



BETWEEN REALITY AND CERTIFICATIONS

Working Conditions in the Palm Oil Sector in
Guatemala and Honduras



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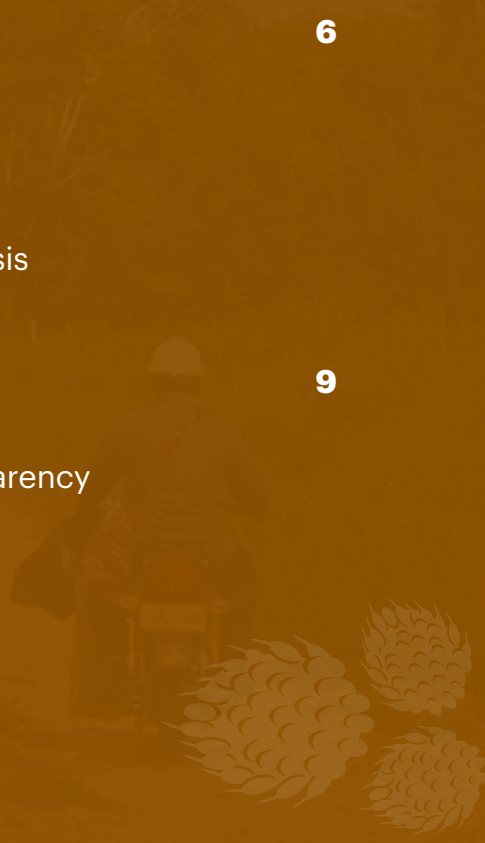
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Working Conditions in the Palm Oil Sector in Guatemala and Honduras

1. Introduction

CNV Internationaal, as a trade union organisation, has been working for years in various international agri-food chains, including the palm oil chain. We firmly believe in an approach that strengthens collective action within the chain, grounded in social dialogue, where workers, as well as negotiated collective agreements, play a leading role.

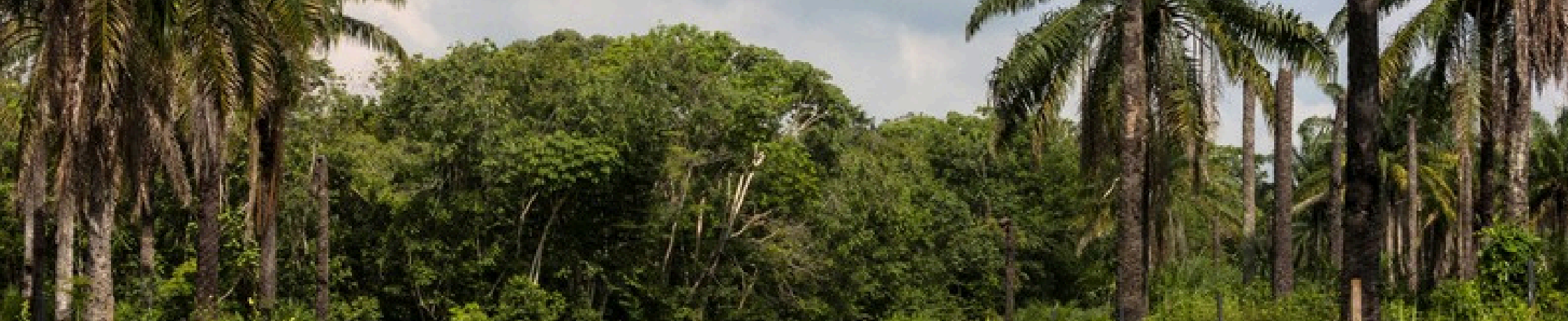
In these disruptive times for international trade, the importance of resilient supply chains is greater than ever. Collaboration among all stakeholders in the sector on due diligence, particularly regarding labour rights, is essential to building fairer, more resilient, and inclusive supply chains.

In this context, the role of certification systems like the RSPO is crucial in moving toward a more sustainable sector and helping the industry meet the growing due diligence requirements set out in the OECD Principles.

The Fair Work Monitor is a participatory tool developed by CNV Internationaal that collects palm oil workers' perceptions of their working conditions. The second round of Fair Work monitoring was implemented in Guatemala and Honduras in 2025.

This report was made possible thanks to the active participation of the Guatemalan and Honduran trade union organisations, with whom we have worked closely, as well as the support of the Roundtable on Sustainable Palm Oil (RSPO). The development of the wage methodology was supported by the Anker Research Institute (ARI).

This is a unique effort, as the information collected directly from workers offers a valuable opportunity to improve risk analysis, strengthen industry-wide collective action, and consolidate the certification system. It also constitutes an important source for audit operations.



This second round evaluated the implementation of the RSPO certification system standards (referring to principles and criteria), including monitoring of relevant aspects such as economic conditions, living wages, freedom of association, occupational health and safety conditions, gender aspects, and the eradication of forced labour.

The main results reveal a contrasting reality: although standards are recognised, serious deficiencies persist in their effective implementation and in the real improvement of working conditions, especially for field workers. In addition to not receiving decent wages, workers face restrictions on carrying out their union activities and defending their rights, limited opportunities for social dialogue, and exposure to conditions that tend toward forced labour.

This report not only exposes these challenges but also reaffirms the urgent need for collective action. Our approach emphasises a collaborative path forward, led by trade unions and involving the active collaboration of the private sector and multi-sector platforms like the RSPO. Only through effective dialogue and rigorous implementation of the RSPO Principles and Criteria (P&C) can we build a transparent and sustainable oil palm chain that guarantees decent living and working conditions for all workers in the sector.

This project was carried out by CNV Internationaal as part of the project "Strengthening local communities, small producers, and workers in Guatemala and Honduras through the use of RSPO mechanisms," which was developed in partnership with Oxfam Central America.



Guatemala

The Fair Work Monitor's coverage in Guatemala focused on the Sayaxché region of Petén.



Honduras

In Honduras, the Fair Work Monitor focused on the municipalities of El Progreso, El Negrito, and Tela in the department of Atlántida. In 2024, the coverage also included the municipalities of Lima and Choloma.



2. Methodology of the Fair Labor Observatory

The methodology used in digital monitoring for palm oil 2025 was carried out following the guidelines of the Fair Labor Observatory. The process involved outreach to worker organizations to conduct the second round of monitoring and training liaisons for field monitoring implementation.

The monitoring form questions remained the same as those in the first round to identify trends between 2024 and 2025, as well as to identify workers' perceptions of the RSPO standard. The Fair Labor Observatory addressed mandatory labor issues, including primarily the right to a living wage, freedom of organization, gender equality, and occupational health and safety conditions.

2.1 Sampling and Participation

Sampling was conducted using the Respondent-Driven Sampling (RDS) method (Heckathorn 1997 and Mullo 2021), widely used for hard-to-reach or hidden populations. The RDS combined the snowball sampling scheme to reach both direct and contracted workers, both unionized and non-unionized, through union leaders and workers.

The process began with unionized workers and was progressively expanded to include other workers thanks to the interviewers' ability to invite other trusted colleagues, who participated voluntarily. This strategy made it possible to reach areas of the countryside where workers are difficult to recruit, such as field and harvest crews, nursery and planting workers, and industrial plant workers, for example. In total, 430 workers involved in oil palm production and marketing participated, distributed across the main production areas of both countries. The total number of participants was 203 in Guatemala and 227 in Honduras, representing 13 companies certified under the RSPO standard.

It is important to note that this type of sampling is non-probabilistic, meaning that the selection of participants is not based on chance, but on factors related to the characteristics of the research.

While a diverse sample was sought, access to palm oil workers depended on the reach of CNV Internationaal's social media and that of its union partners, as well as their willingness to participate.

Workers in the palm oil sector in Central America are considered a difficult-to-reach population due to their dispersion and, in some cases, their hidden nature, particularly among subcontracted workers. The level of participation observed reflects workers' trust in CNV Internationaal and their interest in raising awareness about labor rights issues.

Data collection took place between March 30 and May 20, 2025, using the KoboToolBox tool and its interface to the KoboCollect application, open-access software developed by the Harvard University Humanitarian Initiative.

This application allows for the digital completion of the monitoring questionnaire form from Android phones and tablets securely and anonymously, without the need for a permanent internet connection. This tool, along with the assistance of monitoring liaisons trained in its use and deployment, promoted a decentralized, participatory exercise tailored to the real-life work dynamics of workers in the sector.

2.2 Data Cleansing

Salary data were manually inspected to identify and correct outliers. Any data considered unreliable was excluded from the analysis. For all variables, the proportion of excluded data was less than 4%.



In Guatemala, all participants identified as male. Most workers are between 25 and 49 years old.



In Honduras, the 225 participants who answered the age question were all adults. The age ranges with the highest participation were 25–29, 30–34, 35–39, and 40–44.

2.3 Groups and representatives

Due to the nature of our sampling approach, we cannot guarantee the complete representativeness of all subgroups in the oil palm sector. This could affect the magnitude of the calculated wage gaps, as certain groups could be undersampled or oversampled. To mitigate this, we conducted a comprehensive analysis of wages across different groups to identify key disparities, only in cases where data availability ensured the quality of the information. In this case, it was possible to establish the wage gap between the agricultural and industrial sectors for Guatemala.



2.4 Feedback of Results and Participatory Analysis

Once the monitoring round was completed, the results were analyzed. This occurred in two stages:

Technical analysis of the indicators for each country, conducted by CNV Internationaal's data analysts, specifically considering the indicators associated with the Principles and Criteria of the RSPO standard.

Participatory feedback and interpretation of results through discussion with union leaders about the findings and placing them in the context of each country.

During the feedback process, meetings were held to present the results and discuss each graph with the leaders and workers representing the value chain who participated in the monitoring.

The indicators were discussed one by one through context analysis in each country, and the results were prioritized into urgency categories following the traffic light system (Critical, At Risk, and Acceptable).

It is important to emphasize that there is a difference between the technical analysis of data and the discussion of results with union leaders. While the former is based on the methodology and data system designed by CNV Internationaal, participatory feedback allows the findings to be contextualized, giving them practical meaning in relation to the workers' direct experience.

This process does not replace data analysis, but rather complements it: it provides added value by providing interpretations, insights, and conclusions that enrich the interpretation of the results, particularly for social dialogue, collective bargaining, and sustainability processes in the sector.

The discussions focused primarily on outcomes useful for social dialogue and collective bargaining processes, while also assessing progress on indicators related to the RSPO standard toward monitoring in 2024. These discussions informed the conclusions presented in this report, incorporating key data on sustainable practices, on-the-ground challenges, and perceptions of RSPO certification.



All the percentages and analyses derived are based on this dual process: a rigorous technical analysis and a participatory and contextualized interpretation, both supported by CNV Internationaal.

The results of the socialization process and the analysis by the workers can be read in point 5 of this report.



3. Main Findings

The data collected show that highly vulnerable labour conditions persist on oil palm plantations in Guatemala and Honduras: unclear or absent contractual agreements, wages far below the living standard, excessive work hours motivated by fear of dismissal, weak social dialogue, and deficiencies in health and safety.

In Guatemala, job insecurity is more pronounced, with deep wage and union membership gaps. In Honduras, although there has been progress in union presence and wage protection coverage, overtime work and work pressure remain a concern.

3.1 Contractual Vulnerability and Lack of Transparency (Guatemala)

- 25% of workers do not have an employment contract.
- 75% lack understanding of their contract or do not have a copy.
- Contracts are not translated into indigenous languages, and 33% of respondents are illiterate.

3.2 Structural Lack of Living Wage

- In Guatemala, 99% of agricultural workers earn less than the living wage.
- In Honduras, wages are closer to a living wage, but often depend on overtime or bonuses.

3.3 Forced Labour and Work Pressure

- 34% of workers in Guatemala and 40% in Honduras regularly work beyond legally permitted hours due to fear of dismissal.
- High work pressure and lack of supervision and participation aggravate this risk.



3.4 Weak or Nonexistent Social Dialogue (Especially in Guatemala)

In Guatemala, only one company out of all certified companies has a union.

There are anti-union practices, such as intimidation and lack of union recognition.

In Honduras, the situation is improving: 90% report union presence and there are active collective bargaining negotiations.

3.5 Health and Safety

In Guatemala, training is insufficient and superficial.

There has been progress in Honduras, but training needs to be available to all workers and the quality of such training needs to be guaranteed.



4. Key Results

4.1 Principles and Criteria of the RSPO standard

In Honduras, of the 227 people surveyed, a large majority of workers were aware of RSPO certification, as shown in Figure 1. Companies with the highest monitoring participation recorded levels of awareness above 74%. Even in those with fewer respondents, the majority of workers reported awareness of the certification.

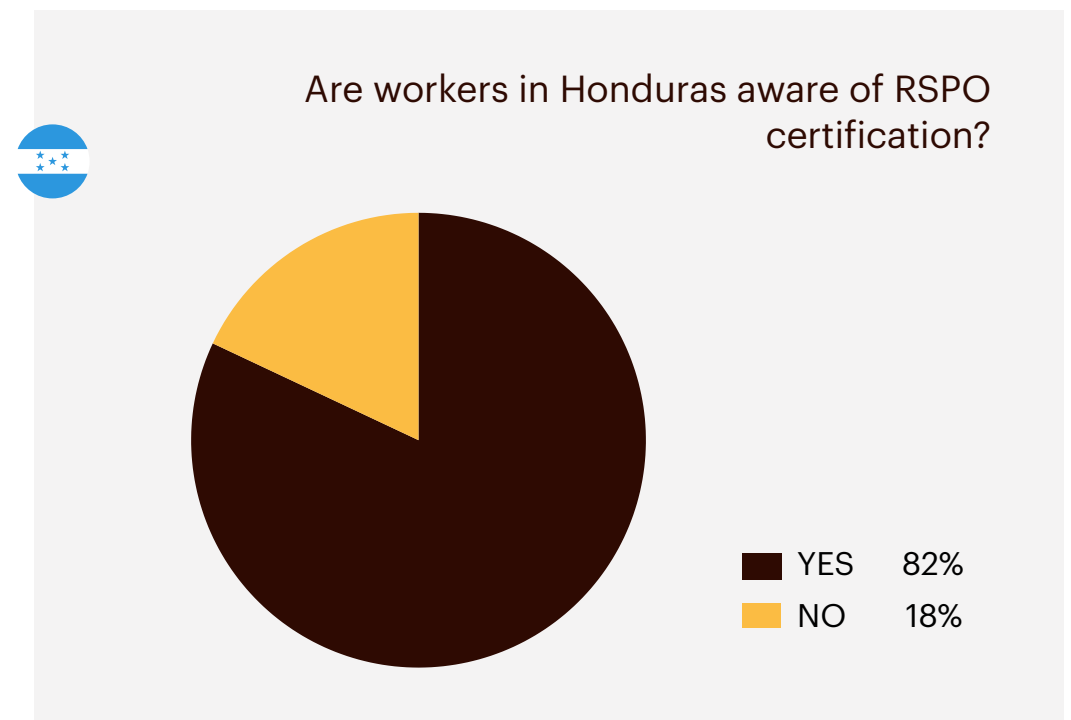


Figure 1: Workers aware of RSPO certification in Honduras. 2025 monitoring. Prepared by the authors.



Perceptions of RSPO certification expressed by workers in Honduras

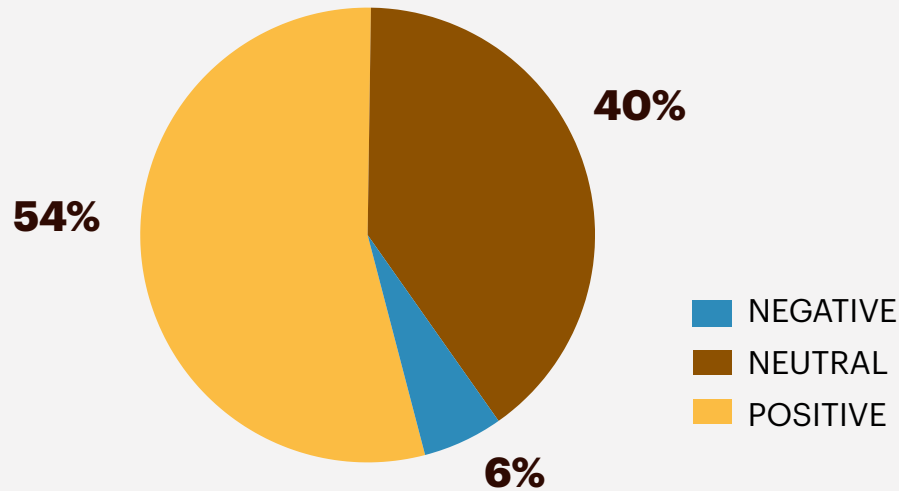


Chart 2. Analysis of perceptions of RSPO certification by workers who attended the monitoring.

When asked about their opinions on RSPO certification, workers mostly used words reflecting positive aspects. Sentiment analysis revealed that 54% of the comments expressed a favourable perception of the certification.

In Guatemala, 54% of workers who participated in the monitoring stated they were aware of RSPO certification. It was found that participating workers who belong to companies with a larger number of employees tend to adopt the RSPO principles and criteria more clearly, while workers who work for companies with fewer employees or those that operate under outsourcing schemes tend to have less awareness of the certification.

Are workers in Guatemala aware of RSPO certification?

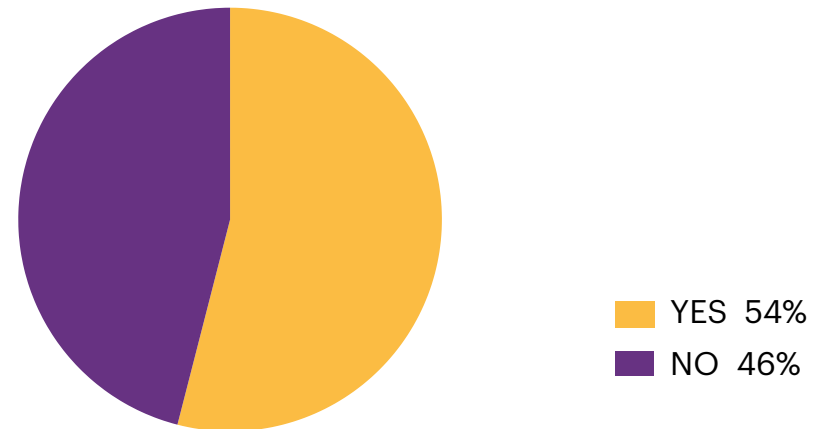


Figure 3. Workers aware of RSPO certification in Guatemala. 2025 monitoring. Prepared by the authors.



Perceptions of RSPO certification expressed by workers in Guatemala

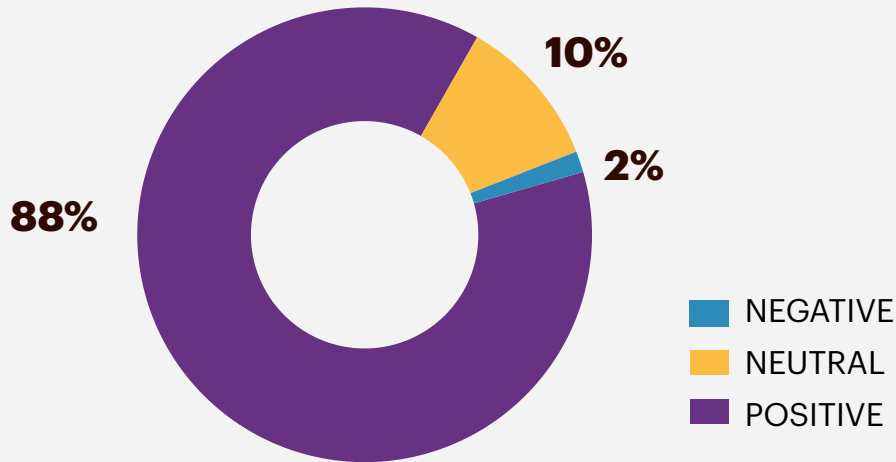


Chart 4. Analysis of perceptions of RSPO certification by workers who attended the monitoring.

Of the workers who commented on the certification, 88% gave it a positive rating, highlighting the importance of certification in contexts where guaranteeing and overseeing labour rights is essential.

4.2 Contracting Mechanisms

In the case of the participating workers from Honduras, the monitoring revealed favorable contractual conditions, with the majority of participants holding permanent or open-ended contracts and a written agreement. A small gap persists in the level of understanding of the terms of these contracts, with nearly a fifth of the workers stating they did not understand the contract's content.

In the monitoring in Honduras, women's participation was 26% of the total workforce. Eighty-eight percent of the women who participated had a contract with the company, half of them had permanent or indefinite contracts, and a third of the total number of women had service contracts.

In Guatemala, it was found that 48% of workers do not understand the content of their employment contracts. Low literacy rates also represent a significant barrier; 33% of monitoring participants cannot read or write, making it even more difficult to understand contractual terms.

Additionally, 99% of the participating workers identify as Indigenous, with Spanish as their second language. While 90% of those who have contracts with the company receive a copy, the contracts are written only in Spanish and are not translated into their native language.

The monitoring data indicate that many workers with contracts do not fully understand the content of their agreements. This highlights a significant gap in awareness regarding their rights and obligations toward their employer.



Image-Guatemala. Workers belonging to an ethnic group.

Understanding the content of the employment contract

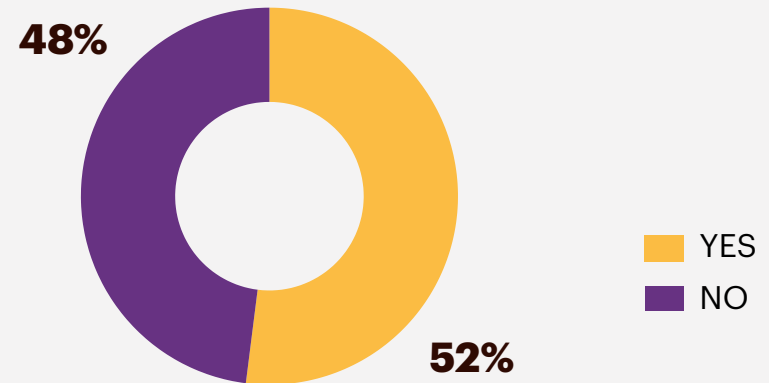


Image-Guatemala. "Understanding the Contents of the Employment Contract"

Seventy-two percent of workers with fixed-term contracts work less than 48 hours per week, and 27% work the full 48 hours. No permanent workers reported working more than 48 hours, suggesting that overtime hours are within the 48-hour workweek established by the Guatemalan Labour Code.

Number of hours worked per week by those with a permanent contract in Guatemala

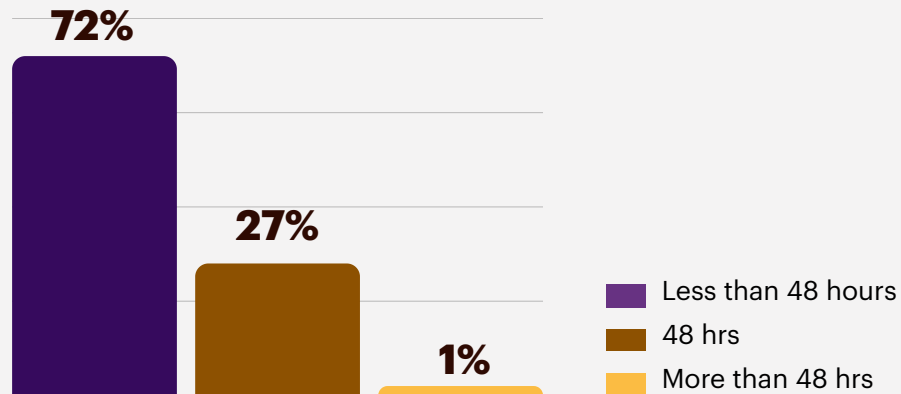


Image: Number of hours worked per week by those with permanent contracts in Guatemala

The Guatemalan Labour Code emphasises in Article 116 that “The ordinary effective daytime work day cannot exceed eight hours per day, nor exceed a total of forty-eight hours per week” and establishes that, for legal purposes, a total of 45 hours per week is considered a normal ordinary work day.*

*(Congress of the Republic of Guatemala, 2001, p. 63).
<https://www.mintrabajo.gob.gt/doc/normativasDeTrabajo/Codigo-de-Trabajo-Digital.pdf>

Thirty-four percent of participating workers reported being forced to work beyond the legal maximum hours for fear of being fired.

Within the aforementioned 34%, 28% of workers indicate that their usual weekly work routine reaches 48 hours, 4% report that their weekly schedule is less than 48 hours, and 1% report that their weekly workday reaches 60 hours.

Workers who reported being forced to extend their workweek likely exceeded their standard hours. For the majority, whose normal workweek is 48 hours, this meant working beyond the legal limit. Furthermore, the 1% who reported working 60 hours per week significantly exceeded the legally permitted maximum.

Among the workers who reported being forced to work beyond the legal maximum workday, 13% did not have a direct contract with the company, 8% were temporary or occasional workers, and 10% were fixed-term workers. Only 3% held permanent or indefinite contracts.

4.3 Living Wages

In Guatemala, the monitoring data reveal an alarming gap in workers' access to the living wage established by the Anker Research Institute, particularly in the agricultural and industrial sectors.

In the agricultural sector, 99% of workers do not receive enough income to cover a basic, decent standard of living, while in the industrial sector, 88% of workers do not receive a living wage. This reflects economic vulnerability, especially among rural workers, where working conditions and wages continue to fall below minimum standards for a fair wage.

The median wage in the agricultural sector is Q 2,969, with a wage gap of Q 1,015 compared to the estimated living wage, **representing a deficit of 28%**. In the case of the industrial sector, the median reaches Q 3,244, with a gap of Q 621, **equivalent to 19%**.

In Honduras, the minimum wage for rural areas is 9,053 lempiras, and the living wage estimated for rural areas by the Anker Research Institute is 10,450 lempiras. **Thirty percent of participating workers reported incomes below the living wage**, and just under 10% reported wages below the minimum wage of 9,053 lempiras.

Workers who do NOT receive a living wage in the agricultural and industrial sectors

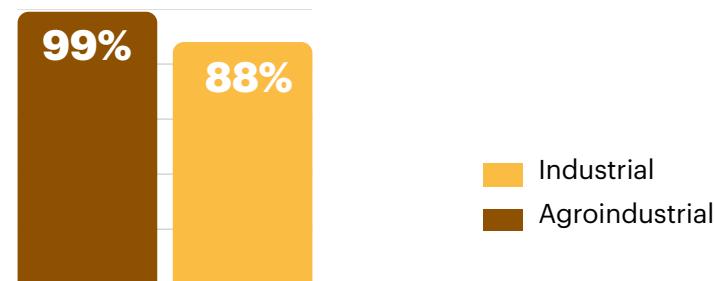


Image-Guatemala. "Wage gaps for workers in the agricultural and industrial sectors"

Wages of agricultural workers

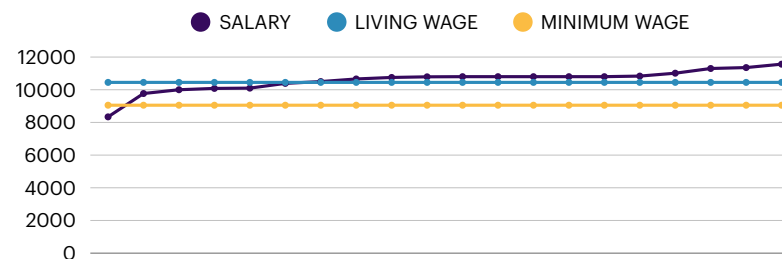


Image-Honduras. Basic wages reported by agricultural workers.

4.4 Social Dialogue

In 2025, 90% of workers who participated in the monitoring in Honduras reported that unions existed in the companies where they worked. However, of the eight companies surveyed, three did not have unions, as they were organised as cooperatives, medium-sized producers, or associative enterprises.

At the same time, there was evidence of improved conditions for collective bargaining: 50% of surveyed workers reported that their companies provide facilities to support these processes, with better conditions observed in industries more closely aligned with the RSPO Principles and Criteria.



In the analysis of access to **dialogue mechanisms** between workers and companies in the palm oil sector in Honduras, 40% of participants indicated that they were aware of such mechanisms within their company - a slight improvement of 5% compared to the previous monitoring report.

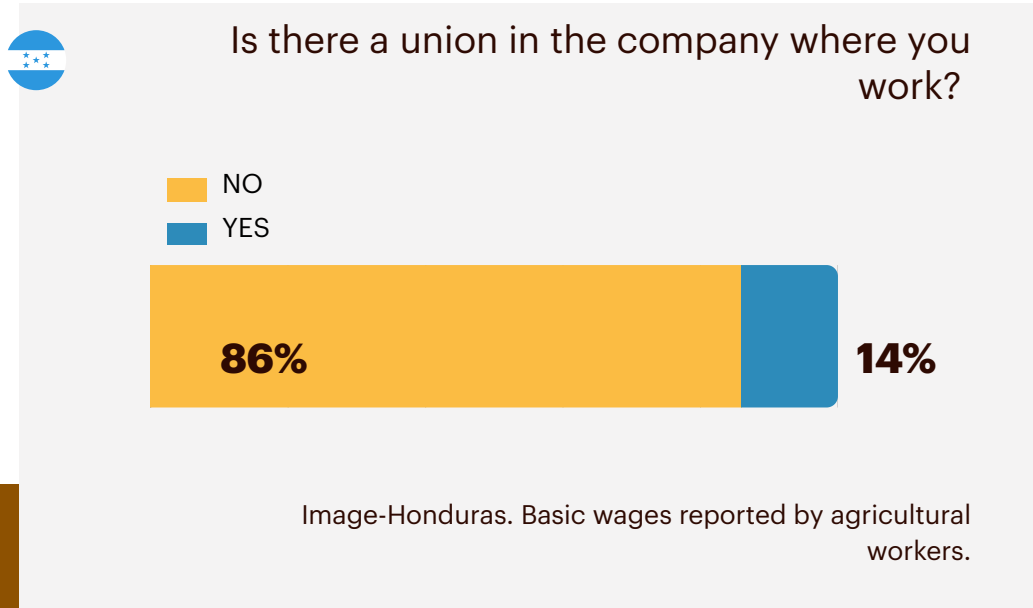
Thirty-three percent of participants who responded on the use of dialogue mechanisms considered them effective in resolving conflicts - an improvement of nearly 20% compared to the previous survey. **However, effectiveness remains low overall: 67% of those who have used these mechanisms still consider them ineffective.**

72% of those familiar with these mechanisms reported having access to them, with two companies standing out in particular, **where over 90% of employees indicated effective access to conflict resolution mechanisms.**

This trend suggests a progressive strengthening of institutional dialogue, unlike previous years when spaces for dialogue were more limited.

This progress is the result of **increased information and knowledge among workers and their union representatives** on topics such as the RSPO standard, social dialogue, and win-win negotiations. These factors have helped encourage openness among companies that previously did not support such spaces.

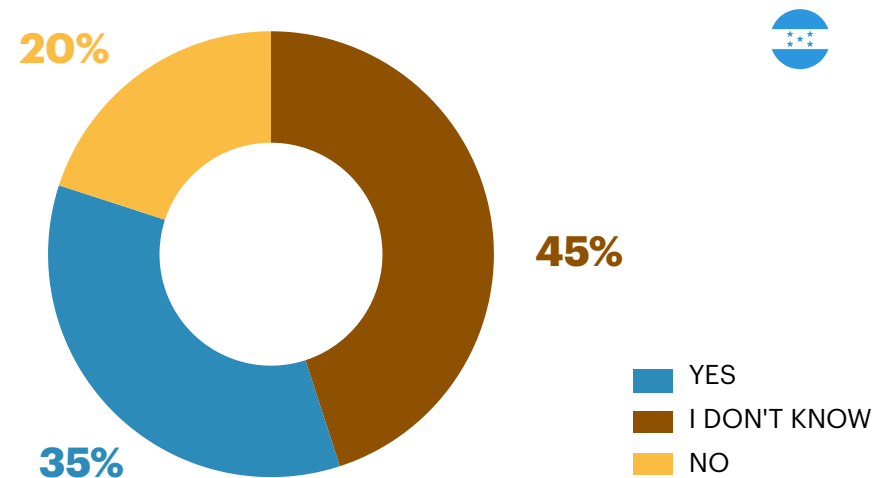
In the analysis of social dialogue mechanisms in Guatemala, various barriers were identified that hinder effective dialogue between workers, unions, and companies. **One major barrier is that only 14% of participating workers stated** that there is a union in the company where they work.



4.5 Anti-union Actions

Challenges related to anti-union actions persist in Honduras. Among participating workers, 45% reported being unaware of any such actions, 35% reported having observed anti-union activities, and 20% stated they had not observed any.

Have you witnessed anti-union actions at the company where you work?



4.6 Collective Agreement

As of 2025, 58% of workers in Honduras reported that there was no collective bargaining agreement, while 18% said there was. In Guatemala, no collective bargaining agreements are currently in force.



Image-Honduras. Existence of collective bargaining agreements in companies.

- Not in place
- Unsure/Doesn't know
- In place

4.7 Health and Safety

In Honduras, **all surveyed workers** answered the question on occupational health and safety (OHS). Of these, 55% reported having received training or support in this area.

Does the company where you work offer OSH training?

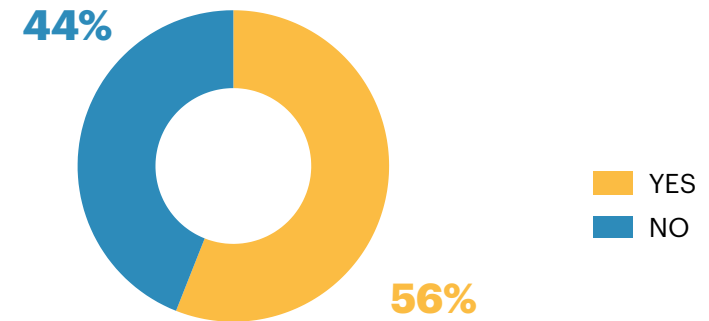


Image-Honduras. Workers receiving on-the-job training in occupational health and safety.

In companies with a large number of employees, **workers reported 100% compliance with OSH training.** Significant progress was made in five other companies.

In Guatemala, data revealed serious deficiencies in access to occupational health and safety. Fifty-four percent of workers reported receiving OSH training. **While the quality of training was found to be good in both countries, workers reported not receiving adequate Personal Protective Equipment (PPE).**

In both countries, the majority of participating outsourced workers reported **not receiving** any type of training.

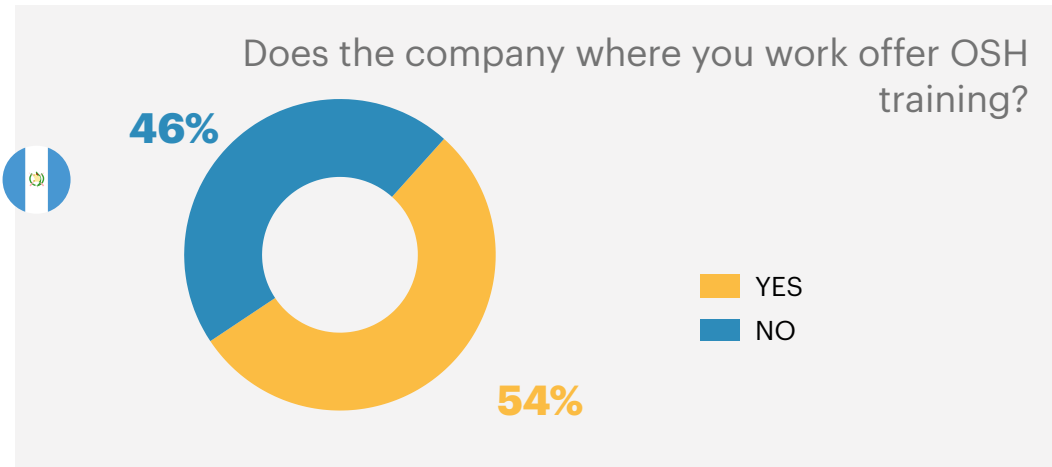


Image-Guatemala. Workers receiving OSH training.

Have you worked more than the maximum hours for fear of being fired?

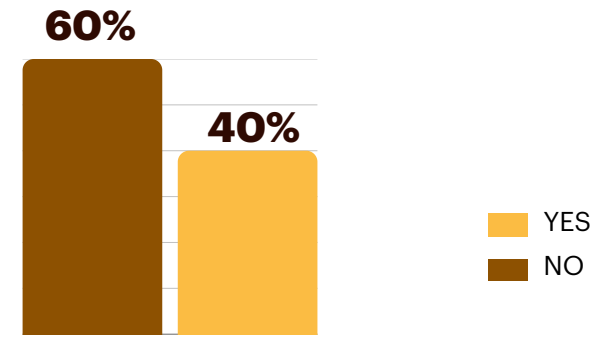


Imagen-Honduras, "has been forced to work beyond the maximum legal hours for fear of dismissal"

4.8 Forced and Child Labour

In Honduras, 40% of workers who responded to the monitoring report that they have been forced to work beyond the legal limit for fear of dismissal. Furthermore, it was found that the workers most exposed to these practices are in companies where there are no unions or where there is a high presence of contractors and temporary workers.

In Guatemala, 34% of workers reported having been forced to work beyond the legal maximum hours for fear of dismissal.

Have you worked more than the maximum hours for fear of being fired?

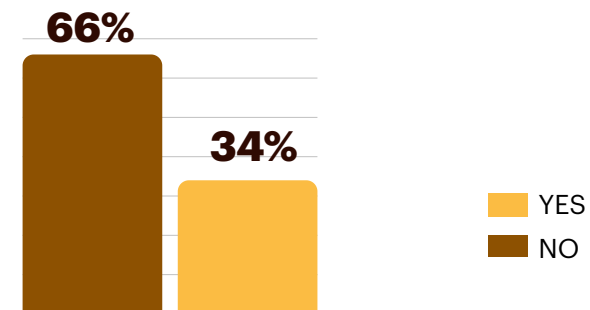


Image-Guatemala. Workers who have been forced to work beyond the legal maximum hours for fear of being fired.



5. The Voice of the Workers:

Participatory analysis based on the data sharing process with trade union organisations

An important feature of the Fair Work Observatory's methodology is its **participatory component**.

Information is not only collected from workers and their organisations, but the results are also shared with the unions and workers who participated in the data collection. This feedback helps provide context for the data and **enables the organisations to understand and take ownership** of the analysis. Furthermore, they use this information to strengthen their social dialogue and collective bargaining.

This chapter particularly highlights the importance of providing context to the data, which significantly enhances its value.

5.1 RSPO Principles and Criteria

During the results-sharing process, awareness of the RSPO Principles and Criteria **exceeded 74%**. However, employees noted that this knowledge is often concentrated in main locations, such as industrial plants or the parent company, and is less widespread among contracting companies, cooperatives, and small producer organisations, leading to persistent gaps in awareness.

The urgency of thoroughly understanding the situation of employees working in tertiary structures was also highlighted. Workers stressed the need to assess how well the RSPO guidelines are known and implemented. They emphasised the importance of promoting union training among subcontracted employees, as well as strengthening education on the standards of this certification.

While trade unions as organisations have received training and recognise the RSPO principles, many workers have yet to access this information or fully grasp its relevance.

5.2 Contracting Mechanisms

In analysing the data, although the majority of workers in Honduras reported having a written employment contract, participants noted that those without a formal contract are **often unable to identify their direct employer**, limiting their ability to claim their rights. This issue is worsened by third-party contracting, where clear information about the terms of the employment relationship is often lacking.

In Guatemala, participants highlighted that the Ministry of Labour and Social Welfare (MINTRAB) does not effectively monitor the types of contracts in the palm oil sector. This failure facilitates the persistence of irregular practices, such as the systematic use of fixed-term and temporary contracts to avoid more stable employment commitments.

Monitoring showed that three-quarters of the workers surveyed reported having a contract with the company; of this group, half indicated they were employed under a fixed-term contract and the other 20% were employed under a temporary contract*

***Temporary contract:** This is established for a specific period of time or for a specific project, which means that the employment relationship has a limited duration.

Fixed contract: Establishes an indefinite employment relationship between the employee and the employer, meaning there is no set end date.



Furthermore, during discussions with union leaders, it was revealed that in several cases, workers are required to sign their resignation at the end of the year to be rehired later. **This practice undermines the recognition of job continuity and violates fundamental rights.**

5.3 Social Dialogue and Collective Agreement

In Honduras, where 58% of workers reported the absence of a collective bargaining agreement and 18% confirmed its existence, the dissemination of results revealed that **one of the three companies engaged in negotiations has completed the process**, although it cannot implement the agreement due to farm invasion issues. The other two companies remain in active negotiation phases with their unions.

In Guatemala, although no collective bargaining agreement is currently in force, workers' groups and unions are working toward formalising one, aiming to establish it in the medium term.

5.4 Health and Safety at work

During the outreach process in Guatemala, workers expressed that occupational health and safety training is primarily focused on meeting company audit requirements, is brief, and does not reach all workers.

5.5 Forced Labour

In Guatemala, referring to the 34% of workers who reported being forced to work more than the legal maximum hours for fear of dismissal, workers identified situations of work overload that seriously affect their physical and mental health.



6. Conclusions and Next Steps

This report presents a rigorous and structured assessment of working conditions on oil palm plantations in Guatemala and Honduras, based on data collected directly from the workers.

It also offers complementary insights into producers' compliance with RSPO principles. Collecting data directly from workers provides clarity on key challenges and essential context to design targeted solutions.

Furthermore, by providing direct evidence of the magnitude and persistence of these challenges, it demonstrates why data collection conducted by the workers themselves is **indispensable**.

In Guatemala, significant gaps are evident. Twenty-five percent of workers do not have a formal contract, and among those who do, many do not understand its contents due to language barriers — 33 percent are illiterate, and clear, accessible versions, including translations into indigenous languages where appropriate, are lacking. Ninety-nine percent do not earn a living wage, highlighting a significant gap between the legal minimum wage and the actual cost of living.

These data reinforce the urgency of implementing strategies to support unions in wage negotiations for the agricultural and industrial sectors. Thirty-four percent of workers report having been forced to work longer hours than permitted for fear of being fired. Freedom of association is limited, with a lack of unions and collective bargaining agreements, and retaliation and intimidation are common.

In terms of health and safety, only 53% received training, which was generally brief and formalistic, with no guarantee of ongoing training.



In Honduras, progress has been made, although challenges remain. One hundred percent of those surveyed have a written contract. A significant percentage of workers are close to the living wage, but often thanks to overtime or bonuses, raising questions about sustainability and workload.

Ninety percent report the presence of unions and, in some companies, established collective bargaining processes. However, 40% say they work under pressure or coercion, especially in subcontracted or non-unionised companies.

As next steps, we propose:

- Institutionalising regular, participatory data collection through the **Fair Work Monitor** as a permanent monitoring and learning mechanism;
- Addressing identified challenges through collective action, with leadership from the RSPO and the participation of all actors in the supply chain, to ensure coherent solutions across the system;
- Placing worker participation at the heart of sectoral agreements through effective social dialogue and robust collective agreements that ensure sustainable compliance.

During the employee outreach process, the need emerged to deepen and broaden the dissemination of RSPO Principles and Criteria through outreach campaigns targeting all workers in the palm oil sector.

Such initiatives would not only raise general awareness of the certification but also strengthen worker participation in sustainability and labour rights processes, helping to prevent gaps in knowledge that could lead to exclusion or violations. Given this finding, it is considered important to develop advocacy or training initiatives in the medium term.

A genuine commitment to fundamental rights is essential for RSPO certification to maintain its credibility as a guarantee of both environmental sustainability and social justice in palm oil production.



Spaces should be created to share this report with the national governments of Honduras and Guatemala (Ministry of Labour) to review the findings presented here and to collaborate on verifying, monitoring, and enforcing labour rights, including hiring processes, wage levels, and the impact of health and safety conditions in the palm oil sector.



RSPO

EVALUATION OF CRITERIA

Criterion 6.2 **Living Wage**

In Guatemala, the majority of workers do not receive enough income to cover their basic needs and expenses. In the case of Honduras, 30% of participating workers report earning below the living wage.

Criterion 6.3 **Freedom of Association**

In Guatemala, union organisation and collective bargaining are severely limited.

Criterion 6.6 **Forced Labour**

Conditions of pressure and fear of dismissal indicate covert forms of coercive labour that may be considered forced labour practices.

Criterion 6.7 **Occupational Health and Safety**

Training is insufficient and does not reach all workers, especially those in rural and agricultural areas and outsourced workers.

APPENDIX

Characterisation of the participants:



Profiles of workers reported in Guatemala

PROFILES	NUMBER OF WORKERS	PERCENTAGE
Field work (nursery, harvesting and sowing)	105	51.72 %
Field maintenance (cleaning, irrigation, fertilisation, palm pruning)	62	30.54 %
Administrative and services (personnel administration, logistics, labour relations)	19	9.36 %
Other*	13	6.4 %
Transportation to the factory site/interior	2	0.99 %
Environmental mitigation activities (waste management, biogas production)	1	0.49 %
Transport and handling of the coquito inside the factory (fruit selection and cleaning)	1	0.49 %

*In Guatemala, the "Other" category includes workers dedicated to the care and handling of livestock, particularly oxen, who are involved in work related to oil palm production.

Characterisation of the participants:



Profiles of workers reported in Honduras

PROFILES	NUMBER OF WORKERS	PERCENTAGE
Field work (nursery, harvesting and sowing)	186	81.94 %
Field maintenance (cleaning, irrigation, fertilisation, palm pruning)	15	6.61 %
Environmental mitigation activities (waste management, biogas production)	11	4.85 %
Other*	11	4.85 %
Transport and handling of the coquito inside the factory (fruit selection and cleaning)	3	1.32 %
Transportation to the factory site/interior	1	0.44 %

*In Honduras, the "Other" category was mostly found to be boiler operators or technical trades in palm oil extraction.

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GLOSSARY

ARI

Anker Research Institute (Anker Method)

CNV Internationaal

Confederation of Trade Unions of the Netherlands

CSI

International Trade Union Confederation

CONDEG

National Council of Displaced Persons of Guatemala

EUDR

European Regulation against Deforestation

FWM - Fair Work Monitor

It refers to both the Fair Work Observatory and the Fair Work Monitoring tool.

FESTAGRO

Federation of Agroindustrial Workers' Unions in Honduras

INE

National Institute of Statistics of Honduras

MINTRAB

Ministry of Labour and Social Security of Guatemala

OECD

Organisation for Economic Cooperation and Development

OTJ

Observatorio del Trabajo Justo (Fair Work Monitor)

Oxfam Novib

Dutch branch of the international confederation Oxfam.

P&C

RSPO Principles and Criteria

Q

Quetzales

RSPO

Roundtable on Sustainable Palm Oil

SST

Occupational Health and Safety

REPSA

Reforestation of Palma de El Peten S.A.

RDS

Respondent-Driven Sampling

STAS

Union of agro-industrial and similar workers in Honduras.

SITRAPEPA

REPSA Workers' Union in Guatemala

TM/Ha

Metric Ton / Hectare

UE

European Union



We invite producers, traders, consumer companies, civil society, and RSPO's international partners to support this participatory approach.

Collective efforts are essential to scale up these initiatives, ensure inclusive and sustainable progress, and ensure decent working conditions.



Are you interested in collaborating?

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