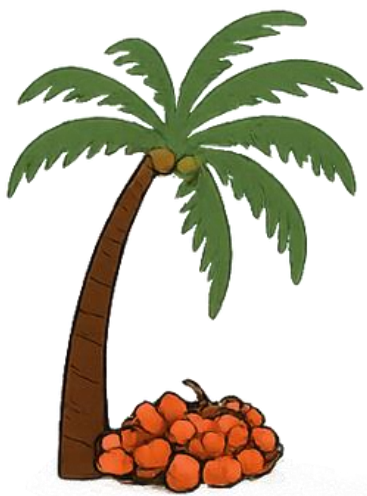




HOW CAN YOU SUPPORT CHILDREN'S RIGHTS IN SABAH'S PALM OIL SECTOR?

This poster was developed by The Centre as part of a joint project funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH and Nestlé. This poster is designed for companies to read, understand and help protect children's rights by taking responsible business decisions.

Children in Malaysia's palm oil sector are impacted by business decisions and face risks such as child labour and limited access to schooling. Your actions and good practices can help protect their rights and build a better future for our communities in Sabah. The advice below is in line with RSPO and MSPO guidance.



1 Manage workers fairly and responsibly

- Pay workers at least the legal minimum wage*
- Ensure equal pay for equal work, regardless of gender or age
- Ensure payment methods (e.g. piece-rate systems) and work targets do not encourage child labour
- Pay suppliers fair prices, meeting or exceeding government or contract rates and aim towards a living wage



2 Help families earn a good living and support local communities to thrive

- Offer and support skills development for youth aged 15 – 17
- Support families to diversify their income through small businesses, livestock or kitchen gardens
- Support fun and safe activities where children can learn, play and develop for worker families and their children in local communities
- Collaborate with organisations that help protect children and support families, such as the Child Rights Action Hub Malaysia



3 Provide support to families working in your business operations

- Protect pregnant workers. Provide time and a private space for breastfeeding mothers to breastfeed or express milk at work
- Ensure childcare centres are safe, well-equipped and staffed by trained caregivers with knowledge of child protection and first aid
- Provide educational support, such as school allowances, safe and reliable transport for children travelling long distances
- Provide additional financial support to female-headed households and female migrant workers



The information provided in this document is for general guidance only and should not be construed as legal advice. The Centre accepts no responsibility or liability for any information provided.

* [Sekretariat Majlis Perundangan Gaji Negara – Portal Rasmi Sekretariat Majlis Perundangan Gaji Negara](#)