actions that uphold workers' rights, and ensure equitable treatment, and promote a safe, healthy and respectful work environment.

These practices are such as fair wages, reasonable working hours, non-discriminatory hiring practices and workplace safety.

International Labour standards - Indonesia

- Indonesia, a member of the International Labour Organization (ILO) since 1950, is working to align its labor laws and policies with international labor standards, including those related to forced labor, child labor, and freedom of association.
- Improving OSH and social conditions for women and men in coffee farmer communities in Indonesia- ILO project
- Wages and working conditions in the coffee sector, Women in the coffee sector earn substantially less than men. Part of the gap arises because of the relatively high number of women working as unpaid family workers.
- Labor-intensive farming methods can result in subpar pay and working conditions. Threats from climate change include lower yields and lower quality.





Fundamental

Convention	Date	Status	Note
C029 - Forced Labour Convention, 1930 (No. 29)	12 Jun 1950	In Force	
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	09 Jun 1998	In Force	
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	15 Jul 1957	In Force	
C100 - Equal Remuneration Convention, 1951 (No. 100)	11 Aug 1958	In Force	
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	07 Jun 1999	In Force	
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	07 Jun 1999	In Force	
C138 - Minimum Age Convention, 1973 (No. 138) <i>Minimum age specified: 15 years</i>	07 Jun 1999	In Force	
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	28 Mar 2000	In Force	
C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)	31 Aug 2015	In Force	

Governance (Priority)

Convention	Date	Status	Note
C081 - Labour Inspection Convention, 1947 (No. 81)	29 Jan 2004	In Force	
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	17 Oct 1990	In Force	



Technical

Convention	Date	Status	Note
C019 - Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19)	12 Jun 1950	In Force	
C027 - Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No. 27)	12 Jun 1950	In Force	
C045 - Underground Work (Women) Convention, 1935 (No. 45)	12 Jun 1950	Not in force	Abrogated Convention - By decision of the International Labour Conference at its 112th Session (2024)
C069 - Certification of Ships' Cooks Convention, 1946 (No. 69)	30 Mar 1992	Not in force	Automatic Denunciation on 12 Jun 2018 by convention MLC, 2006
C088 - Employment Service Convention, 1948 (No. 88)	08 Aug 2002	In Force	
C106 - Weekly Rest (Commerce and Offices) Convention, 1957 (No. 106)	23 Aug 1972	In Force	
C120 - Hygiene (Commerce and Offices) Convention, 1964 (No. 120)	13 Jun 1969	In Force	
C185 - Seafarers' Identity Documents Convention (Revised), 2003, as amended (No. 185)	16 Jul 2008	In Force	
Amendments of 2016 to the Annexes of the Convention No. 185	08-Jun-2017	In Force	
MLC, 2006 - Maritime Labour Convention, 2006 (MLC, 2006) <i>In accordance with Standard A4.5 (2) and (10), the Government has specified the following branches of social security: old-age benefit; employment injury benefit and invalidity benefit.</i>	12 Jun 2017	In Force	MLC Amendments



Session-2: Child Labour Prevention and youth education

Manpower act of Indonesia

- The Manpower Act is one of the three important pieces of legislation envisioned under the 1998 Labour Law Reform Programme of Indonesia which covers various aspects of labour and employment including the rights and responsibilities of the parties concerned
- Under the Manpower Act 2003 - 3. equal opportunity and treatment. Articles 5 and 6 of this Act define basic principles regarding discrimination, which stipulates that all manpower is to be provided the same opportunity without discrimination to obtain employment, and that all manpower get the same treatment in the workplace.
- Article 50 of the Manpower Act provides that employment relations are the result of the work agreement between the employer and the worker/ labourer
- The Manpower Act provided extensive care for workers and other persons involved in the working relationships in order to protect these people from abuse and other unacceptable treatment. The Act gives special attention to the protection of “weaker parties” in an employment relationship, such as children or disabled persons, and provides a special legal framework to avoid unjust and unfair employment



Session-3

Fair wages, safe working conditions, and social protection

Minimum wages in principle establish a wage floor for all workers, to ensure that their basic needs and those of their families are met.

Fair wages and safe working conditions are not just a moral imperative, but essential to the sustainability and efficiency of the agricultural sector

By committing to ethical practices, agricultural companies can protect their workers, improve their reputation and contribute to a fairer and more humane global economy.

Group work



Ask the participants about the fair wages, and safe working environment, what are the challenges at their workplaces

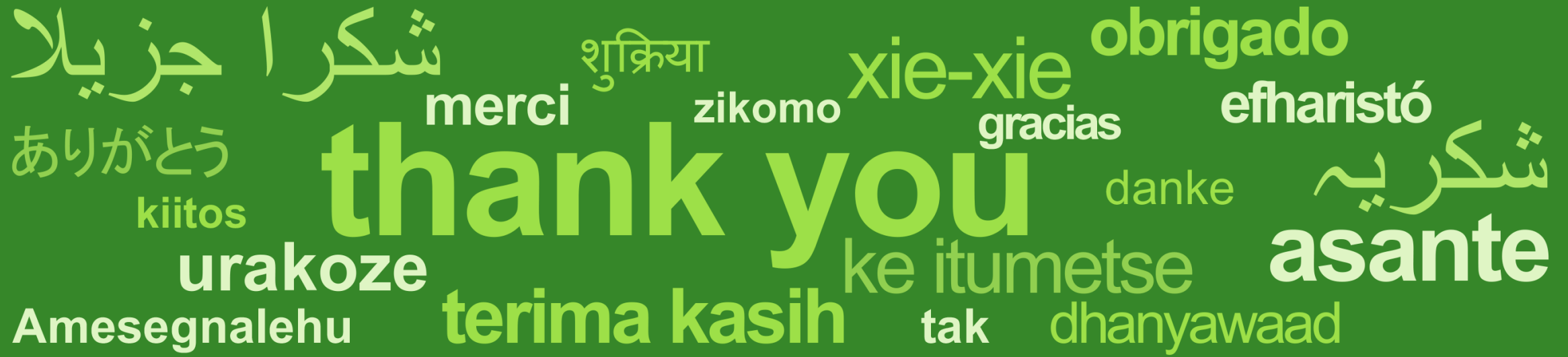
Group work

Divide participants into three groups

Group -1 what do they think safe working conditions should be?

Group-2 fair wage

Group-3 how they can benefit from social protection



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