



***cnv*** Internationaal

# **IMPACT REPORT**

# **2023**

# Intro

CNV Internationaal strives for equitable labor practices daily in Africa, Asia, and Latin America. This is achieved through close collaboration with local partner unions and fostering strong partnerships with entities like companies and governments.

Decent work entails the ability for individuals to work in a safe and unrestricted manner while earning a fair wage. Key factors in achieving this include freedom of association and engaging in social dialogue. Autonomous trade unions, being well-versed in the needs of workers, are adept at advocating for them during negotiations with employers. A sustainable and collaborative dialogue between trade unions and employers is advantageous for all involved in the production chain, including employees, suppliers, and governmental bodies.

Ensuring 100% equitable work entails providing women and young individuals with equal opportunities in the labor market, free from any discrimination in terms of employment conditions like compensation and time off. It also involves conducting research on employees' safety, health, and autonomy. CNV International and its affiliated unions employ cutting-edge methods such as user-friendly digital surveys for this purpose. By gaining precise insights into employees' situations, we enhance our stance during negotiations, ultimately assessing the effectiveness of our efforts.



CNV Internationaal collaborates with local trade unions to share knowledge and drive innovation. Jointly, efforts are made to deliver training sessions, such as those focusing on social dialogue and female leadership. For businesses engaged in various industries, CNV Internationaal provides valuable insights through webinars, training programs, and reports. This enables them to enhance their understanding of specific regions or sectors, facilitating improved practices in international corporate social responsibility. CNV Internationaal is presently predominantly involved in the textile, palm oil, mining, sugar cane, and

In 2023, CNV Internationaal pledged to foster an inclusive social dialogue. Collaborating with trade union partners, we engaged in dialogues with governmental bodies, policymakers, and corporations, while actively participating in various partnerships. Providing training in lobbying strategies to our union partners enhanced their bargaining power. Embracing a holistic approach, CNV Internationaal operates both 'upstream', focusing on the production and sourcing of raw materials at the value chain's inception, and 'downstream', addressing activities at the chain's conclusion within the Netherlands.

## **KEY RESULTS**



**Support provided to 83 trade unions  
across 16 Southern countries.**



**Negotiated 8 collective labour agreements  
benefiting nearly 400,000 employees.**



**43 policy changes regarding social dialogue, labor  
rights, youth, and gender equality.**

# Improved conditions for working people

CNV Internationaal believes in a value chain approach, which we further expanded in 2023. We focus on impact in the agro-food (palm oil, sugar cane, cashew and shea) and coal and metal mining and textile sectors. Our strategy of lobby and advocacy at local, national, international levels enables continual dialogue leading to agreements with companies, trade unions, and governments, both bilaterally and within multistakeholder settings.

## KEY RESULTS:

**3 new collective bargaining agreements negotiated and finalized and 3 agreements renewed in the textile industry.**

**8 labour agreements were signed to improve working conditions in the timber and construction industry for 4,000 employees in West Africa.**

**3 labour agreements were signed in Indonesia, each containing provisions regarding gender equality and violence prevention.**

**A collective labour agreement negotiated with Glencore leads to the formation of a Just Transition Committee.**

# Fair Work Monitor

An essential tool in social dialogue and negotiations is the participatory digital monitoring tool which is being further developed by CNV Internationaal: the Fair Work Monitor. This online software enables trade unions to gather data on working conditions from employees, including details on wages, safety, complaints procedures, and gender policies within companies. CNV Internationaal and its partner unions leverage this information for advocacy and negotiation purposes. This effort extends to partner countries at local and national levels, as well as in the Netherlands with companies and brands downstream. The outcomes of 2023 demonstrate how digital monitoring supports unions in attaining better outcomes during negotiations, enhancing the well-being of women and men working in the most vulnerable circumstances. The Fair Work Monitor enhances our influence, engaging a wide range of participants from laborers in various sectors to stakeholders in the worldwide value chain.

## KEY RESULTS

**4,000 people participated in monitoring research working in sugar cane, mining, textiles, and palm oil.**

**65% of sugar industry workers in Nicaragua report they don't earn a living wage; negotiations result in a wage increase of 8-12% ensues.**

**80% of miners report they are impacted by dust, noise, gases, and smoke.**

**Workers in textile factories, mainly women need a 50-150% salary raise to earn a living wage.**




# Trainings


## KEY FINDINGS:



24 social dialogue training sessions conducted in Cambodia, Indonesia, and Vietnam.



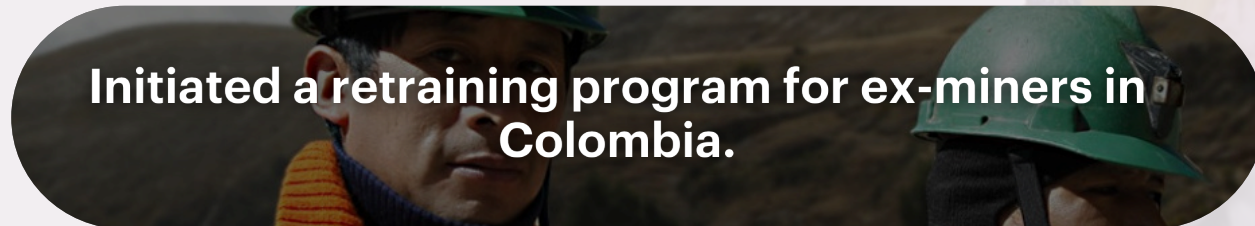
59 trade union leaders and employer representatives underwent training on human rights due diligence (HRDD) in Cambodia, Vietnam, and Indonesia.



112 sugar cane cutters were trained in disease prevention.



100 union leaders in a regional sugar union network were trained on the concept of a living wage.



Initiated a retraining program for ex-miners in Colombia.



# More outcomes:

Fair and decent working conditions are a human right for everyone everywhere, irrespective of gender, age, or contractual status. CNV Internationaal contributes to the Sustainable Development Goals to eradicate poverty. We concentrate on the most vulnerable people working and living in precarious situations: women, youth, and informal work, for whom we can make a difference.

## KEY FINDINGS:



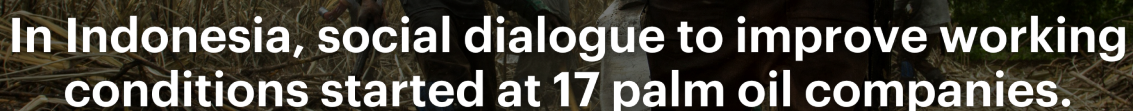
**Establishment of the first union ever in the palm oil industry in Guatemala.**



**Access to healthcare for 800 workers in the timber and construction industry sector in Africa.**



**119 women contacted the 'Green Line' for help regarding gender-based violence at work in Benin.**



**In Indonesia, social dialogue to improve working conditions started at 17 palm oil companies.**



**A matrix has been developed for the metal and renewable energy industry to assess 13 human rights and environmental risks for 39 minerals.**

# Acknowledgments

CNV Internationaal is grateful to be able to perform their work due to the cooperation and support of a large number of parties. We wouldn't be able to do our work without them. CNV Internationaal especially is grateful for the funding of the following donors who make our work possible. CNV Internationaal also acknowledges the support of a large number of loyal private donors.



Ministry of Foreign Affairs of the Netherlands



Netherlands Enterprise Agency