

ISCC Social Issues, Verifier, and Indicator

“GAP” (between should be and status quo)	Action Plan	Means of verification
1. Recruitment of foreign workers		
<p>Recruitment fees or other costs to obtain a job at a plantation are currently not covered under ISCC.</p>	<p>Company is obligated to have policy in regards to ethical recruitment (no recruitment fees)</p>	<p>- There is a policy related to ethical recruitment and must be communicated to the stakeholders (minor) (added to ISCC 202/ April 2016, 4.1.” A self-declaration on good social practice regarding human rights..”)</p>

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Requirement to pay minimum fee is covered.	Minimum wage or at least “decent” wage to be obtained despite deduction.	<p>Already included in ISCC 202/4.7: “The company's pay slips demonstrate that living wages meet at least legal or industry minimum Standards and are sufficient to meet basic needs of workers and to provide some discretionary income”</p>

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<p>ISCC requirements and verification guidance does not specifically state that contracts should be available in appropriate languages (translations available for foreign workers, special assistance for illiterate workers).</p>	<p>Include requirement in 202 standard that working contracts has to be available in appropriate languages. In case of illiterate workers appropriate assistance should be available.</p>	<p>Propose to added to ISCC 202/4.16: “contracts should be available in appropriate languages (translations available for foreign workers, special assistance for illiterate workers)”.</p>

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2. Passports		
<p>This topic was not covered under the ISCC requirements in 2014.</p>	<p>Update of 202 standard in January 2015 includes under requirement 4.4 (no indication of forced labour at farm): “...employees shall not be requested to lodge their identity papers with the owner or a third party...”</p> <p>Safekeeping of passports at farm could be ensured e.g. by providing lockers to the workers</p> <p>Working group “Social Issues” to discuss further solutions.</p>	<p>Already covered in ISCC 202/4.4 (Rev. April 2016). “Workers shall not be forced to hand over their identity cards or passports to the farm or plantation management or any other third party”</p>

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3. Minimum Wage		
<p>ISCC standard contains clear and sufficient requirements on minimum wages and keeping of records (working time, overtime)</p> <p>Requirement 4.4.6 is a major must</p> <p>Requirements 4.4.16 – 18 are minor musts</p> <p>Not all requirements were fulfilled at the plantations assessed</p>	<p>Proposed 4.4.16 – 18 shall be major must.</p> <p>Clear statement of working hours, overtime and leave days is necessary to verify if minimum wage was earned.</p> <p>In case minimum wage was not matched by worker the reason should be explained and documented</p> <p>Updated 202 standard contains requirement that “gross wages are paid at least monthly to workers”</p>	<p>Already covered in ISCC 202/4.7; 4.16 (Rev. April 2016).</p> <p>Proposed 4.4.16 – 18 shall be major must.</p>

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<h3>4. Freedom of association</h3>		
<p>ISCC standard contains clear and sufficient requirements on freedom of association</p> <p>Requirement 202/4.6 is a major must</p> <p>Association of foreign workers in unions seems to be restricted by Malaysian law and financial issues</p>	<p>In general, the cooperation between unions and plantations could be improved</p> <p>Plantations should allow that union membership fee can be deducted from workers' salaries and forwarding it to the union</p> <p>Unions to lower membership fees?</p> <p>Unions to allow foreign workers to take offices?</p> <p>Remove provision from working contracts that participation in industrial action is prohibited</p>	<p>Already covered in ISCC 202/4.6 (Rev. April 2016).</p> <p>“Labour organizations and collective bargaining for negotiating working conditions”</p>

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5. Discrimination of foreign workers		
<p>202/4.4.2 is a major must</p> <p>Requirements regarding marriage or other family affairs are not covered by ISCC</p>	<p>Comment: Requirements regarding marriage or other family affairs no need to be covered in ISCC standard 202</p>	