

The logo for PAACLA (Partnership for Action Against Child Labour in Agriculture) is displayed in a stylized, blue, handwritten-style font. Below the main text, the full name of the organization is written in a smaller, red, sans-serif font.

**PAACLA**

PARTNERSHIP FOR ACTION AGAINST CHILD LABOUR IN AGRICULTURE

**ANNUAL REPORT**

**2024**

**PAACLA INDONESIA**

The main title of the report is presented in large, bold, white, sans-serif capital letters, centered on a dark green background. The text is arranged in four lines, creating a strong visual impact.

**STRENGTHENING  
PARTNERSHIPS TOWARDS  
SUSTAINABLE AGRICULTURE  
WITHOUT CHILD LABOUR**

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## LIST OF ABBREVIATIONS

<b>ACCLAIM</b>	Accelerating Collective Child Labor Action for Impact
<b>GAPKI</b>	Gabungan Pengusaha Kelapa Sawit Indonesia/Indonesian Palm Oil Association
<b>GTDLA</b>	Gugus Tugas Desa Layak Anak/Child-Friendly Village Task Force
<b>CSO</b>	Civil Society Organization
<b>ILO</b>	International Labor Organization
<b>PATBM</b>	Perlindungan Anak Terpadu Berbasis Masyarakat/Community based Integrated Child Protection
<b>PKPA</b>	Pusat Kajian Perlindungan Anak/Center for Child Protection Studies
<b>RSPO</b>	Roundtable on Sustainable Palm Oil
<b>SANTAI</b>	Yayasan Tunas Alam Indonesia/Tunas Alam Indonesia Foundation
<b>Stranas BHAM</b>	Strategi Nasional Bisnis dan Hak Asasi Manusia/National Strategy for Business and Human Rights
<b>SDGs</b>	Sustainable Development Goals
<b>SOP</b>	Standard Operating Procedures
<b>PAACLA</b>	Partnership for Action Against Child Labour in Agriculture
<b>WDACL</b>	World Day Against Child Labor
<b>YPSM</b>	Yayasan Pemerhati Anak Indonesia/Pemerhati Anak Indonesia Foundation



## REMARKS BY THE COORDINATOR OF PAACLA INDONESIA



The Partnership for Action Against Child Labour in Agriculture (PAACLA) Indonesia, established in 2018, has reached its sixth year as a collaborative organization addressing the issue of child labor in Indonesia's agricultural sector. Despite its relatively young age, PAACLA Indonesia has achieved remarkable progress. In 2024, PAACLA Indonesia experienced significant growth in its membership, increasing from 28 members in 2023 to 35 members in 2024. This development highlights the growing support for PAACLA's vision and mission to foster a child-labor-free agricultural sector.

Throughout 2024, PAACLA Indonesia implemented various initiatives to tackle child labor. One of the most significant achievements was the publication of *Labor Practices for Tackling Child Labor: A Guide for Companies and Supply Chains in the Agricultural Sector*. This guide was developed through collaboration with the Ministry of National Development Planning/Bappenas, the Ministry of Manpower, the Ministry of Law and Human Rights, and consultations with industry stakeholders in agriculture sector. The guide is designed to encourage companies to take proactive steps in addressing child labor issues by adopting effective policies and implementing remediation strategies within their operations.

PAACLA Indonesia also made substantial contributions to policy development in 2024 through intensive involvement in the formulation of the *Regulation of the Minister of Women's Empowerment and Child Protection Number 6 of 2024 regarding the Community based Child Protection in Supporting the Tackling of Child Labor*. This regulation serves as an important milestone, offering strategic guidelines for monitoring and remediating cases of child laborers.

The accomplishments of PAACLA Indonesia in 2024 are presented in this annual report, structured around its five main areas of activity. While these achievements are commendable, PAACLA Indonesia recognizes that significant challenges remain. Addressing child labor in the agricultural sector requires continued commitment and innovative approaches. Looking forward, PAACLA Indonesia expects that the partnerships and collaborative efforts established thus far will serve as a solid foundation for creating a sustainable agricultural sector free from child labor as well as supporting Indonesia in achieving the vision of a Golden Indonesia 2045 without child labor.

Director of Manpower  
Ministry of National Development Planning/Bappenas  
**Nur Hygiawati Rahayu**



## A. STRENGTHENING POLICIES AND STRATEGIES TO ADDRESS CHILD LABOR IN THE AGRICULTURAL SECTOR

National Seminar and Annual Meeting of PAACLA Indonesia, December 2024, in Surabaya

Addressing child labor in the agricultural sector is a pressing necessity, given its significant prevalence in this industry. According to data from the International Labour Organization (ILO), approximately 70% of child labor globally occurs in agriculture. In Indonesia, around one million children are engaged in child labor, with 28% of them working in the agricultural sector (Statistics Indonesia, 2023).



70% 

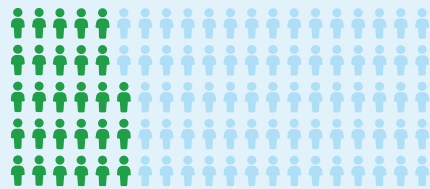


According to the ILO, the proportion of child laborers in agriculture globally is **70%**

(source: ILO Global Estimates, 2020)



28% 



The proportion of child laborers in agriculture in Indonesia is **28%**

(source: Statistics Indonesia, 2023)

These figures underscore the urgent need for stronger policies and integrated strategies to ensure children are not exposed to hazardous and exploitative working conditions in agriculture. Policy improvements should encompass stricter monitoring mechanisms, comprehensive training for agricultural industry stakeholders, and effective remediation measures when child laborer cases are identified within companies or supply chains. Moreover, fostering collaboration among the government, private sector, and communities is essential to addressing the root causes of child labor and implementing long-term solutions. These measures will not only safeguard children's rights but also contribute to the realization of a sustainable agricultural sector free from child labor.

The Government of Indonesia has demonstrated its commitment to combating child labor through the issuance of laws and national policies. A key initiative is the development of the *Roadmap towards a Child Labor-Free Indonesia 2024-2045*, in which PAACLA Indonesia actively participates. Additionally, child labor is a central focus of the *5th Generation National Action Plan for Human Rights* and the *National Strategy for Business and Human Rights (Stranas BHAM)*, which was formalized through Presidential Regulation Number 60 of 2023. These frameworks emphasize a three-pronged approach to addressing child labor: prevention, monitoring, and remediation. Given the high concentration of child labor in agriculture, targeted strategies for this sector are critical. Failure to act promptly risks undermining Indonesia's ability to leverage its demographic bonus and achieve the vision of a Golden Indonesia 2045.

In alignment with national and global development goals to eliminate child labor, PAACLA Indonesia has played an active role in 2024 by contributing to policy and strategy enhancement. Key initiatives undertaken by PAACLA include:



Developing the *Labor Practices for Tackling Child Labor: A Guide for Companies and Supply Chains in the Agricultural Sector*,



Advocating for the Regulation of the Minister of Women's Empowerment and Child Protection on Child Labor Monitoring and Remediation,



Participating in the formulation of the *Roadmap toward a Child Labor-Free Indonesia 2024 - 2045*, and



Contributing to the review of the Principles and Criteria of the Roundtable on Sustainable Palm Oil (RSPO).

These efforts reflect PAACLA Indonesia's dedication to ensuring that the agricultural sector evolves into a sustainable and child labor-free industry.



Launching Labor Practices for Tackling Child Labor: A Guide for Companies and Supply Chains in The Agricultural Sector



## 1. Development of Labor Practice Guidelines to Tackle Child Labor in Agriculture

Child labor is interconnected with broader labor principles and cannot be addressed in isolation. Recognizing this, PAACLA Indonesia developed the *Labor Practices for Tackling Child Labor: A Guide for Companies and Supply Chains in the Agricultural Sector*. This guideline aims to facilitate the involvement of businesses in tackling child labor as part of a sustainable business strategy that aligns with business principles, human rights, and children's rights.

The guideline was collaboratively developed by PAACLA Indonesia, the Ministry of Manpower, the Ministry of National Development Planning/Bappenas, the Ministry of Law and Human Rights, and JARAK Indonesia. During its preparation, PAACLA conducted extensive consultations with various stakeholders, including agricultural industry players. The guideline has been well-received by government bodies, companies, and international organizations. Deputy Minister of Human Rights of Indonesia, Mugiyanto, highlighted its potential as a reference for promoting business and human rights in Indonesia.



## 2. Advocacy for the Regulation on Monitoring and Remediation of Child Labor

Formulating clear policies to support the remediation of child labor is crucial to addressing its long-term impact. Child labor remediation involves steps to reintegrate affected children into education and protect them from further exploitation. To ensure structured and effective remediation efforts, the Ministry of Women's Empowerment and Child Protection issued Ministerial Regulation Number 6 of 2024 regarding *Community-Based Child Protection Guidelines to Support the Tackling of Child Labor*.

This regulation emphasizes prevention, monitoring, and remediation of child labor and promotes active community involvement. PAACLA Indonesia played a significant role in developing the regulation by contributing to the guidelines development, piloting the guidelines and formulation process of the regulation. With its implementation, child labor elimination will follow a more structured, collaborative, and community-inclusive approach across village and municipal levels.





### 3. Formulation of the Roadmap toward a Child Labor-Free Indonesia 2024 - 2045

In 2014, the Ministry of Manpower introduced the *Roadmap toward a Child Labor-Free Indonesia* for the 2014–2022 period as a strategic guide to tackling child labor in the country. This roadmap outlined critical steps to be undertaken by various stakeholders to address the issue effectively. By the end of 2022, several targeted indicators had been achieved. However, persistent challenges in eliminating child labor underscored the need for continued and enhanced efforts.

In response to the conclusion of the initial roadmap and the ongoing prevalence of child labor, the Ministry of Manpower initiated the development of a more comprehensive *Roadmap toward a Child Labor-Free Indonesia* in 2024. This updated roadmap seeks to build on the achievements of its predecessor while incorporating refined strategies and emphasizing deeper, more impactful implementation.

Prior to the development of the *Roadmap toward a Child Labor-Free Indonesia 2024 - 2045*, PAACLA Indonesia, Save the Children and JARAK Indonesia, was engaged by the Ministry of Manpower to participate in review and study activities. These efforts aimed to evaluate the achievements of the *Roadmap 2014–2022* and identify policy priorities needed to address child labor following the roadmap's conclusion.

The review findings highlighted the necessity of formulating a new roadmap to support the vision of a *Golden Indonesia 2045*. In alignment with this objective, PAACLA Indonesia played an active role in the new roadmap's formulation process. Following a series of discussions and consultations, the Ministry of Manpower officially launched the *Roadmap toward a Child Labor-Free Indonesia 2024 - 2045* on July 22, 2024. The launching event was held under the theme *Golden Indonesia Without Child Labor 2045*.

This new roadmap serves as a vital reference for stakeholders in designing and implementing programs aimed at accelerating the elimination of child labor in Indonesia. PAACLA Indonesia remains committed to supporting the Ministry of Manpower by actively disseminating information about the roadmap and promoting its goals.



Roadmap towards Child Labour Free Indonesia 2024 - 2045



### 4. Contribution to the Revision of RSPO Principles and Criteria

The *Principles and Criteria of the Roundtable on Sustainable Palm Oil (RSPO)* are key to ensuring sustainable palm oil production, encompassing environmental protection, social well-being, and economic responsibility. Among these, Principle 6, criterion 6.5, addresses the prohibition of child labor and its worst forms.

In 2024, the RSPO is in the process of revising its principles and criteria, last updated in 2018. PAACLA Indonesia actively participated in a consultation meeting with civil society organizations facilitated by CNV International, providing inputs to strengthen the implementation of Criterion 6.5. on child labor. PAACLA emphasized the need for clearer definitions of child labor criteria, actionable steps for its prevention and remediation in supply chains and the need to ensure robust adherence to sustainability standards within the palm oil industry.



## B. EXPANDING PARTNERSHIPS AND COLLABORATIVE ACTIONS FOR SUSTAINABLE AGRICULTURE WITHOUT CHILD LABOR

Presentation of PAACLA Indonesia membership certificates for newly joined institutions

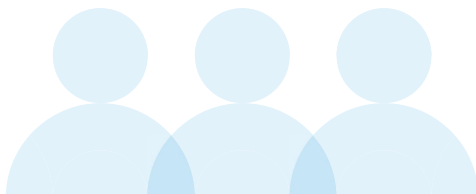
PAACLA Indonesia actively and consistently engages with various stakeholders relevant to its vision and mission, including the government, businesses, and Civil Society Organizations (CSOs). These efforts aim to expand collaboration in the fight against child labor in the agricultural sector and encourage these parties to join PAACLA Indonesia. Throughout 2024, 15 institutions have been explored, with several officially joining PAACLA and forming valuable partnerships. These partnerships reflect a shared commitment to creating a child labor-free agricultural sector in Indonesia.

### 1. Membership of PAACLA Indonesia

PAACLA Indonesia's membership growth is a clear indication of collective efforts to build a child labor-free agricultural sector in Indonesia. In 2024, seven new institutions have joined PAACLA, bringing the total membership to 35 institutions, a 25% increase from 28 members in 2023.

The new members are as follows:

1. PT Minamas Plantation
2. Jala Samudera Mandiri
3. Save the Children
4. CV Restu Sejati
5. Ministry of Law and Human Rights
6. Indonesian Plantation Workers Union (SERBUNDO)
7. Institute Development of Society (IDFoS Indonesia)



## 2. Collaborative Actions



### Palm Oil Sub-Sector

PAACLA Indonesia has maintained a partnership with the Indonesian Palm Oil Association (GAPKI) since its establishment. In 2022, together with JARAK Indonesia, PAACLA Indonesia, and the Center for Child Protection Studies (PKPA), GAPKI launched a guide outlining good practices for child protection in the palm oil industry. This guide marks a significant step forward in supporting industry governance that aligns with global standards, emphasizing the protection, respect, and fulfilment of children's rights as part of responsible business practices.

To further promote sustainable palm oil, PAACLA and GAPKI also produced a short film titled *Sawit Indonesia Ramah Anak* (Child-Friendly Indonesian Palm Oil). Using an audiovisual approach, the film aims to effectively communicate the importance of child protection within the palm oil sector and inspire action from various stakeholders. Additionally, GAPKI and PAACLA Indonesia organized seminars and workshops in Papua and Central Kalimantan to share knowledge and take concrete steps toward a child-friendly and sustainable palm oil industry.



Seminar and Workshop on Child Friendly Palm Oil in Papua Province



Seminar and Workshop on Child Friendly Palm Oil in Central Kalimantan Province





Semi-In-House Workshop on the Development of Child Labor Prevention Systems in the Livestock Sub-Sector



### Livestock Sub-Sector

In 2024, PT JAPFA Comfeed Indonesia Tbk, in collaboration with PAACLA Indonesia, organized a Semi-In-House Workshop on the Development of Child Labor Prevention Systems. This workshop aimed to strengthen JAPFA's internal systems for preventing child labor. The event, which involved JAPFA's internal staff, was held in Jakarta and Bandung.



Training on Fundamental Principles and Rights in the Workplace with a Focus on Child Labor



### Coffee Sub-Sector

In the coffee sub-sector, PAACLA Indonesia had the opportunity to facilitate a training session on Fundamental Principles and Rights in the Workplace, with a focus on the Tackling of Child Labor. Organized by the ILO, the training took place in Lampung Province and aimed to enhance the knowledge and awareness of participants, including coffee agronomists and Joint Business Group administrators, about child labor in the agricultural sector and strategies for its elimination.

## C. PILOTING VILLAGE-BASED CHILD LABOR MONITORING AND REMEDIATION

Accelerating the elimination of child labor requires the adoption of effective, proven approaches. One promising method is the monitoring and remediation of child labor, as outlined in the Regulation of the Minister of Women's Empowerment and Child Protection No. 6 of 2024 on Community-Based Child Protection Guidelines to Support the Tackling of Child Labor. This regulation offers a strong legal foundation for implementing child labor monitoring and remediation in the field. It is hoped that, with this legal framework, various related programs at the village and district levels can be better coordinated, facilitating the mobilization of service providers who play a key role in the remediation process.

As part of the ACCLAIM project, and in collaboration with the Ministry of Women's Empowerment and Child Protection, PAACLA Indonesia will pilot the monitoring and remediation approach for child labor in 2025. This pilot will be carried out in eight intervention villages located in North Lombok and East Lombok District, West Nusa Tenggara, and Jember District, East Java. Preparations for the pilot that had been done by PAACLA in the second half of 2024 included socialization, mapping of service institutions, developing a referral system, and training on child labor monitoring and remediation.

The district and village governments where the pilot will be implemented are fully supporting the plan for monitoring and remediation of child labor. Additionally, relevant service providers at the district and village levels have been mapped and trained to improve their understanding of child rights, child labor, and the standard operating procedures (SOPs) for monitoring and remediation. Overall, these institutions have shown strong enthusiasm for the pilot, with some having signed cooperation agreements as part of the referral system, while others are still in the process of internal consultation.



Training for Child Labor Monitoring and Remediation Teams



Signing of MoU with Service Providers at the District Level



In accordance with the mandate of Ministerial Regulation No. 6 of 2024, the monitoring and remediation of child labor at the village level will be managed by existing institutions, such as the Community-Based Integrated Child Protection Team (PATBM), the Child-Friendly Village Task Force (GTDLA), and other similar bodies. The PATBM and GTDLA teams in the target pilot villages have already received training on child labor and the SOPs to be used in the monitoring and remediation process. The pilot program aims to reach 1,760 children as direct beneficiaries, including 160 child laborers who will be withdrawn from child labor situations and 1,600 vulnerable children who will be prevented from becoming child laborers.

PAACLA Indonesia will also trial an online database system to support the efficient management of beneficiary data. This system, which is smartphone and tablet-based, will allow monitoring teams in the field to collect child laborer or at risk child case data and information related to the remediation and intervention processes. The system is currently in development. It is expected that in the future this database system can be integrated into the national data system for the handling of children requiring special protection, managed by the Ministry of Women Empowerment and Child Protection.

The piloting of this child labor monitoring and remediation is a strategic step in addressing child labor in Indonesia. The lessons learned from this piloting are expected to provide valuable insights for improving future approaches to child labor monitoring and remediation.

## D. CONTINUOUS AWARENESS RAISING

Raising awareness of child labor must be an ongoing effort, as it is a complex issue that evolves with the dynamics of time. This awareness is essential to prevent the normalization of child labor practices, empower communities, inspire cultural and behavioral change, and encourage stakeholders to stay engaged and take action. PAACLA continues to innovate to ensure that its awareness campaigns effectively reach a broad audience by leveraging various digital media platforms.

### 1. World Day Against Child Labor 2024 Commemoration: Let's Act on Our Commitments: End Child Labor

World Day Against Child Labor (WDACL), observed annually on June 12, serves as a global reminder to address child labor. In 2024, the theme of WDACL was "Let's Act on Our Commitments: End Child Labor." PAACLA Indonesia seized this moment to raise awareness and strengthen the collective commitment to address child labor. In collaboration with strategic partners, PAACLA organized creative activities, such as children's performances, exhibitions, and interactive educational sessions about child labor across three regions: Jakarta, Jember, and Lombok. More than 500 people participated in the 2024 WDACL commemoration, which also provided a platform for stakeholders to share their good practices in addressing child labor.



Commemoration of World Day Against Child Labor 2024 in Jakarta

The Jakarta event took place in the public area of Tebet Eco Park, bringing together children's communities, government officials, businesses, academics, CSOs, the media, and other partners, such as the ECLT Foundation, GAPKI, VEOLIA, and TEMPO. Additionally, PAACLA, in collaboration with PKAP Foundation and JARAK Indonesia, hosted a dialogue on June 12, 2024, titled "Child Labor: Now and the Future" at the Central Jakarta National Library.

In Lombok (West Nusa Tenggara) and Jember (East Java), WDACL commemoration events were also vibrant. In Lombok, SANTAI (a local CSO) organized the event with support from PT Alliance One Indonesia, while in Jember, YPSM (a local CSO) collaborated with Universal PT Tempurejo and the Jember District Government to host the event.

Information about these WDACL activities in Indonesia was shared with Global March, a global civil society organization dedicated to the elimination of child labor. The activities were featured in the Global March newsletter alongside similar events from other countries.

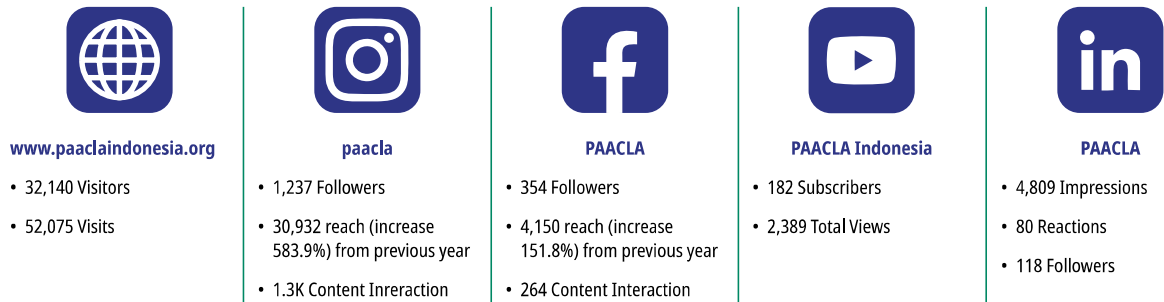
## 2. Child-Friendly Indonesian Palm Oil Short Film Making: Good Practices from the Field

PAACLA Indonesia and GAPKI have produced an innovative short film titled *Sawit Indonesia Ramah Anak* (Child-Friendly Indonesian Palm Oil). Filmed from April to June 2024, the short film aims to educate and inspire the public by showcasing good practices in the palm oil industry that contribute to creating a child-friendly environment. The film features testimonials from children, workers, service managers, company management, palm oil industry figures, CSOs, and government representatives, offering diverse perspectives on sustainable palm oil. The film was shot in two main locations: North Sumatra and Central Kalimantan, representing the diversity of the palm oil industry in Indonesia. The film is expected to reach a wide audience, both domestically and internationally, through popular platforms such as YouTube, Instagram, X (Twitter), and Facebook.



### 3. Wider outreach through social media

Throughout 2024, PAACLA Indonesia has consistently produced content for social media, highlighting its activities and sharing informative content related to child labor in the agricultural sector. PAACLA Indonesia operates across five social media platforms: Website, Instagram, Facebook, YouTube, and LinkedIn. Through these platforms, PAACLA has expanded its reach, disseminating information to raise public awareness. The reach of PAACLA's social media accounts from January to December 2024 is illustrated in the following graph.



#### #PAACLATALK: PAACLA Indonesia Podcast

Podcasts provide an effective space for in-depth, informative discussions, making them an ideal platform for raising awareness on important issues. With their flexible format, podcasts can personally engage listeners, making the messages easier to comprehend and absorb.

In 2024, PAACLA Indonesia launched **#PAACLATALK**, a monthly podcast series featuring speakers from the government, companies, civil society, and children to discuss issues related to child labor in the agricultural sector. **#PAACLATALK** is designed to broaden public perspectives and encourage collective action to protect children's rights and combat child labor.

Throughout 2024, five podcast episodes were uploaded to PAACLA Indonesia's YouTube platform. The first episode, featuring representatives from the children's forum in Borok Toyang Village, West Nusa Tenggara, and Kesilir Village, Jember, was launched in conjunction with National Children's Day on July 22, 2024. In October 2024, PAACLA, in collaboration with the Indonesian Ministry of Law and Human Rights, produced two additional episodes discussing the relationship between business and human rights in the context of child labor elimination. These episodes featured speakers from the Director General of Human Rights, Ministry of Law and Human Rights, and the Director of Labor Norm Supervision Development, Ministry of Manpower, Republic of Indonesia.







## E. INSTITUTIONAL ACTIVITIES OF PAACLA INDONESIA

PAACLA Indonesia's Steering Committee Meeting, June 2024

To ensure effective institutional management, the National Secretariat of PAACLA Indonesia organizes various activities, including Steering Committee meetings, the Annual Meeting of PAACLA Indonesia, and perception surveys among PAACLA Indonesia members.

### 1. PAACLA Indonesia Steering Committee Meeting

PAACLA Indonesia held two Steering Committee meetings in 2024, in June and October. These meetings aim to address important and strategic issues concerning PAACLA, such as ongoing activities and national and global topics related to child protection and child labor. A key topic of discussion during the Steering Committee meetings was the need for PAACLA Indonesia to strengthen its role as an effective partnership organization in tackling child labor in agriculture. Looking ahead, PAACLA Indonesia is expected to take on a more active role in responding to international child labor issues and conducting global campaigns.

### 2. PAACLA Indonesia Annual Meeting 2024

The PAACLA Indonesia Annual Meeting 2024 took place on December 4-5, 2024, at the Santika Hotel, Surabaya, with 63 participants representing 34 PAACLA Indonesia member institutions. The theme of the meeting was "Strengthening the Role and Impact of PAACLA Indonesia." This event provided an opportunity to (1) discuss the development of an effective and adaptive institution tailored to the unique challenges faced by each member, (2) explore future program ideas, and (3) create a platform to share good practices and impacts in addressing child labor in the agricultural sector.



Remarks by Adhy Karyono, A.Ks., M.A.P, Acting Governor of East Java

The meeting was opened by Adhy Karyono, A.Ks., M.A.P, Acting Governor of East Java, and featured two keynote speakers: Maliki (Deputy for Population and Manpower, Ministry of National Development Planning/Bappenas) and Mugiyanto (Deputy Minister of Human Rights). In his opening speech, the Acting Governor emphasized that the Annual Meeting and National Seminar in Surabaya served as a reminder for the East Java Regional Government to take a closer look at the child labor situation in the province, particularly within the agricultural sector. He highlighted the importance of equipping children with the skills necessary to compete globally and ultimately break free from the cycle of poverty.

The commission meeting sessions during the Annual Meeting focused on exploring initial ideas for preparing the PAACLA Indonesia Action Plan for 2025-2028 and institutional strengthening to amplify the future impact of PAACLA Indonesia.



Keynote Speech by Maliki, Deputy for Population and Manpower, Ministry of National Development Planning/Bappenas



Keynote Speech by Mugiyanto, Deputy Minister of Human Rights

## Recommended Topics and Subtopics from the Commission Meetings for future PAACLA Indonesia Action Plan

Topic	Sub-topics
<b>Data and Information</b>	<ul style="list-style-type: none"> <li>• Providing accessible data and information on child labor in the agricultural sector for members.</li> <li>• Developing a database of programs and good practices in the prevention of child labor.</li> <li>• Offering information related to regional programs.</li> <li>• Submitting reports on the accountability of implementing institutions in the fight against child labor.</li> <li>• Reporting on the progress and achievements of each indicator in the PAACLA action plan.</li> <li>• Providing information on network support for program implementation.</li> <li>• Enhancing the understanding of members and stakeholders about PAACLA Indonesia, including its vision, mission, and activities.</li> </ul>
<b>Capacity Building</b>	<ul style="list-style-type: none"> <li>• Capacity building for institutions and individuals on child labor issues and elimination programs.</li> <li>• Capacity building to strengthen networks with the business sector.</li> </ul>
<b>Impact</b>	<ul style="list-style-type: none"> <li>• Contributing to the reduction of child labor.</li> <li>• Supporting the improvement of human resources quality for the future.</li> <li>• Encouraging the creation of new policies for the elimination of child labor.</li> </ul>
<b>Roles</b>	<ul style="list-style-type: none"> <li>• PAACLA Indonesia plays an active role in facilitating the fight against child labor in the region.</li> <li>• Clarifying the division of roles in addressing child labor among stakeholders (government, companies, and civil society organizations).</li> <li>• PAACLA Indonesia serves as a platform dedicated to addressing child labor issues in the cocoa industry.</li> <li>• PAACLA Indonesia acts as a source of expertise on child labor issues and mobilizes funding for related initiatives.</li> <li>• PAACLA Indonesia aims to be a center for capacity building in the elimination of child labor at both the government and supply chain levels.</li> </ul>
<b>Networking</b>	<ul style="list-style-type: none"> <li>• Facilitating collaboration and accelerating efforts to address child labor</li> <li>• Strengthening inter-agency networks</li> </ul>
<b>Program</b>	<ul style="list-style-type: none"> <li>• Providing technical support for the company's internal programs.</li> <li>• Offering advocacy assistance for child labor cases in palm oil plantations.</li> <li>• Facilitating collaborative actions at the district level.</li> <li>• Encouraging PAACLA member companies to allocate Corporate Social Responsibility (CSR) funds to support CSOs in implementing child labor mitigation efforts.</li> <li>• Conducting research on the elimination of child labor in the palm oil sector.</li> </ul>
<b>Campaign</b>	<ul style="list-style-type: none"> <li>• Conducting publications and campaigns at both national and global levels.</li> <li>• Enhancing public awareness and understanding of child labor issues.</li> </ul>



National Seminar “Accelerating the Implementation of Business and Human Rights Policies in Tackling Child Labor for Sustainable Agriculture”

As a tradition, the 2024 PAACLA Indonesia Annual Meeting was accompanied by a National Seminar aimed at sharing knowledge and best practices for addressing child labor in the agricultural sector. This year’s seminar, themed “Accelerating the Implementation of Business and Human Rights Policies in Tackling Child Labor for Sustainable Agriculture,” was attended by 122 participants.

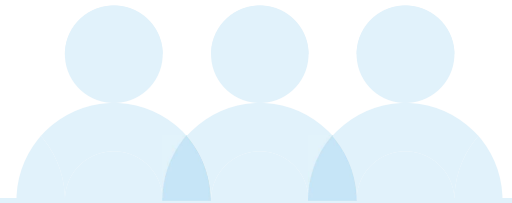
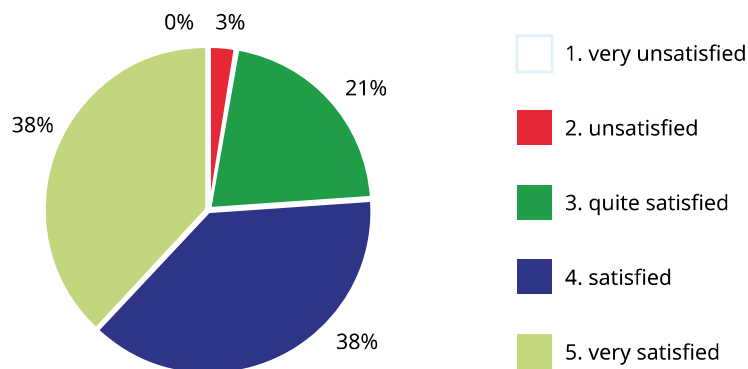
The seminar featured speakers from the Global Reporting Initiative, the Cocoa Sustainability Partnership, and the Directorate of Labor Norm Inspection, Ministry of Manpower, who discussed the challenges and opportunities in implementing business and human rights policies. Additionally, representatives from the three pillars of PAACLA Indonesia— the Ministry of Women Empowerment and Child Protection, PT Dharma Satya Nusantara Tbk, PT Alliance One Indonesia, and JARAK Indonesia—shared their knowledge and good practices regarding the application of business principles and human rights in combating child labor in the agricultural sector.

This seminar served as a key opportunity to encourage the development of concrete actions for implementing business and human rights principles, with the goal of achieving a sustainable agricultural sector free from child labor.

### 3. PAACLA Member Perception Survey

The National Secretariat of PAACLA Indonesia conducted an online survey of its members to assess satisfaction levels, gather expectations, and receive recommendations for enhancing the benefits offered to PAACLA Indonesia members. A total of 29 members participated in the survey. The results revealed that the majority of respondents were satisfied with PAACLA's performance; however, 3% expressed dissatisfaction. The insights gained from this survey will be carefully considered by PAACLA Indonesia's management to guide future improvements.

#### Satisfaction level of PAACLA members



Survey respondents provided various suggestions to enhance PAACLA Indonesia's performance in the future, as outlined below:

#### 1. Expanding Membership, Strengthening Networks, and Coordinating with Partners

- Ensure that PAACLA Indonesia's partners and members remain committed to addressing child labor in the agricultural sector.
- Continue building networks with a more diverse group of stakeholders, including academics, universities, research institutions, and the media.
- Expand PAACLA Indonesia's membership to include more companies in the agricultural sector.
- Strengthen cooperation and coordination between members and stakeholders, such as with the Human Rights Regional Office, trade unions, and others to effectively implement programs.

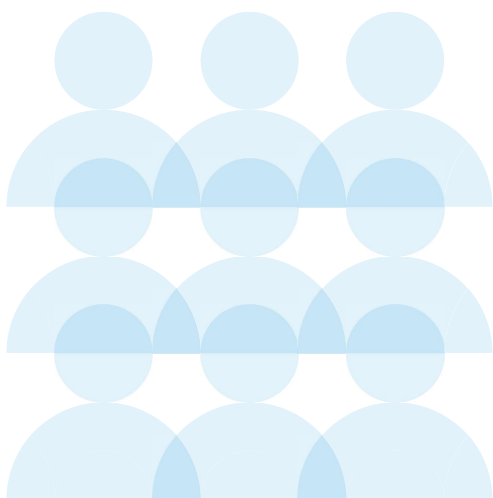
#### 2. Strengthening Work with the Corporate Sector

- Actively engage large-scale companies with broader influence to address child labor.
- Align priority issues and programs more closely with the business sector.
- Improve communication with the tobacco industry, particularly in identifying opportunities for collaboration to avoid duplicating programs.



### 3. Other Suggestions

- Encourage the development of regional PAACLA branches, including the establishment of regional secretariats, socializing child labor action plans, and increasing regional activities.
- Provide regular, continuous support to members.
- Develop data and policies as tools for the government to engage in the prevention and reduction of child labor, especially at the regional level.
- Increase the dissemination of good practices so that they can serve as examples for other members.
- Hold regular meetings with stakeholders regarding SDG-related issues.
- Ensure that national-level policies have a significant impact at the regional level.
- Strengthen efforts related to children's issues in the fisheries sector.
- Conduct periodic monitoring and performance evaluations to assess the quality and impact of implemented programs.



In addition, to maximize the benefits of PAACLA Indonesia, survey respondents provided the following recommendations:

- Coordinate, synergize, and collaborate with members to support a child-friendly farming environment.
- Increase member participation and involvement in capacity-building activities.
- Focus on strategic programs.
- Involve members in program implementation as part of a consortium.
- Provide technical support and assistance to members.
- Invite large-market-share private sector companies in Indonesia to join as members.
- Strengthen PAACLA's capacity and role in regional areas.
- Engage the government to support the implementation of programs.
- Increase the dissemination of good practices so members can learn from each other's experiences.
- Strengthen information-sharing platforms.
- Provide periodic reports on the efforts and progress made in addressing child labor.
- Hold regular meetings, both online and offline, to assess achievements and contributions within the PAACLA partnership.
- Create a forum for measurable and productive social dialogue between stakeholders to implement good practices and prioritize strategic partnerships between companies, governments, labor unions, and CSOs.
- Conduct activities targeting school dropouts.



# PAACLA INDONESIA MEMBERS

## Government



## Companies



## CSOs and Association



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How to join PAACLA, please scan:

