



Annual report 2023

Dialogue@Work

**100%
FAIR
WORK**

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Foreword

This annual report looks at and assesses the impact our Dialogue@Work program had in 2023. CNV Internationaal has been developing and implementing this Trade Union Cofinancing Programme in the continents of Africa, Latin America, and Asia since 2021. In order to strengthen our trade union work worldwide, we also undertake international lobbying activities from the Netherlands.

Amid major geopolitical developments, 2023 underlined the vital role of social dialogue in responding to these shifts. Despite the limited space for civil society in many countries, we explored avenues for inclusive social dialogue with our trade union partners.

Our expertise and commitment to living wages has become even more urgent in light of soaring inflation throughout 2023. Many workers face mounting debts, even for basic needs.

I am proud of the successful use of the Fair Work Monitor. The results in 2023 show how digital monitoring really helps unions achieve better results in negotiations. It improves the lives of people working in the most precarious conditions

Addendum enables social dialogue initiatives

The allocated addendum budget gave us much needed opportunities to strengthen social dialogue initiatives in Côte d'Ivoire, Senegal, Indonesia, Vietnam, and Colombia.

Nevertheless, given the further decreasing resources within the Trade Union Co-financing Programme we are looking for new opportunities on those areas where our expertise, experience and network clearly add value.

Moving forward

In the Netherlands, the CNV federations worked to continue towards the future as "one CNV", a joint union organisation with CNV Internationaal retaining its unique place within the united movement.

We are convinced of the potential of the Netherlands' Trade Union Co-financing Programme, which enables our Dialogue@Work Programme. Our results, achieved in collaboration with local trade unions, particularly impact the most vulnerable workers at the beginning of supply chains. Trade union work remains a concrete, inclusive, and sustainable approach. It supports many workers, including people in informal work, women growing into leadership positions, and young people finding their way into the labour market.

We remain steadfastly committed to achieving 100% Fair Work for all. That's our mission; the goal to which we make no concessions. We appreciate your interest and support in our efforts at CNV Internationaal!

Elles van Ark
Managing director CNV Internationaal



Map | Impact overview

This map highlights examples of impact of the Dialogue@Work programme 2023



Guatemala

First union ever in a palm oil company

For the first time ever in Guatemala a union was set up in a palm oil company in Guatemala, with our partner organisation CONDEG.

[news](#)



Colombia

Milestone agreement to end death shifts

With the support of CNV Internationaal, the trade union at mining company Cerrejón reached an agreement to reduce extreme working shift schedules ("death shift") (implementation Sept. 2024).

Latin America

Living wage as a main topic within Bonsucro

Based on data from 2,125 respondents from 6 countries on health, safety and living wage, via Bonsucro the sugar unions urged the sector companies to place living wage on the foreground.

2,125
respondents
from 6 countries



Peru

Judge decides company has to negotiate with the union

Following a final judgement in the process of the Andaychagua Union mining company, Volcán Compañía Minera, owned by Glencore, has to form a Negotiating Commission and start direct negotiations with the union representing also outsourced workers.



Nicaragua

Wage increase, portable toilets and washbasins for sugar workers

Data of the Fair Work Monitor helped negotiate a wage increase of 10% Three companies donated portable toilets, wash-basins, and rest and rehydrating serums.

a wage increase of **10%**

Senegal

Responsible Business Focal Points within companies

Trade union leaders within small and medium enterprises and 8 (multi) national companies promote responsible business conduct.

+10% Pay rises

The Senegalese trade union coalition negotiated pay rises ranging from 5 to 10% from which 340,656 workers in the private sector benefit.

340,656
workers



+10
pay rises

Bolivia

Young female leaders elected in the National Confederation of Agricultural Workers (CNTACB)

In the Transformational Leadership Programme Training 38 young trade union leaders (14 men/ 24 women) were trained. Two young women from this group were chosen as representatives in the National Confederation of Agricultural Workers of Bolivia (CNTACB).

38
young
leaders



Mali

The National Council for Social Dialogue (CNDS)

Trade union lobbying resulted in a social dialogue platform to prevent and manage industrial disputes.

Netherlands

Reporting on social effects of climate policy

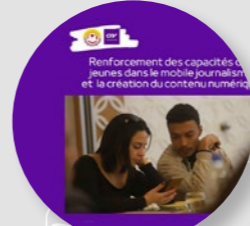
Thanks to a joint effort by Building Change Coalition of which CNV Internationaal is part, the Dutch government is now obligated to report on the social effects of its climate policy.

Tunisia

Employability training for 120 young people and women

Participants enhanced their skills and strengthened collaboration among employability-focused organisations.

120
young people



Niger

Helpline raises awareness on gender-based violence

Trade union CNT's information and awareness-raising caravan on workplace violence and harassment remedies reached +100,000 individuals in the Niamey region.



Côte d'Ivoire

Complaint monitoring system in high-risk industries

Trade union partner CISL Dignité launched a complaint monitoring system approved by 7 large companies in high-risk sectors and industries (chemicals, hospitality, beverages, transportation, wood and building, oil and energy).

Benin

Charter for social dialogue between unions and employers

Trade union partners COSI and CSA Benin and employers' organisations CNP and CONEB formalised worker participation through social dialogue.



Cambodia

Government drops charges against union leaders

Trade union partner CLC convinces the Cambodian government to drop charges against union leaders exercising their rights.



Vietnam

Training of trainers enhances negotiation power

Trainers within VGCL trade union departments discover how to enhance negotiation power to address topics in the collective bargaining process.

Indonesia

Advanced complaint management in palm oil

A database helps trade union Hukatan to manage complaints of workers regarding their working conditions. They can now identify issues related to the RSPO sustainability certificate or for local resolution. It also allows realtime insight of membership.

[website](#)

New palm oil social dialogue platform addresses fundamental rights

Trade union network JAPBUSI and employers' organisation GAPKI launch JAGA SAWITAN, a platform specific for the palm oil sector, to promote freedom of association, collective bargaining and to resolve industrial relations grievances.

[news](#)



Timeline | 2023

Work in progress

20 January The Netherlands announces to ratify ILO Convention 190

This tripartite convention of the International Labour Organisation (ILO) is intended to better protect workers against violence and (sexual) harassment at work.

News 

3 March Start of IRBC Renewable Energy Agreement

CNV signs the IRBC renewable energy agreement, with solar and wind energy companies, industry organisations, the Dutch government, NGOs and FNV. Trade union freedom is our spearhead.

Currently **55 participants**



29 March International RBC metals agreement organises a roadshow

CNV Internationaal provides a practical due diligence training within the IRBC metals agreement, to learn professionals in metals what steps should be taken to identify international RBC risks and to make their supply chain more sustainable.

News 



11 May 27 miners die in gold mine fire Peru

Accidents like this are almost always preventable, but much is wrong with safety and health as miners in Peru, Bolivia and Colombia themselves indicate in digital monitoring research.

Monitor 



26 May #DoGlencore-ShareholdersKnow

With #DoGlencore-ShareholdersKnow, we and trade union leaders from Colombia and Peru made the voice of miners heard at the shareholders' meeting of multinational Glencore in Switzerland.

News 



JANUARI 2023

JUNE

17 February New project with Tata Steel and Wuppermann Steel

Within the Dutch IRBC metals agreement, a project starts in mines in Bolivia and Peru to tackle labour rights violations and safety and health risks.

News 



21 March Presenting the complaint at the EU Parliament on behalf of mining unions

Committee on International Trade at the European Parliament invites CNV Internationaal to present the complaint filed to the EU's Complaint Mechanism in May 2022 on behalf of trade unions from Colombia and Peru. CNV called on the European Commission and the trade partners to take on the road map.

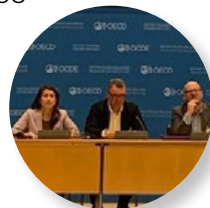
Video  **News** 



23 April Partner session at OECD Forum on Responsible #Mineral #SupplyChains

CNV Internationaal examines partnerships in metals and renewable energy supply chains, which help make adjustments towards a sustainable business climate with Vattenfall, TataSteel, IGG and SER.

News 



17 May Debate 7th national SDG report

"Practice what you preach. If the government itself does socially responsible procurement, it rewards companies that are doing well." says Elles van Ark of CNV Internationaal at the chamber debate on the 7th national SDG report. CNV Internationaal contributed to a practical guide for responsible procurement.

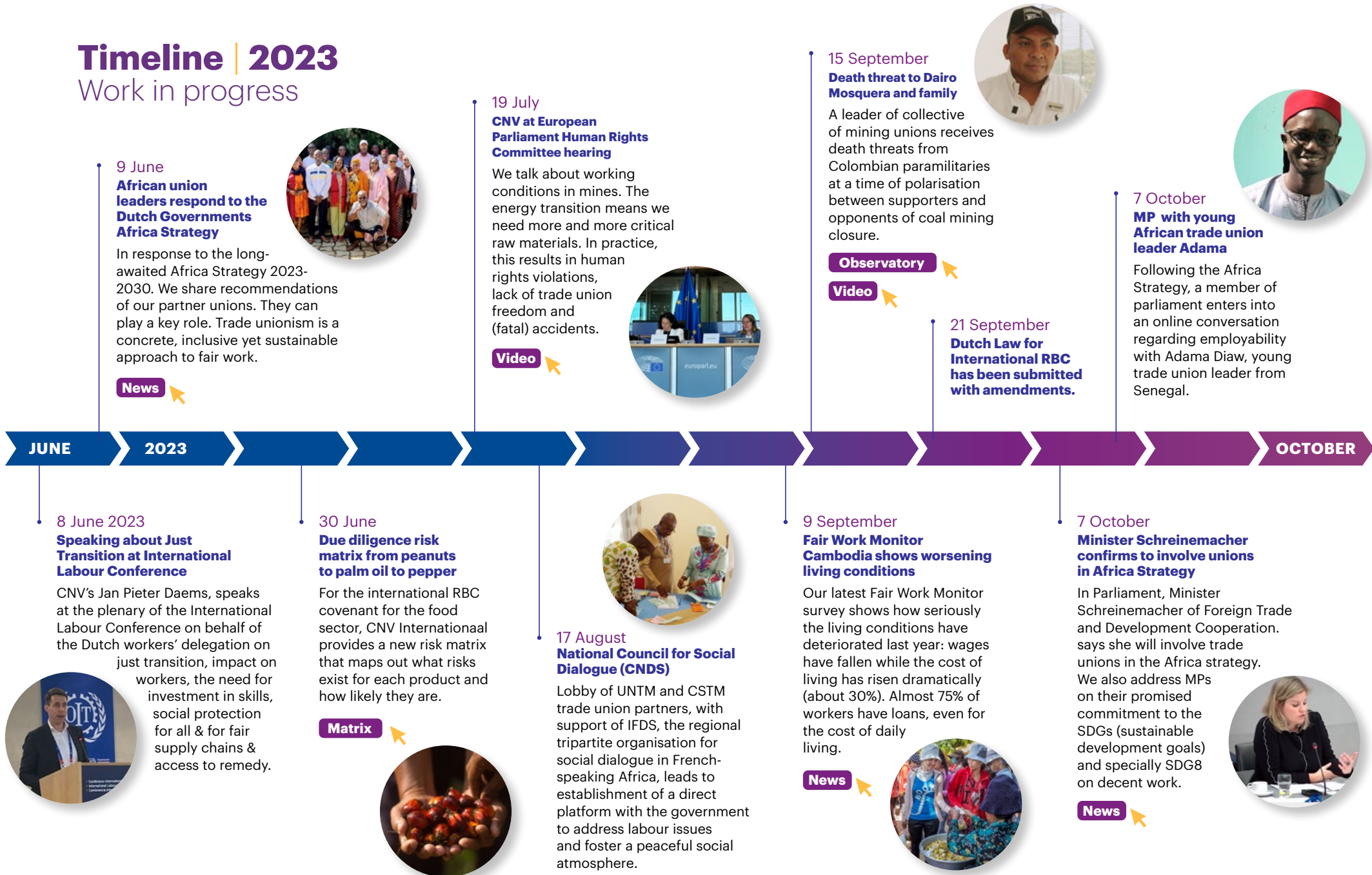
2 June Exchange Colombian trade union leaders with CNV president Piet Fortuin

Leaders from the flower, mining and sugar sectors from Colombia, where Afro-Colombian groups in particular suffer from exploitation, learn what CNV is doing against exploitation of migrant workers in the Netherlands.



Timeline | 2023

Work in progress



Timeline | 2023

Work in progress

10 October HUMAN seminar on HRDD

Together with the Association of Investors for Sustainable Development (VBDO) and EY we organise a seminar on the implementation of CSDDD, and presented a breakout session on the role of trade unions in due diligence

26 October Peruvian court rejects Glencore's appeal

Within five days, the mining company must accept the union and allow collective bargaining. This union was the first to accept temporary workers as members. This ruling could have a lot of impact in other mines.

News



28-30 November Workshop on youth empowerment before ITUC Africa conference

CNV Internationaal organizes a workshop on youth empowerment before the conference of the African International Trade Union Confederation (ITUC Africa) where resolutions on employability and inclusion of youth are adopted.



15 December Political agreement on European RBC legislation

Trade unions and companies have been arguing for years for rules on chain responsibility. Unions can now be party to complaints. What follows is the technical interpretation of this CSDDD and eventually the elaboration in Dutch legislation.

OCTOBER 2023

DECEMBER

20 October Making the voice of the mine workers heard

At the Domestic Advisory Group that monitors sustainability chapters in EU's trade agreement with Colombia, Ecuador and Peru, we share the issues of workers such as outsourcing and lack of trade union freedom.



3 November Roundtable during Dutch economic mission Vietnam

During the visit of Prime Minister Rutte our country coordinator participates in a roundtable on Responsible Business Conduct (RBC) and Environmental Social and Governance (ESG)



29 November Train-the-trainer programme starts in Indonesia

With PUM and our union and employers' partners in Indonesia we organize a refresher train-the-trainer session on social dialogue to address current challenges. Representatives from the Dutch Ministry of Foreign Affairs also attend the training and visit our palm oil partner unions in Kalimantan.



25 November - 10 December Orange the World: Safe everywhere and always

Trade unions are global drivers in the fight against violence at work. The International Labour Organisation's Convention on this (ILO Convention 190) was an important milestone in 2019. Trade union partners take action to speed up ratification.

News

Video



21 December Webinar CNV Youth and West African trade union youths

Youth committees of our trade union partners in Senegal, Côte d'Ivoire, Benin and Niger have a great exchange on "21st-century skills". To be continued in 2024.



Management Summary

CNV Internationaal, with the support of the Ministry of Foreign Affairs Trade Union Co-financing Programme (TUCP) 2021-2030, works to strengthen workers' positions in Africa, Asia, and Latin America through its Dialogue@Work programme.

CNV Internationaal focuses on advocating for workers' rights in countries where these rights are not respected. With this in mind, we are working towards Sustainable Development Goal (SDG) 8 promoting decent work and sustainable, inclusive economic growth. CNV Internationaal strengthens the position of workers in both the formal and informal economy. We focus on increasing social dialogue through collaboration. This approach involves ongoing dialogue with companies, trade unions, and governments at local, national, and international levels.

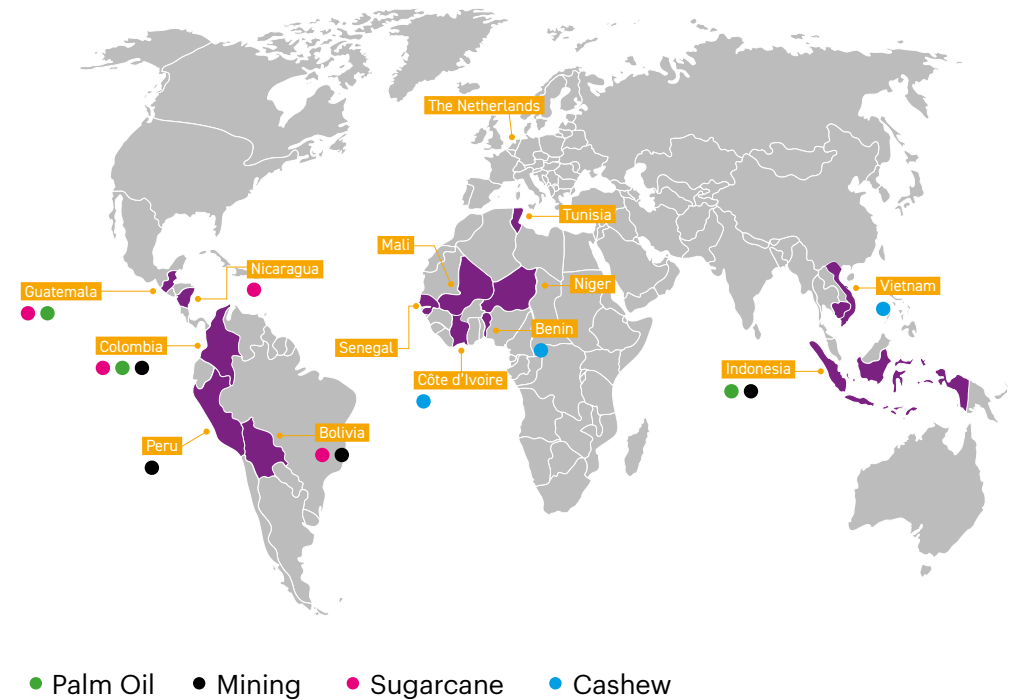
CNV Internationaal aims Dialogue@Work to achieve four key outcomes:

- Strengthened inclusive social dialogue
- Improved labour rights and living wages in value chains
- Increased employability for young people
- Equal labour rights and empowerment for women at work

In working towards these outcomes in 2023, we delimited a number of core areas and services where our work has added value. We focused on results and services in the areas of digital monitoring, gender, fair energy transition, capacity building (training programs), and grievance mechanisms. Further, our commitment to the topic of living wage is reflected in each of these result areas.

In 2023, CNV Internationaal was active in 14 countries on three continents:

- **Africa:** Benin, Côte d'Ivoire, Mali, Niger, Senegal, Tunisia
- **Asia:** Cambodia, Indonesia, Vietnam
- **Latin America:** Bolivia, Colombia, Guatemala, Nicaragua, Peru



We supported 83 trade unions, facilitating negotiations for 8 new collective bargaining agreements. A total of nearly 400,000 workers benefitted.

We implemented 43 policy changes on the topics of social dialogue, labour rights in the supply chain, youth employability, and more equality for women in the workplace.

Initiating change through Social Dialogue:

Social dialogue is at the heart of our approach for initiating change. In Indonesia, trade unions and the GAPKI employer organisation network successfully established the “JAGA SAWITAN” palm oil forum, promoting cooperation, fundamental rights, and the resolution of labour disputes through social dialogue. In addition, a social dialogue process between employers and employees was established at 17 palm oil companies.

In Cambodia, CNV Internationaal supported partner union CLC’s lobby efforts that resulted in recommendations from the ILO. The ILO urged the Cambodian government to address ongoing labour disputes and enhance social protection measures.

In Mali, the establishment of a National Council for Social Dialogue (CNDS) was formalised, addressing labour conflicts and providing a platform for direct engagement with the government.

Improved labour rights and living wages in value chains

Soaring inflation across the world has increased the urgency for a living wage, especially for workers already struggling to make ends meet. The results of the Fair Work Monitor have clearly shown that this needs to be prioritised.



Additional funding to strengthen social dialogue

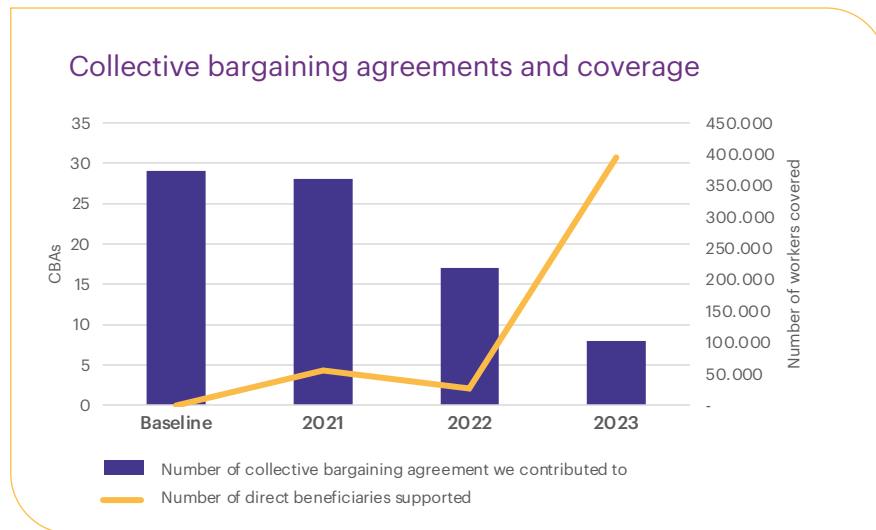
Thanks to additional Addendum funding, we were able to bolster social dialogue within our Dialogue@Work programme. It allowed us to increase our activities for social dialogue change in Côte d’Ivoire, Senegal, Indonesia, Vietnam, and Colombia and enabled us to launch a train-the-trainer programme in two new trade union departments in Vietnam. The addendum also enabled us to explore possibilities for supporting local nickel mining unions and their miners. These miners are living and working under precarious circumstances in Indonesia because the demand for these metals is expanding at an exponential rate due to the world’s energy transition.



We collaborated with influential organisations like the International Labour Organization (ILO) to advocate for living wages. In 2023, our partner union from Côte d'Ivoire (CISL) was the first to be invited to the launch of the ILO's Setting Adequate Wages programme, which is supported by the Dutch and German governments. Furthermore, we contributed to initiatives like the Setting Adequate Wages programme and the Round Table on Living Wages.

Throughout 2023, we continued advocacy for due diligence legislation. It resulted in increased support among Dutch companies and influenced the Dutch position on international RBC legislation in the EU.

Our efforts in West-Africa, especially Benin and Senegal, strengthened negotiating positions and contributed to the development of national RBC policies. Focal points were established in Senegal to promote corporate responsibility.



Fair Work Monitor

Throughout 2023, we further developed the Fair Work Monitor. Almost 2400 workers participated answering questions regarding occupational health and safety, living wages, grievance mechanisms, forced and child labour, gender and more. Questionnaires were created with unions mostly in the sugarcane and mining but also in the palm oil sectors. The results in 2023 show how digital monitoring helps unions achieve better results in negotiations. It has improved the lives of people working in the most precarious conditions in the sugar fields, primarily through obtaining significantly better wages for them, but also through achieving better rules for rest and rehydration. For example, through the Fair Work Monitor, 65% of workers in the sugar industry in Nicaragua indicated they do not earn a living wage. When unions took these results to the negotiation tables, it led to a 10% wage increase. The Fair Work Monitor boosts our impact and involves everyone from workers in the fields and factories to stakeholders in the global value chain.

Just transition

International conflicts have put energy and resource security even higher on the EU's agenda. Raw materials are being looked at from a different perspective, as is the need to ensure better working conditions in metal mining. In Peru and Colombia, partnerships with companies and legal victories for trade unions, demonstrated CNV Internationaal's ability to put workers' rights in the mining industry high on the agenda of the decision makers. In Colombia a collective labour agreement with Glencore resulted in the establishment of a Just Transition Committee. CNV Internationaal also played a key role in integrating the OECD guidelines into the new resolution of the International Labour Conference (ILC), facilitating cooperation among multiple stakeholders in supply chains.



Grievance mechanisms

In Colombia a collective labour agreement with Glencore resulted in the establishment of a Just Transition Committee.

In Côte d'Ivoire, setting up a grievance monitoring system improved relations between unions and companies. It also allowed workers to submit complaints which were then followed up on.

Furthermore, CNV Internationaal wrote a position paper about grievance mechanisms entitled "[Trade unions: Key partners in access to remedy.](#)" This paper has contributed to creating deeper understanding in the RSPO network and has solidified our own position in regard to such complaint mechanisms for palm oil.

In Indonesia, palm oil federation Hukatan upgraded its complaints database, allowing real-time filing and insight into membership numbers. This has helped identify trends for better prioritisation and intervention strategies.

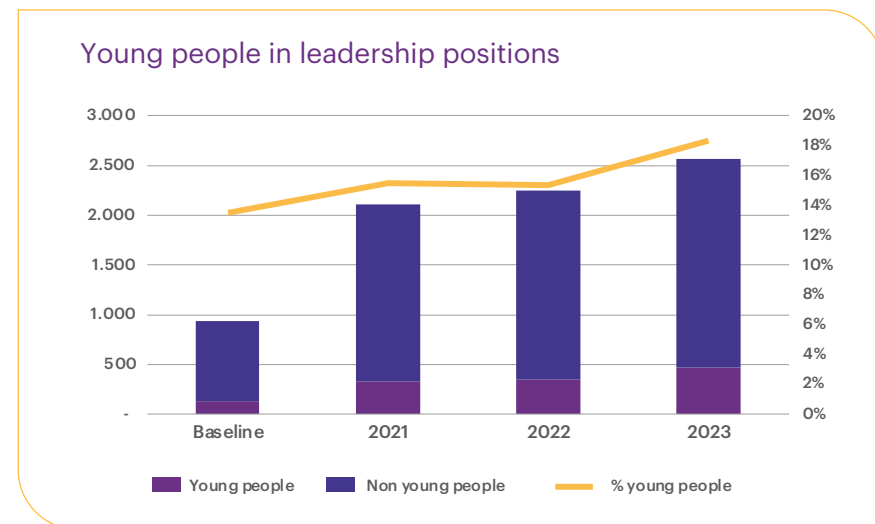
In 2022, CNV Internationaal lodged a complaint regarding labour rights and informal outsourced work in Colombia and Peru through the Single Entry Point of the European Commission, in order to address the lack of compliance with the sustainability chapter of the Trade Agreement with the Andean Countries. The European Commission engaged with both countries in 2023, with the active participation of CNV Internationaal. In addition, the Swiss National Contact Point (NCP) decided to accept the specific case in a parallel process with the Peruvian NCP.

Increased employability for young people

In response to the Dutch government's new Africa Strategy 2023-2032, CNV Internationaal shared [union partners' recommendations](#) with parliamentarians. This has led to a motion on youth employability and the development of education and vocational training programs. These programs are meant to emphasise and establish equal relations with Africa and thus increase the value of their raw materials.

Leadership programme contributes to female and youth leadership

Knowledge management and soft skills have been built through our leadership trainings. They have especially empowered young and female union leaders to conduct effective negotiations. In 2023, 843 people (335 women / 508 men) participated in a leadership programme. These trainings contribute to increasing youth leadership within trade union organisations.



Protecting precarious work in the informal economy

CNV Internationaal promotes the rights of people working in precarious situations. These are often informal workers, unprotected or inadequately protected by formal regulations, either in law or in practice. In Côte d'Ivoire, capacity-building initiatives focused especially on these informal workers, organising talks at the market to clarify Ivorian national laws as well as the content of ILO convention C190 on violence and harassment at work.

Informal work also includes temporary, outsourced jobs without a permanent contract. In 2023, a long and difficult struggle by the miners' union at the Andaychagua mine - the first to open up to informal, outsourced workers in Peru - resulted in a favourable and final ruling: The mining company, is now legally obliged to form the Negotiating Commission and start direct negotiations with it.

Equal labour rights and empowerment of women at work

Trade union partners in Benin, Côte d'Ivoire, Mali, Niger, Senegal, Cambodia, and Indonesia developed and implemented a gender strategy.

In Nicaragua, young women who have previously participated in our leadership programmes now hold key positions in sugarcane trade unions. It has enabled them to influence collective bargaining agreements (CBAs) and to address issues like maternity uniforms and equal payment.

Gender-based violence and harassment at work

In 2023, through strategic projects and initiatives in Benin, Côte d'Ivoire, Mali, Bolivia, and Colombia, we strengthened lobby and advocacy against gender-based violence and harassment at work and for the ratification of the 2019 ILO Convention 190. In Colombia ratification is expected in 2024.

Specific provisions for gender equality and gender-based violence prevention were included in three collective labour agreements in Indonesia.





1. Changes in Context

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1. Changes in Context

International

In 2023, inflation affected workers and employers across the globe. The high cost of living greatly impacted vulnerable workers who were already having trouble making ends meet. Trade union rights came under even greater pressure as striving for a living wage became more challenging and essential.



Africa:

In July 2023, **Niger** experienced a military coup, prompting ECOWAS to denounce them and enforce severe economic sanctions, which included halting financial transactions and threatening military intervention.

This led to border closures at Benin and Nigeria and flight suspensions by several airlines. Despite international condemnation, the ruling military junta received widespread support from the people of Niger who held rallies and sent messages of endorsement. We halted our lobbying activities but continued other operations in spite of numerous challenges regarding financial transactions and electricity supply. The situation has been gradually improving, offering hope for the future.

Senegal also faced political unrest due to protests, particularly among dissatisfied youth. Their issues are also connected to the presidential elections in 2024.

Asia:

The **Vietnamese government** has been increasing control over civil society organisations CNV Internationaal has maintained a close collaboration with VGCL, designing and implementing activities which will ensure compliance and secure trust between the two trade union organisations.

The **Cambodian** National Elections held in July of 2023 failed to be inclusive and non-partisan. The Candlelight Party - the sole credible challenger to the governing Cambodian People's Party - was banned from participating when a dramatic political decision was taken by the Constitutional Council. The Candlelight party's constitutional right to participate in the election and challenge the current government was arbitrarily revoked by the very authoritarian body they were running against and had hoped to depose.



On 2 October 2023, the Constitution Court made the decision to reject the lawsuit submitted by the trade unions on the Omnibus Law on Job Creation in **Indonesia**, which means that the law has now been formally accepted. The [Omnibus law](#) contains agreements aimed at making Indonesia more attractive to foreign investors, but restricts labour rights and freedom of association.

Latin America:

In 2023, Latin America faced complex social and political changes. The year began with new leaders chosen in general elections, causing uncertainty and divisions in society, especially in **Guatemala** and **Peru**. One notable change was the election of President Bernardo Arevalo in Guatemala. Despite initial unrest, his presidency marked an important step forward for the country. However, political instability persisted, highlighted by the tragic assassination of an Ecuadorian presidential candidate, showing how vulnerable their democracy is to outside influences.

Meanwhile, progressive governments in the region aimed to improve workers' rights through reforms, such as **Colombian** President Gustavo Petro's labour reform plan. However, these reforms faced challenges in implementation due to bureaucratic obstacles.

Climate change also affected the region, leading to shorter sugarcane harvesting seasons. This, coupled with low wages in the sugarcane industry, prompted young people to migrate to North America, leading to a shift towards using machines for harvesting.



Sugar workers answer questions about their working and living conditions in the Fair Work Monitor.

Latin America is facing these challenges with resilience, but progress will require stronger democratic institutions which promote fairness and address climate issues. Only through united efforts and visionary leadership can the region overcome these obstacles and move towards prosperity.





2. Results

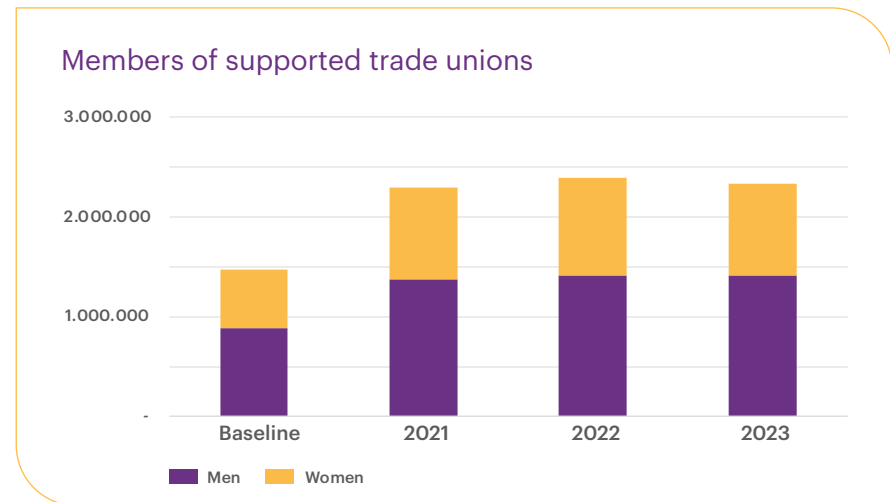
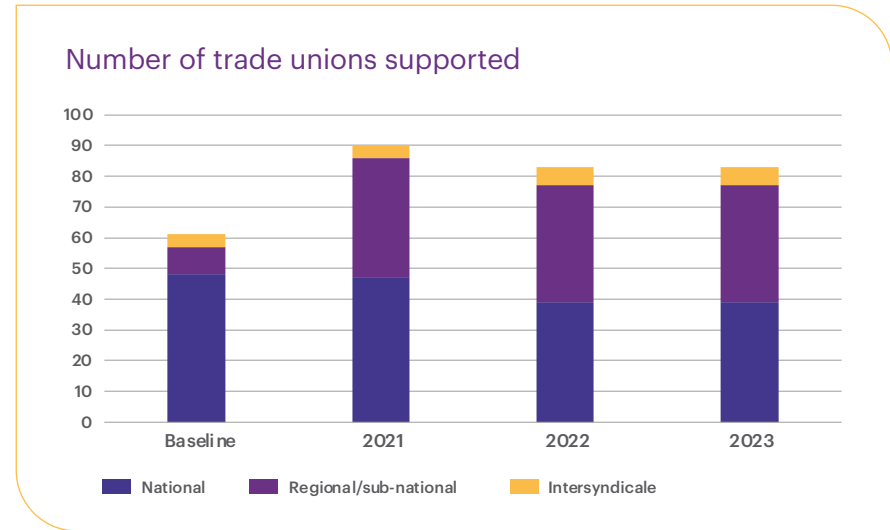
- 2.1 Strengthening an inclusive social dialogue
- 2.2 Improved labour rights and a living wage for workers in value chains
- 2.3 Greater employability for young people
- 2.4 More equality in employment rights and salary and more power in the workplace for women



2. Results

In 2023, CNV Internationaal dedicated themselves to strengthening inclusive social dialogue for improving labour rights and living wage in the value chains. We also focused on increasing youth employability and gender equality in the workforce.

CNV Internationaal strengthened the position of workers in both the formal and informal economy and contributed to Sustainable Development Goal (SDG) 8. We held discussions with governments, politicians, and companies and participated in partnerships to strengthen our message. Thanks to intensive collaborations with our partner unions, CNV Internationaal has been able to directly impact the countries and regions where we work.



*Membership numbers are an approximation of the constituency of the trade unions



2.1 Strengthening an inclusive social dialogue

CNV Internationaal works to strengthen inclusive social dialogue in all regions. Amongst other things, we focus on training our partner unions in lobby and advocacy techniques, which strengthens their position in negotiations with governments and employers (organisations).

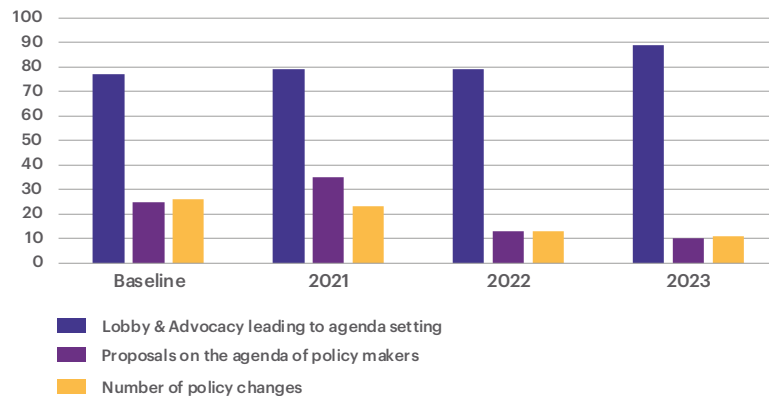
Enhanced collaboration with employers' organisations

Benin: The signing of a charter for cooperation between unions and employers marked a significant innovation and milestone for social dialogue in Benin. This event took place in November 2023 between the unions (represented by trade unions COSI Benin and CSA Benin), the National Council of Employers (CNP-Benin), and the National Confederation of Employers of Benin (CONEB). It is a cornerstone for



enhancing worker participation in companies through social dialogue. Moreover, it offers opportunities for collaborating with businesses to ensure that rights are respected. Additionally, it opens avenues for cooperation with PUM, to explore activities aimed at strengthening collaboration.

Social Dialogue



Côte d’Ivoire: A system that monitors complaints, approved both by companies and our trade union partner CISL Dignité, has strengthened the relationship between trade unions and businesses. Workers can now file complaints, which are then addressed with follow-up actions. Trade unions have been training companies on how to handle these complaints and a mechanism which addresses the challenges involved in collecting evidence for rights advocacy has been created. This mechanism helps with gathering information about violations and other things that concern workers at their companies. CISL Dignité, supported by CNV Internationaal, has used the results of regional studies done with this mechanism, to hold talks with management of large companies in high-risk sectors. Nine evidence collection boxes were installed in seven large companies. These covered various sectors, such as chemicals, hospitality, beverages, transportation, wood and building, and oil and energy.

Mali: UNTM and CSTM trade unions, with the support of IFDS, the regional tripartite organisation for social dialogue in French-speaking Africa, advocated for the establishment of a National Council for Social Dialogue (CNDS) in Mali. A decree issued on 17 August 2023, enabled the formation of the CNDS. Its primary mission is to improve measures for preventing and managing industrial disputes. These measures should foster continuous consultation among government and social partners across various sectors, including the public, semi-public, private, and informal economy, in order to maintain a peaceful social atmosphere. This initiative also creates a direct platform with the government to address labour issues.

Cambodia: Contributions from trade union partner CLC regarding the human rights and union situation at the annual International Labour Conference in Geneva yielded significant lobbying results. Additionally, ambassadors from the Netherlands, Belgium, and Switzerland paid a

joint visit to Cambodia last year, where the CLC briefed them on the country’s human and union rights situation. CLC also played a major role in the ILO’s special contact mission to Cambodia. The main results were:

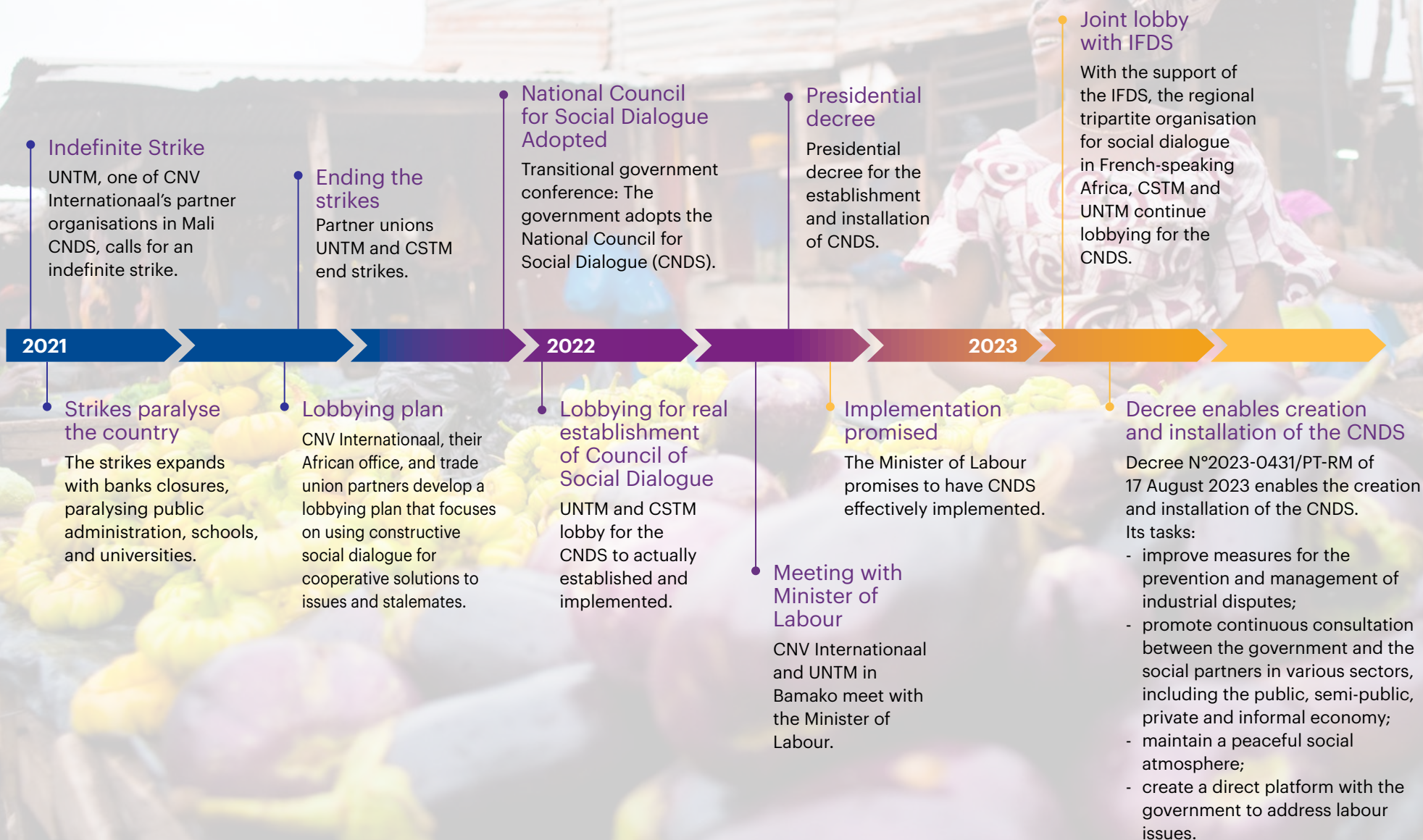
- The ILO Committee on the Application of Standards (CAS) provided recommendations on improving labour and union rights in Cambodia.
- CLC intervened and urged the Cambodian government to drop charges against union leaders and activists.
- CLC and partners submitted a letter to Cambodian government demanding protection for labour and social rights.
- CLC addressed outstanding labour disputes, civil space restrictions, threats, and violence against union activists, gender-based violence in the workplace, and improving social security protection.

Indonesia: At the national level, JAPBUSI (a collaboration of 11 unions, including Hukatan) and GAPKI (an employers’ organisation) achieved success in establishing the palm oil bipartite forum, “JAGA SAWITAN”, on February 16, 2023. This accomplishment represents a significant step toward convincing the government to establish a national-level tripartite forum for the palm oil sector. JAGA SAWITAN aims to achieve several objectives, namely, 1) ensuring effective bipartite cooperation in workplaces, 2) upholding fundamental rights regarding freedom of association and collective bargaining, and 3) resolving industrial relations grievances through social dialogue.

Indonesia: The cooperation between The Netherlands Senior Experts, PUM (formerly DECP), CNV Internationaal, and our respective partners in Indonesia was reinitiated in 2023. Together with KSBSI and employers’ association APINDO, a refresher training was organised in order to remind trainers of the knowledge they had acquired in the past. In addition, parties discussed what kinds of challenges might be involved in creating more social dialogue trainings and brainstormed



Timeline of change | Towards constructive social dialogue in Mali CNDS



about a new joint project between APINDO and KSBSI, which would be done in cooperation with PUM and CNV Internationaal. This project will begin in 2024.

Two representatives from the Dutch Ministry of Foreign Affairs also attended the training, as it took place when the Ministry of Foreign Affairs visited CNV Internationaal and Mondiaal FNV in Indonesia. During this time our palm oil partner unions in Kalimantan were also visited.



Representatives from the Dutch Ministry of Foreign Affairs visited our palm oil partner unions in Kalimantan.

Addendum activity Vietnam:

We collaborated with emerging VGCL departments, to provide training on social dialogue topics and to establish a trainers pool involving various levels of the organisation. CNV Internationaal has been working with the Department of Industrial Relations and in 2023, we expanded this cooperation to two other VGCL Departments: the Organising Department and the Department of Women's Affairs. This shows a growing partnership and trust with the VGCL. Three Training of Trainers workshops for VGCL experts and trainers were conducted on new topics to strengthen trade union positions in social dialogue processes, organising workers, as well as social dialogue and gender equality in collective bargaining. This has profoundly changed the perception of trade union leaders as to how trade union policy-making and social dialogue are intrinsically linked.



Theme:

Increased collaboration with other trade unions

Niger: Thanks to CNT's dedication to working closely with other representative trade union confederations in the Intersyndicale des Travailleurs du Niger, Niger Workers' Inter-union (ITN), the Unité d'Action Syndicale (UAS) was formed in 2023. This brought together all trade union confederations in Niger, including our trade union partner CNT, totalling 25 confederations. Under CNT's leadership, a new system for consultation and action has been established to strengthen unity in trade unions through UAS in Niger. Both ITN (L'Intersyndicale des Travailleurs du Niger/Niger Workers' Inter-union) and ATN (Association des Travailleurs de Niger /Niger Workers' Alliance) have recognised the importance of joining forces for more inclusive and effective social dialogue. With the formation of UAS, the voices of so called non-representative unions will now be heard by decision makers as well, marking a significant step towards ensuring that no one is left behind in trade union activities.

Colombia: The trade unions in the coal mining sector prepared a unified trade union statement for the establishment of the first sectoral framework agreement in response to mine closures in the coal sector. This initiative strengthened the Workers' Collective for a Just Transition and it focused on four key proposals: Social dialogue, labour reconversion, economic diversification, and social protection.



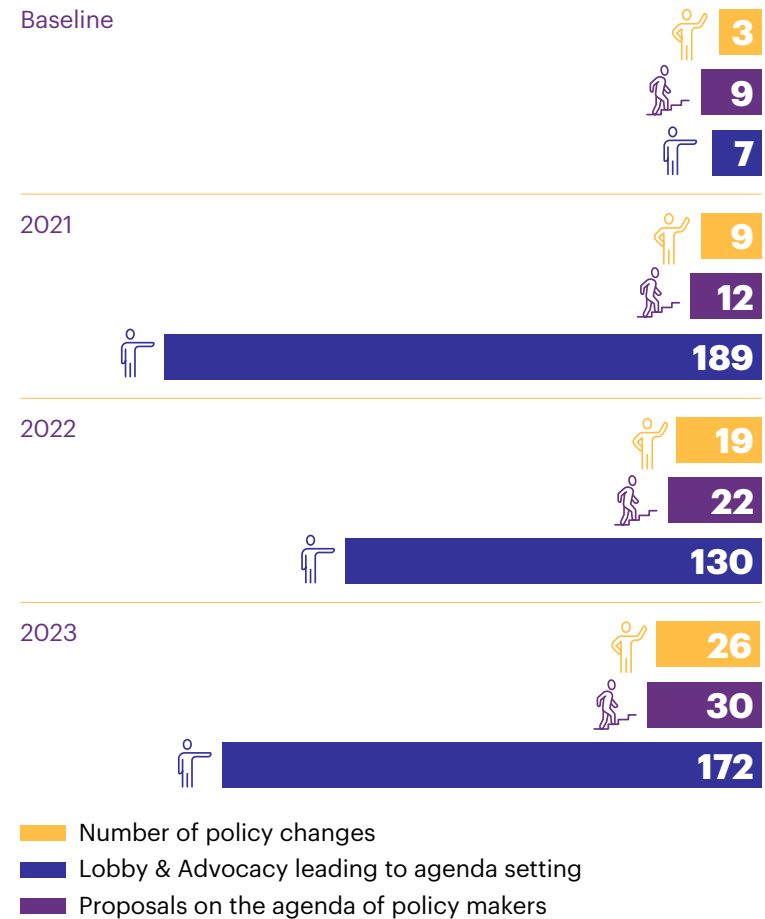
2.2 Improved labour rights and a living wage for workers in value chains

CNV Internationaal believes in a value chain approach, which we further expanded in 2023. We focus on the agro-food (palm oil, sugar cane, cashew and shea) and coal and metal mining sectors. All these chains are linked through Dialogue@Work due to our strategy of lobbying at local, national, international levels. This strategy enables continual dialogue with companies, trade unions, and governments, both bilaterally and within multistakeholder settings.



Labour rights in the supply chain

Lobby and advocacy activities (blue) aimed at improving labour rights in the value chain. These lead to issues on the agenda of policy makers (purple). Which then lead to changes at government / EU / Employers organisations / Certification organisations (yellow).



Theme:

Companies implement International RBC policy

Benin: 120 participants underwent capacity training for trade unions to learn more about International RBC and legal requirements regarding health and safety in the workplace. The people receiving the training included 11 women who lead producers and women's collectors groups of shea and cashew nuts in the departments of Zou-Collines (Glazoué), Borgou-Alibori (Parakou), and Atacora-Donga (Natitingou). Having a good understanding of International RBC ensures that workers are aware of their rights in the workplace. Additionally, these International RBC and legal requirements serve as a guideline for employers regarding complaint mechanisms. It also strengthens the negotiating position of unions and workers when they clearly understand the issues being brought to the table.

COSI Benin has worked to strengthen their strategic alliances so they can contribute more effectively the development of national policy for responsible business conduct. Delegates from civil society organisations held three consultation sessions in 2023, where they expressed their support for formalising strategic partnerships with COSI Benin. They focused on enhancing joint actions for International RBC and agreed on the importance of reinforcing collaborations between civil society and trade unions so as to better promote labour and human rights.

Senegal: Capacity building on International RBC helped trade union leaders gain deeper knowledge regarding the roles and tasks of International RBC focal points in promoting International RBC policy in national and multinational companies. Lobbying done by our trade union partners resulted in International RBC focal points being created in small

and medium enterprises. Eight national and multinational companies (TOMSA, CMA-CGM, DPW, CSS, AGL, DT, CDE and IKAGEL) have shown their commitment to include and implement International RBC policies.

International: Collective lobbying with Building Change, a coalition of CSOs established by Partos, was used to advocate for the inclusion of more social indicators in Dutch climate policy. Because of the increased demand for critical raw materials, mine workers in a number of countries, like Peru, Colombia, Indonesia, and South Africa, have to work under harsh and unfair conditions. Dutch Parliament has passed a motion requesting the Dutch government to report on social conditions in their annual policy coherence reports. Concretely, this means the Dutch government is now required to report on the social effects of our climate policy.

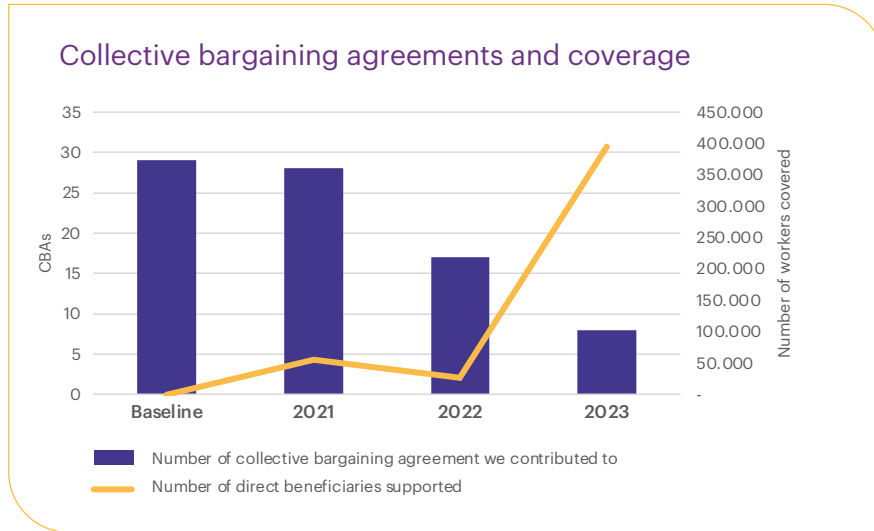


Timeline of change | More internships and jobs for youth in Senegal, thanks in part to our partner union UDTS's persistent lobbying.



Theme:

Collective Bargaining Agreements (CBAs)



Summary of total concluded CBAs

CNV Internationaal supports our various trade union partners in collective bargaining negotiations when necessary. New CBAs are not always created or negotiated every year, as some CBAs are valid for several years.

Our efforts led to new CBAs in Benin, Niger, Cambodia, Bolivia, Colombia, Guatemala, Nicaragua, Peru, and Senegal.

Senegal: The Senegalese trade union coalition, the Director-General of Labour and Social Security, and two employers' organisations (CNES & CNP), reached an agreement on wage increases in the private sector. This agreement includes raising the transport allowance from FCFA 20,800 to FCFA 26,000 and increasing the minimum wage from



FCFA 333,808 to FCFA 370,526 per hour. Additionally, there will be category-specific pay rises: 10% for blue-collar workers, 8% for supervisors, and 5% for managers. It is estimated that a total of 340,656 workers across all socio-professional categories in the private sector will benefit from these increases.

Addendum activity Indonesia:

In Riau Province in Sumatra, data for our palm oil CBA tool was collected. An analysis of the quality of CBAs was presented to both the unions and the Manpower Office in Riau. This information also serves as valuable input for upcoming negotiations aimed at elevating standards. CNV Internationaal facilitated this process, ensuring comprehensive assessment and improvement measures for future agreements.





Theme:
Living wage

International: Living wage continued to be a core priority of our work in 2023. We collaborate with the ILO and other key stakeholders in various ways to promote and strengthen the concept of a living wage. The ILO is a highly influential authority in labour conditions, as it is the only UN organisation facilitating international agreements through tripartite negotiations. In 2023, our partner union from Côte d'Ivoire (CISL) was the first to be invited to the launch of the ILO's Setting Adequate Wages programme, which is supported by the Dutch and German governments. CNV Internationaal continues to engage in discussions with the ILO to explore further collaboration in project countries, aiming to advance our efforts on promoting living wages. CNV Internationaal has also been in touch with the Dutch Ministry of Foreign Affairs, ITUC, and ILO to prepare for a tripartite expert meeting, which could have an important impact on future and existing living wage initiatives and the role ILO will take to advance the realisation of living wages.

Additionally, CNV Internationaal co-organised the Roundtable on Living Wage together with the Dutch Ministry of Foreign Affairs, VNO-NCW, UN Global Compact Nederland, and FNV. Following this roundtable, IDH sent a letter, on behalf of companies, to urge them to establish a clear definition of Living Wage. Furthermore, CNV Internationaal played a significant role in shaping the development and revisions of various initiatives, including IDH's Salary Matrix Guidelines on Voluntary Contributions to Support the Closing of Living Wage Gaps, and criteria for recognising living wage methodologies. Our contributions were made through active participation in the stakeholders committee of the IDH roadmap on Living Wage, where we provided valuable insights and advice on these subjects.



Theme:

Role of trade unions in due diligence

International: CNV Internationaal collaborated with Dutch companies and organisations like MVO Platform to advocate for due diligence legislation. Thanks in part to this effort, these companies have publicly endorsed robust national due diligence laws and created a shift in public discourse. Now support for due diligence legislation is on the rise, prompting major Dutch corporations to actively endorse ambitious national due diligence laws.

International: CNV Internationaal has contributed to consciousness raising efforts which have ultimately led to a more ambitious Dutch position in the IRBC- law proposal of the EU. The aim of this consciousness raising was to create more ambitious Dutch legislation, which would also put pressure on the EU to adopt the proposal for a Corporate Sustainability Due Diligence Directive (CSDDD). This was done, in part, through a round table organised by the Dutch Parliament on their proposed bill, the national Responsible and Sustainable International Business initiative. The Second Chamber invited CNV Internationaal to take part in this round table and express our views.

International: Together with the Vereniging van Beleggers voor Duurzame Ontwikkeling (VBDO), EY and ABN-AMRO, we organised the annual [HUMAN](#) seminar on the implementation of CSDDD and hosted a breakout session on the role of trade unions in due diligence. Because many companies are struggling to comply with (upcoming) legislation and fulfill their stakeholder engagement requirements, we created this session to provide them with concrete examples and guidance on how to engage in constructive dialogue with stakeholders, such as trade

unions. One of the companies from the HUMAN session decided to speak with us further on how to address the risks in their supply chain and how they could develop better stakeholder dialogue.

Vietnam: CNV Internationaal has continued to monitor the implementation of the free trade agreements between the EU and Vietnam. We actively participate in the European DAG to ensure a clear overview of the situation, in part through an expert based in Brussels. Our expert takes part in various DAGs, which allows us to monitor the situation closely and clearly. This strategic move provides a more in depth scrutiny of DAG functions and facilitates comparative analyses between the parties. In 2023, we were frequently invited to discuss topics like civic space and union freedom in Vietnam, as well as strategies for improving social dialogue. An example of this is when Michiel Sweers, the Dutch Vice-Minister of Foreign Economic Affairs, visited Ho Chi Minh City on November 3rd.

We were able to participate in a roundtable discussion with him and a select group of Dutch-funded organisations who focus on International Responsible Business Conduct (RBC) and Environmental, Social and Governance (ESG). The purpose of this roundtable was to inform the Vice-Minister about our work, the challenges we encounter, and provide information regarding the broader developments in Vietnam's International RBC and ESG landscape. This invitation emphasised the pivotal role organisations like ours play in supply chains.



Theme:

Decent Work and Fair Work Monitor

International: It is becoming increasingly obvious that the Omnibus law in Indonesia is causing a decline in labour rights. See also the following timeline on the Omnibus law. In 2023, the President of KSBSI (the Trade Union Confederation in Indonesia), Mrs Elly Rosita Silaban, visited Brussels and attended the International Labour Conference in Geneva to discuss the impact of this Indonesian law with representatives from the European Commission and Parliament. She spoke in particular about how the EU is currently negotiating a trade agreement (CEPA) with Indonesia, and referred to the Sustainable Trade Chapter of such agreements. Mrs Silaban also visited the International Labour Conference in Geneva, where the Committee on the Applications of Standards (CAS) adopted Conclusions ([wcms_885385.pdf \(ilo.org\)](#)) on this particular topic. The Indonesian trade union confederations in a joint effort rose the question of whether the new law is in line with ILO standards. Therefore, the CAS committee decided to put Indonesia under review. This process began in June 2023 and will continue until June 2024.

The impact study which was published jointly by CNV Internationaal, Mondiaal FNV, and their respective partners ([Job creation Law Indonesia.indd \(cnvinternationaal.nl\)](#)) was used for argumentation during both of these meetings.

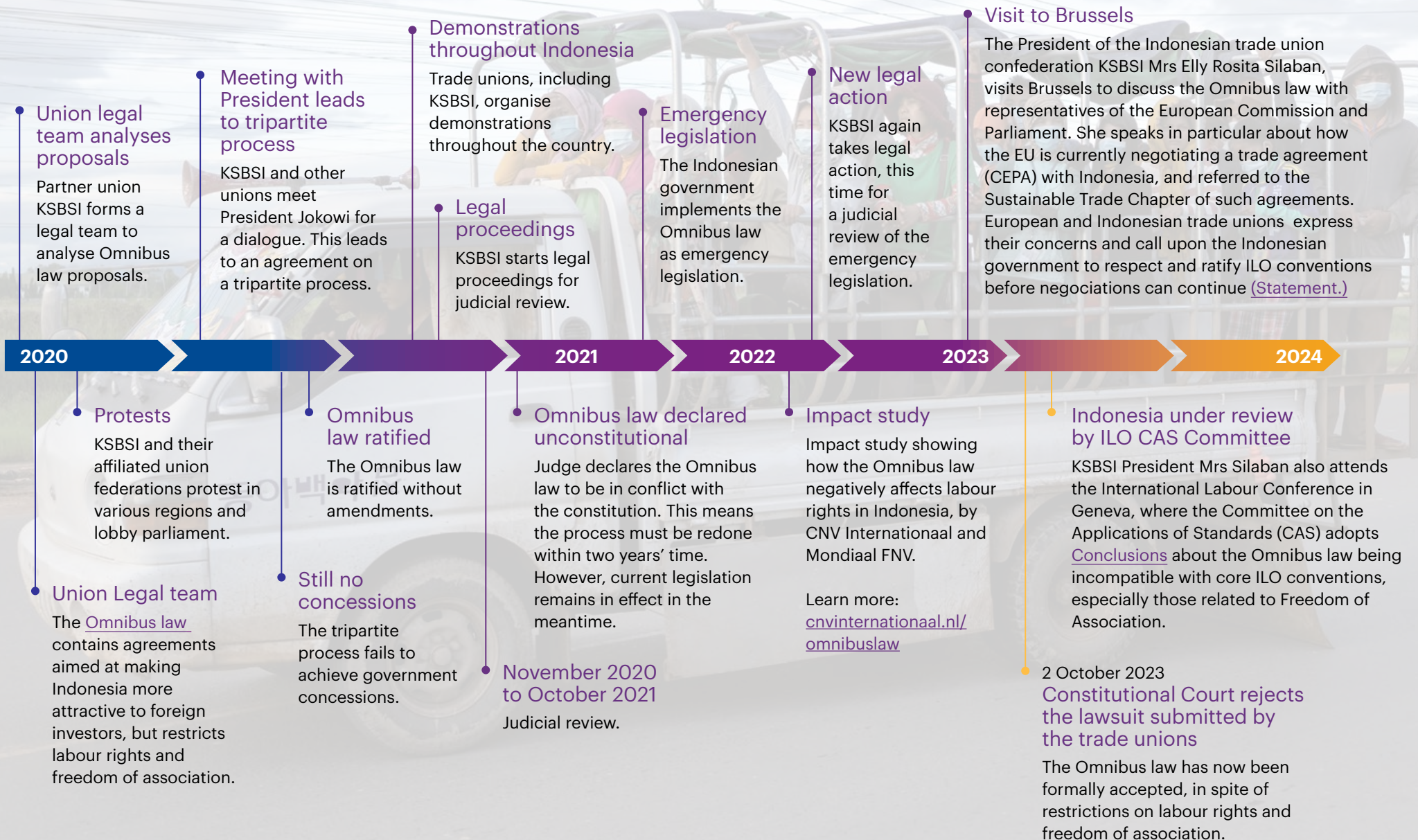
Lastly, the ETUC adopted a position on the EU- Indonesia CEPA negotiations, also addressing the concerns around the Omnibus law ([CEPA rapport.indd \(cnvinternationaal.nl\)](#)), which in turn led to Parliament questioning the European Commission on their stance towards the Omnibus law.



In 2022, CNV Internationaal lodged a complaint regarding labour rights and informal outsourced work in Colombia and Peru through the Single Entry Point of the European Commission, leveraging the EU-Andes trade agreement. Subsequently, in 2023, the European Commission engaged in discussions with the governments of Peru and Colombia regarding our complaint, and we collaborated closely with them on the case. This same case was also presented to the National OECD Contact Points in Peru and Switzerland. On March 21, 2023, CNV Internationaal was invited to present our case at the European Parliament. This marked the first utilisation and approval of the Single Entry Point for filing a complaint, which was a significant milestone. As a result of this complaint, the Commission held discussions with the Colombian government, leading to high-level follow-up actions in 2024. Moreover, the Swiss National Contact Point (NCP) has decided to accept the specific instance in a parallel process with the Peruvian National Contact Point. We welcome the NCP's initial assessment and are counting on their expertise in facilitating the mediation between multinationals and trade unions.



Timeline of change | Making sure labour rights are not undermined in the new Omnibus law for creating jobs



Latin-America: During the second half of 2023, monitoring with the Fair Work Monitor took place in the sugarcane sector, making use of the participative digital KoboToolbox tool, surveys are filled in by workers in the field. This tool enables CNV Internationaal to generate up-to-date data on circumstances in the value chains. This data is then published and used in various ways, for example, to assist in negotiations between companies and unions, to Internationally pressure companies to follow responsible business guidelines, and to urge governments to follow-up on trade agreements. Data was collected in six countries from a total of 2,125 respondents. This data was analysed and shared with unions from El Salvador, Guatemala, Honduras, Nicaragua, Costa Rica, Colombia, and Bolivia during a regional event for the sugar network. This event also included a training for national trade union representatives on living wages. Trade unions collaborated there, using analyses of the data on living wages and occupational health and safety. Bonsucro then took their statement emphasising living wages to the companies in the sector. See also the following timeline “The path to living wages for sugar workers”.

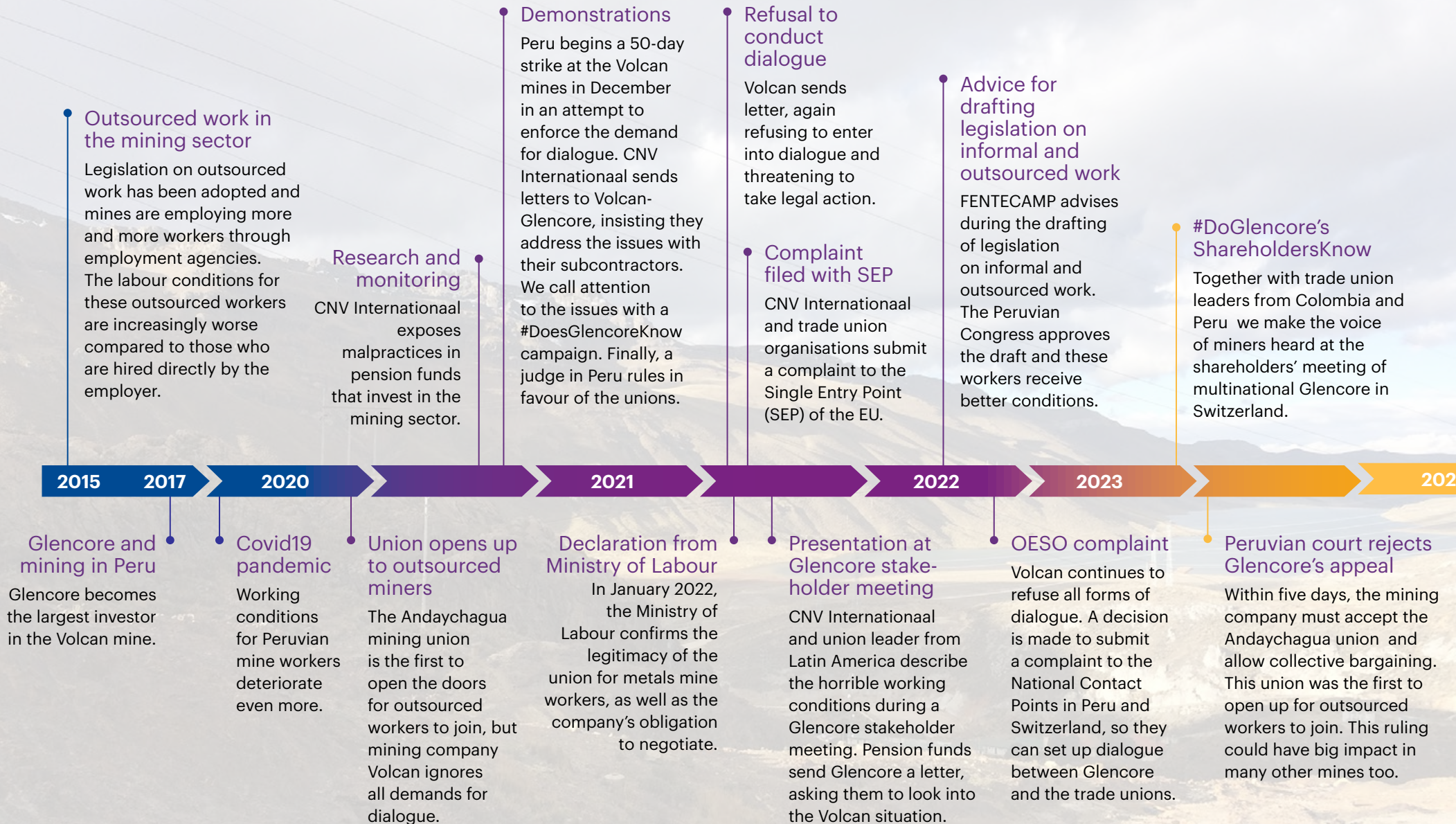
Partly due to the data of the Fair Work Monitor, the union of the Monte Rosa sugar mill, a member of the Nicaraguan federation of sugar unions, CONFETRAYD, managed to [negotiate production incentives](#) equivalent to 38% of a worker’s four-monthly salary. This incentive is paid every fourteen days. Union efforts also resulted in portable toilets and washbasins in all agricultural areas at Ingenio Monte Rosa. This successful example shows, as described by IDH, the “value of data-driven decision making, shaping positive relationships across the supply chain,” as well as the value of the Fair Work Monitor in various countries and value chains. Several other significant achievements due, at least in part, to the Fair Work Monitor include, firstly, the Ingenio Montelimar union achieving a 10% wage increase for all their workers. The regional monitoring

contributed to this result at the sector level, as well as to a wage increase of 10% being defined in the National Minimum Wage Table. Secondly, in the area of occupational health and safety, a standard has been implemented in the sugar mills where our partner organisation, CONFETRAYD, has a union presence, giving 20 minutes of rest for every 1½ hours of work. This applies to all workers in the field or agricultural area. Thirdly, rehydrating serums are now being made available in all work areas in the sugar mills where CONFETRAYD has a union presence. And finally, factory, workshop, and field workers are now entitled to one paid day off per week. What’s more, due to the requirements of BONSUCRO certification, some workers can now get up to two days off per week.

Peru: The Peruvian Federation of mine workers, FENTECAMP, worked with the International Labour Organisation (ILO) through a meeting organised by the Peruvian Union Central (CATP) to address grassroots issues and request intervention. These advocacy efforts have elevated FENTECAMP’s status to that of a prominent mining organisation. Additionally, CNV Internationaal has provided ongoing technical assistance to the lobby of the union at the Adaychagua mine for collective bargaining negotiations with the mining company Volcan (owned by Glencore), including preparing internal documentation, lodging administrative appeals, and monitoring legal proceedings. The overarching goal is to ensure that informal outsourced workers have a seat at the negotiation table and can assert their rights. This effort spans from local to International levels, aiming to enable sector-wide negotiations to involve all trade unions collectively. Progress has been made with one company in arranging an agreement, with preparations underway for a sectoral collective bargaining agreement.



Timeline of change | Improving labour rights for outsourced mine workers in Latin America



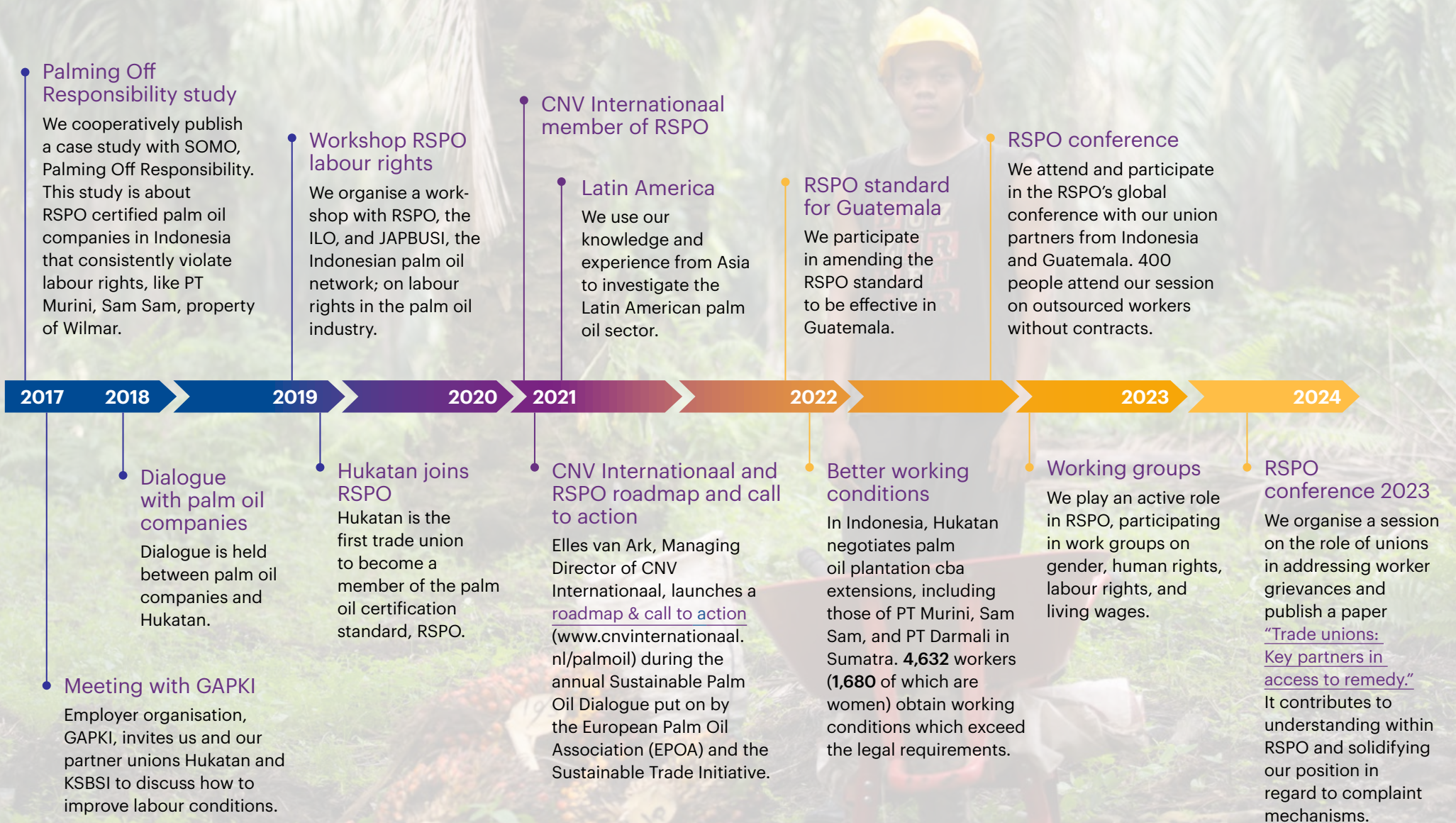
Indonesia: On September 30, 2023, Hukatan, our union partner in the palm oil sector, took a significant step forward in managing their complaint database. Two crucial features were added onto the [Hukatan website](#). The first enables real-time submission of complaints. The second feature provides insight into Hukatan's membership numbers. These developments make it easier to identify trends regarding the types and content of complaints being filed. This data can pinpoint prevalent issues, aiding in better prioritisation and intervention strategies. Each complaint is diligently recorded, forming an essential archive and facilitating accountability. Furthermore, Hukatan's efforts align with their advocacy for local resolution of complaints, as also outlined in CNV Internationaal's [position paper](#) "Trade unions, key partners in access to remedy". This advocacy has been incorporated into lobbying efforts towards the RSPO and briefing mechanisms. These actions have not only contributed to a deeper understanding within the RSPO network, but have also solidified CNV Internationaal's position about complaint mechanisms. In addition to our participation in various working groups, it is noteworthy to mention our involvement in the RSPO conference. We organised a session there which focused on the role of unions in addressing worker grievances. The Dutch Ambassador for Business and Development Cooperation, Marchel Gerrmann, also participated in this session.



Workshop on Social Dialogue, also on RSPO Principles & Criteria in Banjarmasin from 7-8 October 2023.



Timeline of change | Better working conditions on palm oil plantations



Theme: Just Transition

International: European Parliament has recognised our knowledge and work on the just energy transition. CNV Internationaal was invited to speak at the European Parliament’s human rights committee to share information and our views regarding the Critical Raw Materials Act. While the CRM Act aims to ensure supply chain security, there has been limited attention given to creating value in production countries. Although we depend on these countries for raw materials, these materials are often sourced without bringing the local people any significant benefit. CNV Internationaal advocates for greater attention to be paid to the importance of creating value in these production countries, by ensuring labour rights and stakeholder engagement within the framework of strategic partnerships and projects. Our contribution has resulted in amendments to the CRM Act. CNV Internationaal also played a role in integrating OECD guidelines, which incorporate just transition principles, into the new resolution of the International Labour Conference (ILC). Our contribution involved incorporating the OECD guidelines into the just transition resolution, facilitating multistakeholder cooperation in supply chains. This will have positive implications for both mineral sourcing and the well-being of workers. Just transition was a prominent topic during the ILO’s International Labour Conference in June, where CNV participated in negotiations aimed at establishing a new resolution.

Regional Latin America: CNV Internationaal asked research organisation Profundo to carry out the review and analysis of the [“First Annual Report for the Latin American Mining Sector,”](#) based on the digital monitoring carried out in April 2022. This report has been approved and published on the social networks of FENTECAMP and CNV Internationaal. Based on this report, we gave a presentation at the

OECD which created new collaborations with various companies (TATA Steel and Trafigura), and it also enabled CNV Internationaal to work with RVO on a new project focused on the metals mining sector.

Peru: A favourable and final judgement in the amparo process of the Andaychagua Union has been reached, which means that the mining company, Volcán Compañía Minera, owned by Glencore, is now legally obliged to form a Negotiating Commission and start direct negotiations. This also encourages other trade unions to organise with outsourced workers. Technical assistance and legal advice to FENTECAMP’s grassroots has been oriented towards the protection of outsourced and/or unionised mine workers. Achieving this involves challenging outsourcing contracts and enabling outsourced workers to become part of the mining company’s payroll. Through collaboration with a Peruvian law firm, several outsourced workers at the Corona mining unit have legally contested the validity of their contracts and sought inclusion in the main company’s workforce. Many of these legal actions have resulted in favourable outcomes for the workers. Furthermore, CNV Internationaal has facilitated FENTECAMP’s engagement in a regional dialogue forum on occupational safety and health. As a result of FENTECAMP’s advocacy efforts, the Regional Labour Directorate of Huancavelica invited them to join the Huancavelica Regional Council for Safety and Health at Work. This council serves as a platform for bipartite dialogue, allowing for discussions on regional safety and health policies.

Colombia: Through CNV Internationaal support, Cerrejón (a Glencore mining company) reached an agreement to reduce the working day, a milestone in ending the “death shift.” CNV aided in presenting complaints to the Ministry of Labour in Colombia and preparing documents on wages and working hours, facilitating negotiations between workers and Carbones del Cerrejón for implementing the new shift in September 2024. Concurrently, CNV Internationaal





Technical assistance and legal advice to grassroots union contributed to the mining company now legally being obliged to start direct negotiations with the miners union.

supported partners in Colombia in proposing outsourcing and freedom of association reforms, through various means, such as complaints, visibility campaigns, lobbying efforts, and participation in meetings with government officials and experts. This collaborative effort not only benefits current workers, but also creates employment opportunities for those previously unemployed due to resignations at the Prodeco mine (also a Glencore subsidiary), now hired by Carbones del Cerrejón.

Colombia: Thanks to CNV Internationaal support, Sintramienergetica and Sintracarbón mining unions in the La Jagua municipality were able to protect unionised workers from dismissals. CNV Internationaal provided legal assistance, presented legal documentation, and conducted advocacy and visibility campaigns, emphasising Prodeco mining companies' continued operations in the territory. As a result, the unions persevered, and the company lost legal proceedings aimed

at removing union protections from workers. Presently, the unions remain active with legal status, shielding workers from dismissals and ensuring the continued existence of the union.

Indonesia: At the national level, trade union partner KSBSI engaged in discussions regarding lobbying strategies within the framework of job opportunities to facilitate a just transition. The aim is to concentrate efforts on job creation and enhance both macro and micro policies related to bolstering employment opportunities. During these discussions, a dedicated team was assembled to delve deeper into conceptualising strategies for lobbying government officials and relevant stakeholders.

Addendum Colombia: Trade union leaders participated in the inaugural Colombian Diploma in Mining and Energy Transition, led by the University of Magdalena with support from CNV Internationaal and the Heinrich Böll Foundation. Conducted in Santa Marta and La Jagua de Iberico, the training aimed to address the impact of mining transitions, particularly in regions affected by Prodeco's relinquishment of mining titles. CNV Internationaal enabled 13 unionised workers from Sintracarbón and Sintramienergetica, to join fair energy transition training. As a result this led to the establishment of a cooperative comprised of former workers. As a direct outcome the 13 former miners now have employment in mango production and technical services for renewable energy (solar and wind energy). An indirect expected outcome is that it will help generate employment opportunities for many more workers.





Morowali is the center of Indonesia's rapidly growing nickel industry, with sub-standard living conditions, low wages, and occupational health and safety risks.

Addendum Indonesia: In October, CNV Internationaal paid a visit to the local branch of FPE- KSBSI, a union active in the nickel mining sector in Morowali on Sulawesi. Due to the current energy transition, the demand for nickel is rapidly growing, as nickel is used in the batteries of electric vehicles as well as wind turbines. Morowali is the center of Indonesia's nickel industry. The small towns are being overwhelmed by the large number of workers moving to the area. This trend is creating sub-standard living conditions, low wages, and occupational health and safety risks. Social dialogue on these issues is challenging, partly because Chinese investors own most of the smelters, making communication more difficult. During our visit, we spent time listening to the workers and meeting with the manpower office and employer representatives to see how CNV Internationaal could be of support and work with the area's local unions in the years to come.

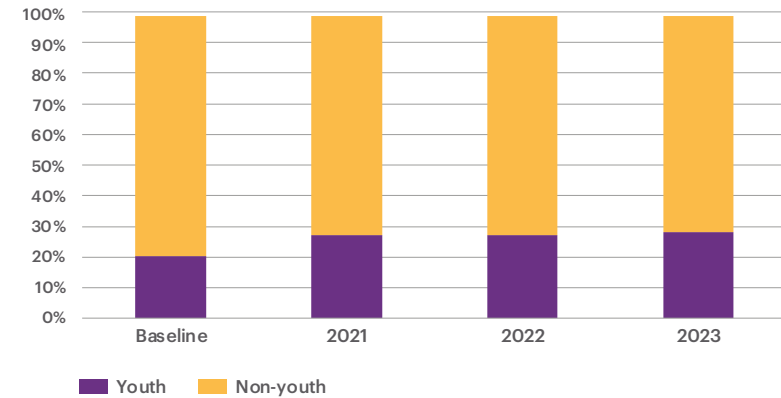


2.3 Greater employability for young people

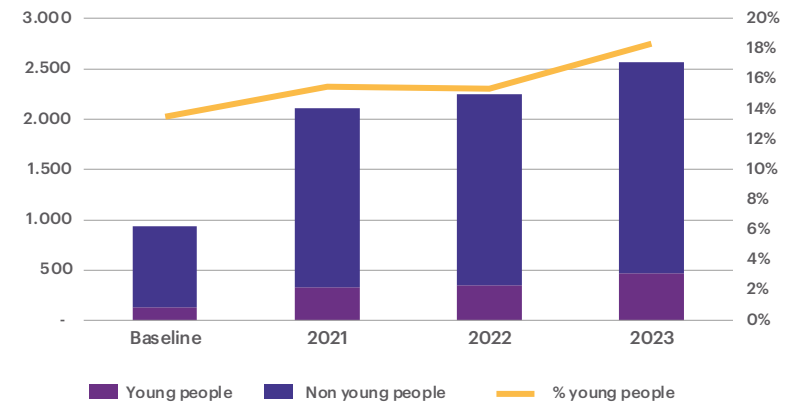
70% of the population in Africa is under the age of 30. Unemployment among these young people has continued to increase, creating a gap between the supply and demand for labour. In 2023, CNV Internationaal advocated for improving the employment status of young people.



Membership % young people



Young people in leadership positions



Theme:

Collaboration with strategic partners and (local) government

Benin: We have strengthened the collaboration between employers and trade unions in Benin to increase the employability of young people. Four working sessions were held, bringing together members from both sides to finalise a collaborative document and initiate discussions on internal regulations and a work plan for 2024. Leaders from trade unions and employers' organisations successfully reached a consensus, leading to the formal adoption of the collaboration framework.

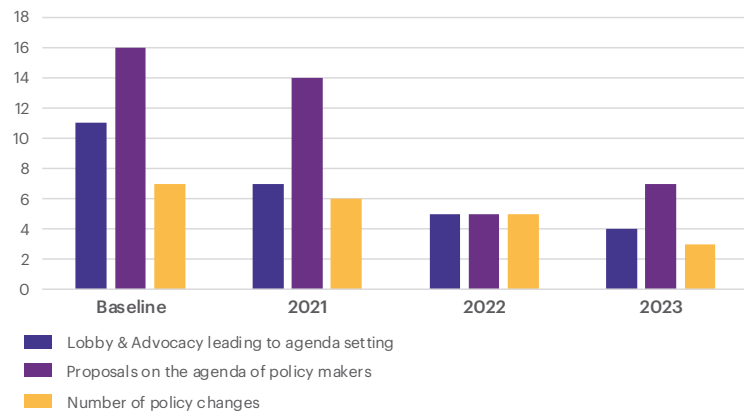
Senegal: The first phase of the "Trade Union Outreach to Universities" programme took place in Senegal with technical support from ITUC Africa. The main aims of the programme included raising student awareness about how trade unions protect workers' rights, training representatives from trade union associations, and facilitating the creation of trade union units within Senegalese universities.

Guatemala: Five transformational leadership workshops for young unionists were held in North, South, East, West, and Central Guatemala with a total of 111 participants. These workshops aimed to empower the young leaders of CGTG and Unsitragua in their performance as leaders and to promote their active participation in trade union organisations. Various issues affecting young people were addressed, such as youth employability in different sectors of the economy.

International: The youth organization of CNV, CNV Jongeren, organised a webinar with the youth committees of our African trade union partners COSI Benin, UDTs Senegal, CNT Niger, and CISL-Dignité Côte d'Ivoire. The aim was to strengthen collaboration between the trade union youth in Africa and the Netherlands. The main topic of the webinar was 21st century skills (all the skills you need in our modern (digital) society, including communication and IT skills). Discussions revolved around the themes addressed by each committee, the difficulties encountered, and how to use the personal development wheel to improve 21st century skills. Examples were shared, as well as information about CNV Jongeren's ongoing projects for facilitating the employability of young people in the Netherlands. Inclusion, the job market, apprenticeships, and finance are all themes on which CNV Jongeren is working to help boost young people's employability. Even though the African context is different, the themes covered are similar to the everyday reality of youth in Africa. The participants expressed a desire for this type of meeting to be organised on an annual basis so they can continue to inform and strengthen each other.

Regional Africa: CNV Internationaal contributed to two resolutions that were adopted during the conference of the African International Trade Union Confederation in Nairobi which took place November 28-30th, 2023. One resolution was about the inclusion of young people in the trade union movement and the other was about employment and

Youth employability





Thanks to Union partner COSI Benin a WhatsApp platform to disseminate job opportunities was launched, providing youth with direct access to employment prospects.

the employability of young people. African trade unions must continue to put youth employment and employability at the top of their agenda. There is an urgent need to increase effective advocacy aimed at finding pragmatic alternative solutions to the problems associated with youth unemployment. Before this conference took place, we supported ITUC Africa in organising a one-day activity for youth on “Youth Empowerment in the Digital Age: Building Stronger Trade Unions for the Future.”

International: One of the Dutch government coalition agreements was to create a so-called “Africa Strategy.” CNV Internationaal asked our trade union partners in Africa what main issues the Dutch government should focus on, and together, we drafted [seven recommendations](#) for the Dutch-Africa Strategy. The first three recommendations focused on social dialogue as an export product for the Netherlands. These three recommendations were about applying social dialogue to make sure the private sector invests in social dialogue, engaging with civil society for equal relationships, and ensuring that women are treated equally on the work floor. The other two recommendations focused on youth employability and just transition. We also shared this information with Dutch parliamentarians. A Member of Parliament interviewed one of our young trade union partners in Senegal on youth employability, which has led to a motion on youth employability and the development of educational and vocational programmes in the Africa Strategy.

During the debate, several political parties stressed the importance of having an equal relationship with Africa and increasing the value of raw materials, claiming that such steps would improve industry on the African continent. Furthermore, during the debate held in October of 2023, Minister Schreinemacher said that she would like to add value at the beginning of value chains in order to create more jobs.



Theme:

Strategic capacity building

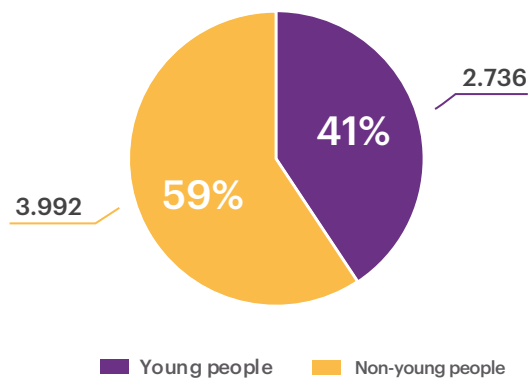
Benin: COSI Benin’s Espace Travail Emploi and the PSIE (Special Employment Integration Programme), collaborated in a potential avenue for youth employment. This initiative has led to the establishment of a WhatsApp platform where job opportunities are regularly disseminated, providing youth with direct access to employment prospects.

Tunesia: Civil society organisations focused on “collaborated employability” to combine their efforts. CNV Internationaal, together with our trade union partner, trained 120 young people and women affiliated with employability-focused organisations, providing both direct and indirect benefits. Participants honed their soft skills and acquired the know-how to coordinate and launch awareness

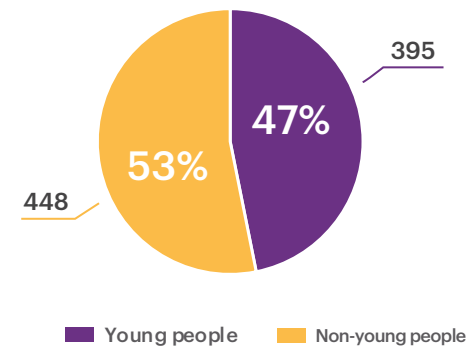
campaigns addressing employability issues. Participants not only enhanced their communication skills, proficiency in technological tools, and modern job search techniques, but also facilitated collaboration among organisations operating in the same field. The programme fostered cross-pollination of ideas and resource sharing, ultimately amplifying their collective impact.

Bolivia: CNV Internationaal facilitated trainings through the Transformational Leadership Programme. The training of 38 emerging trade union leaders (comprised of 14 young men and 24 young women) holds particular significance, especially in light of the upcoming elections within the Federation of Sugarcane Workers in 2024. A notable outcome of this leadership development initiative is the election of two young women from this cohort as representatives in the National Confederation of Agricultural Workers of Bolivia (CNTACB).

Young people participating in learning events



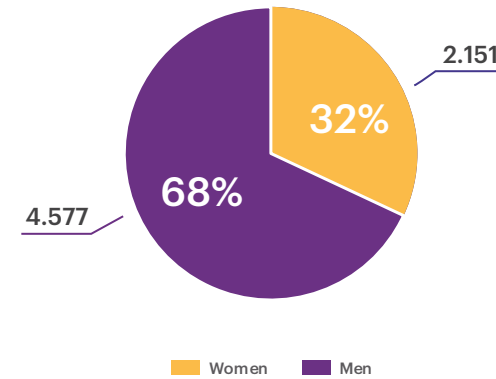
Young people participating in leadership programmes



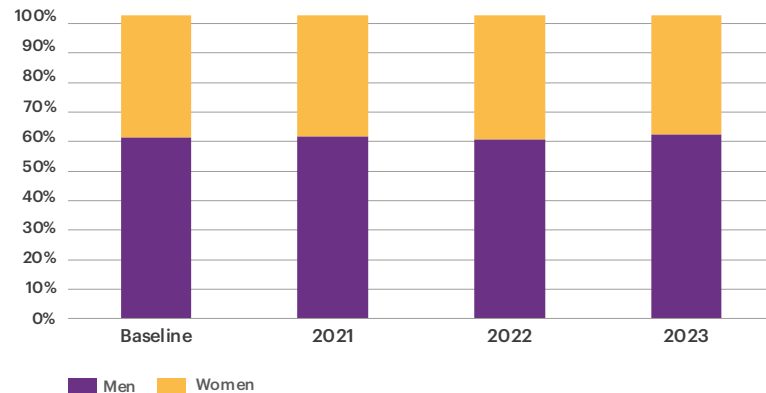
2.4 More equality in employment rights and salary and more power in the workplace for women

Gender is woven into our broader lobbying for social dialogue and labour rights in the value chain. An increasing number of women are bringing about positive change in our partner unions and in the countries where we work. In many countries, we lobby for the ratification of ILO Convention 190 to combat violence and harassment in the workplace.

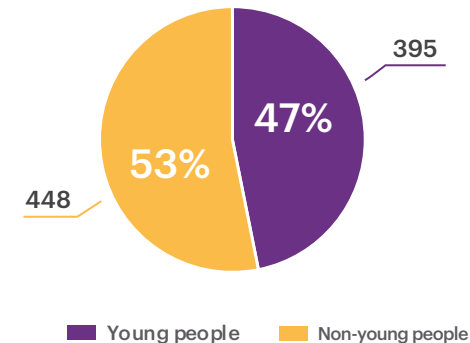
Women participating in learning events



Membership % women



Young people participating in leadership programmes

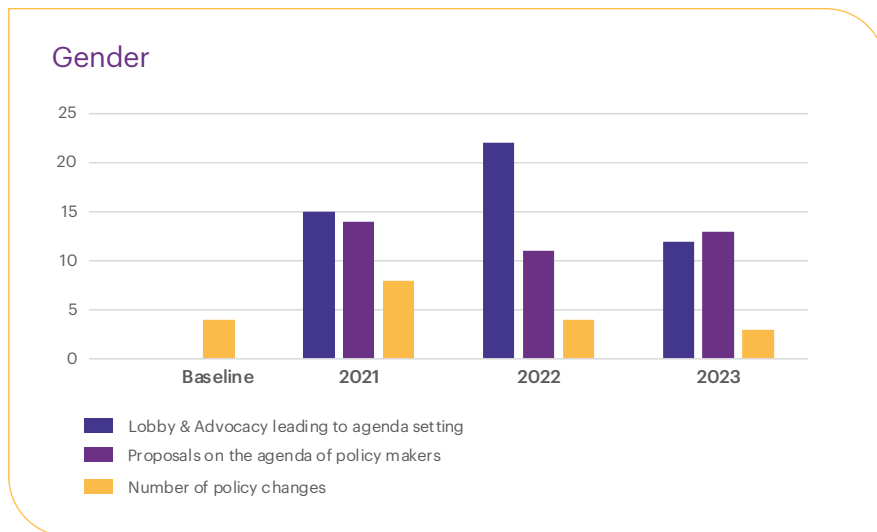


Theme:

Lobbying towards Ratification of ILO Convention 190

Benin: COSI Benin organised a workshop where advocacy messages aimed at government decision-makers and the National Assembly were co-developed by the ten CSOs and trade unions present at the workshop. They were included in an advocacy plan for greater impact to be jointly implemented in 2024. Participants analysed the inadequacies of Benin’s legislation on the repression of Gender-based violence (GBV) in the workplace, and reiterated the need to work towards ratification of ILO Convention 190.

Côte d’Ivoire: The trade union leaders of the confederations in Côte d’Ivoire have formally committed to prioritising lobbying efforts for the ratification of ILO Convention 190. This commitment was solidified



during a webinar organised by the ACTRAV/ILO office in Côte d’Ivoire and facilitated by the ILO and CNV Internationaal.

The webinar provided a comprehensive overview of lobbying activities conducted by the youth inter-union, aiming to accelerate the ratification process of ILO Convention 190. Additionally, this commitment was made within the framework of the Commission Indépendante Permanente de Concertation (CIPC), the highest body for bipartite social dialogue in Côte d’Ivoire.

Mali: The UNTM women’s committee collaborated with media and women’s rights CSOs to raise awareness and advocate for ratification of ILO Convention 190. Women trade union leaders conducted awareness campaigns, partnering with the CNDH and Association pour la Défense des Femmes. The longer-term aim is to establish women’s watch groups and a hotline for reporting Gender-based violence incidents. Through this media and CSO collaboration, workers and the public are now more aware of workplace gender-based violence and how to try to solve it.

Bolivia: In June 2023, the Digital Campaign for the ratification of ILO Convention 190 was launched, led by the Bolivian Network of Women Workers and Trade Unionists - RMTSB. This campaign brought together several women workers and trade unionists from sectors such as sugar harvesters, factories, self-employed workers, teachers, public health workers, domestic workers, electricity and power utilities workers, and more. The aim was to contribute to the ratification through the development and dissemination of various communication materials designed by women workers and trade unionists themselves. As a result, various female Senators pledged their support to the process and have put this proposal for new legislation on the agenda of the Plurinational Legislative Assembly (national government).

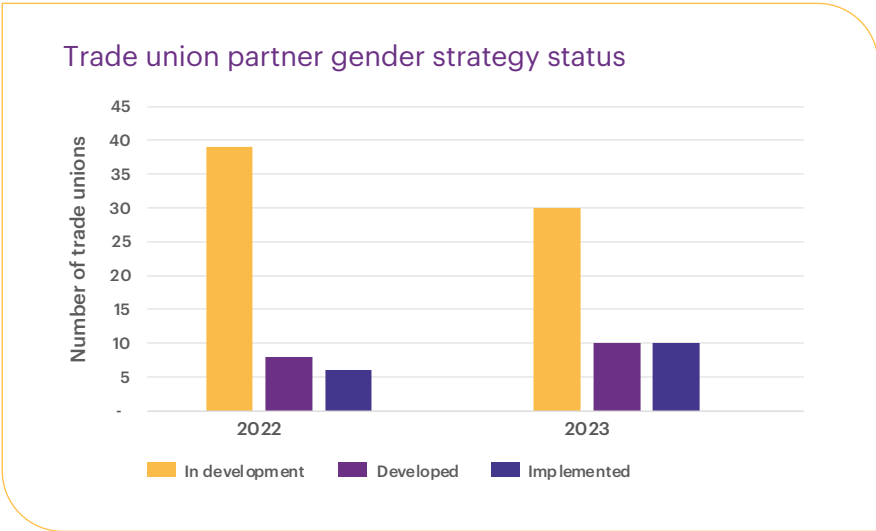


Colombia: CNV Internationaal supported the process towards a tripartite agreement to initiate ratifying ILO Convention 190 in Congress. This was possible thanks to participation at the table for the ratification, the support for meetings in the CTC, the participation in the Congress of the Republic to support the ratification. There has been a tripartite agreement between trade unions, government, and employers. We expect this to lead to ratification in 2024.



In Colombia the process towards ratification of Convention 190 of the International Labour Organisation has been formally initiated, through a tripartite agreement between the Government employer's organisations and trade unions

Theme:
Gender Based Violence



**Reliable data provided since 2022*

The programme has led to more trade union partners developing and implementing a gender strategy. In 2023, a total of seven trade unions in as many countries (Benin, Côte d'Ivoire, Mali, Niger, Senegal, Cambodia, and Indonesia) have implemented a gender strategy.

Regional Africa: Three partner organisations, the CNT (Niger), CSTM (Mali), and UNTM (Mali), collaborated to develop a gender equality strategy for trade unions. Concrete measures included implementing gender-specific attendance lists, setting a 30% quota for women and youth representation in decision-making bodies, and establishing a mechanism to address gender-based violence. They also committed



to institutionalising the Participatory Gender Audit and expanding its application to member federations. This initiative has sparked increased enthusiasm, especially among women, who see greater opportunities for gender equality advancement. CNV International, through our regional Africa office, continues to support partners in implementing the Participatory Gender Audit with tailor-made approaches.



Benin The Green Line project has enabled COSI Benin’s complaints hotline to organise a media campaign through digital messages, radio broadcasts, and flyers, and inform people about the services provided by the helpdesk (Centre d’Accompagnement Psycho-social et Juridique (CAPJ)) and the Green Line. This campaign has raised awareness among workers and the general public regarding Gender-based violence (GBV) in the workplace and the need to work towards the ratification of ILO convention 190 on the Elimination of All Forms of Discrimination against Women.

Indicators	Numbers	Comments
Number of women who visited or called the hotline.	119	14 visited the Centre; 105 called; 27 reported situations of violence and sexual harassment; 56 sought advice.
Number of cases referred to the CPS and the Institut National de la Femme (INF).	17	Each of these cases received regular follow-up from CAPJ. They all met a psychologist who offered free services to COSI-Bénin.
Number of cases receiving legal support.	00	None of the survivors wanted to go to court.
Number of successful cases.	01	One sought and obtained an out-of-court settlement.
Number of cases pending before the competent court.	02	Two cases have been pending since 2022. One trial was repeatedly postponed for lack of evidence. The other is confronted with her boss’s refusal to come forward.





Trade union partner CISL encourages women working at a market to report any harassment or violence experienced.

Côte d'Ivoire: To mobilise workers against gender-based violence (GBV), a campaign and events were conducted. These drew in some 300 participants. The 16 days of activism on violence and harassment in the workplace adopted the theme “A Market without Violence and Harassment,” where capacity building talks were held at the SIDECI Yopougon market. The Women’s Commission and the CISL Dignité informal sector union clarified the contents of ILO Convention 190 and Ivorian national laws, encouraging participants to report any harassment or violence experienced at work or in markets. Additionally, the benefits of ratifying ILO Convention 190 for workers, employers, and the nation were highlighted, emphasising the importance of collective action against GBV.

Niger: The CNT’s helpline serves as a crucial resource, disseminating information about ILO Convention 190 and available remedies for workplace violence and harassment to workers and the general public in Niger. In 2023 the results achieved were as follows:

1. Increased awareness among 15 journalists from audiovisual and written press; they were urged to support lobbying ratification of ILO Convention 190 and promote wider dissemination of the convention’s content.
2. Over 100,000 workers across Niger’s 8 regions received information about gender-based violence (GBV) and the CNT’s listening unit through radio broadcasts in French, Haoussa, and Djerma on national, private, and community radio stations.
3. Engagement with at least 100,000 individuals in the Niamey region through an information and awareness-raising caravan during Niger’s National Women’s Day on May 13, 2023.
4. 52 worker-members of the CNT in the Tillabéry region received education about workplace violence and harassment. They were advised on topics such as how to establish listening units in every region, create community relays, actively involve community radio stations, and provide care for victims in remote areas.
5. Green Line statistics were documented. We noted 17 direct calls, 8 visits, 6 reported harassment cases, and the monitoring of 3 cases. These statistics underscore the impact and accessibility of the helpline.

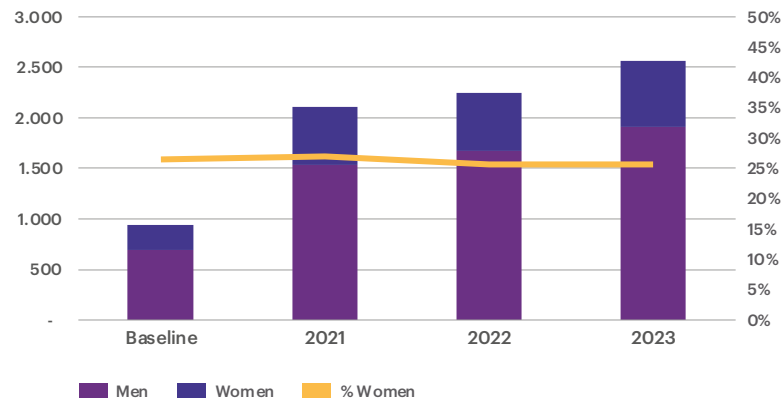


Theme:

More women in leadership positions

Nicaragua: Young women continue to hold influential positions on sugarcane trade union boards as well as in the National Executive Committee of our trade union partner, CONFETRAYD. Recent collective bargaining processes have included clauses addressing gender specific concerns, such as the provision of special uniforms for pregnant women and ensuring equal pay for women and men. In cooperation with the Trade Union Platform for the ratification of ILO Convention 190, CONFETRAYD developed a guide which it plans to incorporate during their CBA negotiations in 2024. The “Guide to Promote Workspaces Free of Violence and Harassment” outlines measures to prevent workplace violence and harassment, procedures for addressing such incidents, and the training and sensitisation of personnel in sugarcane factories and trade unions.

Women in leadership positions



Theme:

Other lobbying for gender equality

International: CNV Internationaal’s commitment to gender equality is demonstrated by our involvement in global initiatives. In Indonesia, for instance, CNV Internationaal, employer organisation GAPKI, and Hukatan, our palm oil union partner, jointly conducted a training on Gender Mainstreaming in Collective Bargaining Agreements. This training has equipped negotiators with skills to integrate gender-specific considerations into bargaining processes, fostering more inclusive agreements.

Gender inclusivity is also a central pillar of CNV Internationaal advocacy efforts. Whether lobbying for due diligence legislation or advocating for sustainable trade, we emphasise the importance of implementing a gender lens. Our collaborations with organisations like the WO=MEN platform emphasise our commitment to integrating civil society, specifically women, into trade negotiations. During a meeting with Member of Parliament, Samira Rafaela, on 21 February 2023, we actively advocated for the inclusion of gender-specific language in trade agreements, reaffirming our commitment to promoting gender equality in trade policies. These efforts reflect CNV Internationaal’s ongoing commitment to advancing gender equality both locally and globally.



Addendum activity Vietnam:

CNV Internationaal provided support to VGCL in organising an advanced training for trainers focusing on gender equality in collective bargaining. This marked the first instance in VGCL's training programmes, supported by CNV Internationaal, where gender equality was prominently addressed and integrated into the collective bargaining process. The training aimed to raise awareness about integrating gender-specific issues such as gender based violence and the gender pay gap into collective bargaining negotiations and broader social dialogues. As a result, a Training of Trainers manual was developed for VGCL, intended to further enhance training sessions for collective bargaining negotiators in Vietnam. This initiative will continue into 2024, furthering the advancement of gender equality in the realm of collective bargaining and social dialogue.







3. PMEL

- 3.1 Lessons learned
- 3.2 Reflection on the Theory of Change
- 3.3 Risks and mitigation
- 3.4 Key indicators

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3. Planning Monitoring Evaluation and Learning (PMEL)

3.1 Lessons learned:

Based on the plans and results we formulated in the TUCP 2023 Year Plan, CNV Internationaal focused on three important themes. These are part of our three pathways from our Theory of Change (ToC):

1. Strengthening capacities and legitimacy
2. Bringing parties together and attuning
3. Challenging and shifting the gender balance

We defined a list of learning questions divided into the following themes:

1. **(Intersyndicale) Collaboration in countries and regions**
 - a. When is collaboration with other parties (counter) effective?
 - b. What circumstances lead to a fruitful collaboration?
 - c. What are the effects of good collaboration between trade unions?
 - d. How do we improve collaborations (between trade unions and other parties)?

CNV Internationaal works together with trade union partners in various countries and value chains. Collaboration is at the core of our work. It is important to therefore reflect on the results we have achieved and answer the questions listed above.

In Côte d'Ivoire, for example, we have learned that in order to further strengthen social dialogue we should involve (national) employers' federations or organisations. However, before such social dialogue can take place, the technical capacities of trade unions at the company/sectoral federations need to be strengthened to ensure that labour rights are respected. And in Benin, we can see the effects of fruitful collaboration in the bipartite cooperation framework that has been created between trade unions and employers' organisations.

CNV Internationaal has also learned that we can stimulate improved collaborations between trade unions and other parties by encouraging them to take part in strategic alliances, certification organisations, and other collaborative structures. This facilitates working together and enables key themes to be developed, such as living wage and responsible business conduct, in the countries and value chains where we work.

Another example can be seen in the cooperations with our African trade union partners on the topics of International RBC and gender equality. These have shown that other stakeholders tend to engage more overall when we keep them involved throughout the lobbying process. Similarly, being part of certification organisations, such as RSPO and Bonsucro, enables social dialogue among (other) stakeholders as well.



2. Capacity building

- a. What types of capacity building are effective?
- b. When is capacity building sustainable?
- c. What kinds of knowledge and capacity building do trade unions need for just transition, living wage, and complaints mechanisms?

Another core aspect of our ToC is capacity building for our trade union partners to empower systemic change within our key themes. In order to achieve this, it is important to assess when capacity building is effective, sustainable, and what our partners need.

In terms of effectiveness, building capacity in the form of legal assistance has been key in countries such as Cambodia, Senegal, and Peru, where workers and trade unions have been involved in company labour disputes and anti-labour actions. Furthermore, knowledge management and soft skills have been built through our leadership trainings, empowering union leaders to conduct effective negotiations.

A challenge which still remains is the possibility of high staff turnover at the partner unions where trainings have been facilitated. This means more effort is necessary to provide further capacity building for the new incoming personnel. To mitigate this, we now involve other stakeholders in the process, a lesson we learned in Colombia. Colombia was dealing with frequent changes in leadership, so we decided to facilitate dialogue with multiple leaders and to involve all of them (not just one of them) in the process at both federation and confederation levels. This strategy has boosted political advocacy and led to more sustainable capacity building.

3. Deployment of new digital (monitoring) tools

- a. What makes digital monitoring effective? In reference to stakeholders, budget, time, and results, etc.
- b. How does digital monitoring affect negotiations between trade unions, employers, governments, stakeholders in supply chains (such as buyers and suppliers, etc.) Do such tools improve living wage?
- c. Which data can be monitored regularly and which data can only be used to determine a baseline?
- d. When can data from trade unions be considered reliable? How can we ensure that employers (and other stakeholders) accept this data as reliable?
- e. What effect does triangulation (use of various data sources) have on the perception of the reliability of the data?
- f. To what extent does our digital monitoring system connect to monitoring systems of other organisations?
- g. To what extent can we replicate digital monitoring in other countries and regions to minimise time and financial investment?

In 2023 we learned that in order for digital monitoring to be effective, trade unions must first receive capacity building. Trade unions play multiple roles. They are involved with data collection and analysis and they take part in the data-driven negotiations with the (local) government and/or employer (organisations). In order to have the most impact, they need training to build and strengthen the capacities required for their roles in these various steps and to increase their knowledge on key topics, such as living wage and HRDD.



CNV Internationaal has learned that trust is a key factor when it comes to using digital tools. In order to collect data, we need to invest time in building good relationships with (new) trade unions. This helps us gain the trust of the workers so they actually use the digital tools. Moreover, they use the digital tools more when they are shown how the digital tools can be used to improve labour conditions. In the case of the Fair Work Monitor, this will lead to more trust from companies in the reported outcomes of the survey. When the tool is implemented effectively, we can regularly monitor any data from areas covered in various Fair Work Monitor surveys. These areas include living wage, complaints mechanisms, occupational health and safety, forced and child labour, and gender.

As mentioned in the previous chapters on the successful use of the Fair Work Monitor, digital monitoring has a real effect on negotiations. Nicaragua is an example of how the efficient use of information helps achieve better results in negotiations. This was clearly the case with the data obtained there in a 2023 survey. It is expected that the information from the 2023 Monitoring and the Economic Study will be used for the 2024 negotiation process to obtain even better results.

CNV Internationaal has been exploring how the data obtained through the Fair Work Monitor can a) be replicated in other countries and value chains to make it more efficient and b) connect to other digital monitoring for the improvement of labour rights. This process has led to collaborations with organisations such as IDH and Fair Wear Foundation, which will be further developed in 2024 (also funded via other projects outside of Dialogue@Work).



4. Gender

- a. To what extent does a gender audit lead to more gender awareness within the trade union?
- b. To what extent is gender a component of activities and how do we make this more clear?
- c. How do we showcase results from overarching activities focused on informal workers and gender?
- d. What is the best approach for setting up a sustainable regional women's network?
- e. Does adding a gender component to trainings for CBA negotiations lead to better and more gender-aware CBAs?

Together with our partners, CNV Internationaal conducted participatory gender audits in Côte d'Ivoire (CISL Dignité), Mali (UNTM and CNTM), and Niger (CNT) in 2023. This has greatly increased the gender awareness of the trade unions on various topics such as gender balance in members and in leadership positions and the involvement of women in decision-making processes. The reports both provide a mapping of the current situation and recommendations to achieve the partner's gender-related goals.

By implementing activities with a clear gender component, CNV Internationaal has learned a number of lessons over the years. We now know how adding a gender-focus to activities affects their impact, which approaches work best, and how we can make the results more visible. In Côte d'Ivoire, for example, trade union action is less effective in relation to gender equality and fighting against Gender-based violence (GBV) when there is no collaboration with CSOs in the field. Similarly, in Bolivia the impact of activities was strengthened when women trade unionists appealed directly to women representatives

in national authoritative bodies. In Mali, we have learned that having young women take part in their union's youth committee encourages them to participate in more activities. Similarly, unions in Nicaragua have more women in leadership positions when they involve young people in the Transformational Leadership programme. This has energised and strengthened trade union partner organisations.

Furthermore, CNV Internationaal has learned that pushing countries to adopt ILO Convention 190 on Eliminating Violence and Harassment at the Workplace (C190) is difficult since the Netherlands itself has not yet ratified the convention. Therefore, we have shifted to supporting advocacy directly for the adoption of C190 in Bolivia, Nicaragua and Colombia. With great enthusiasm, partner organisations CTC in Colombia, CONFETRAYD in Nicaragua and FSTZCASC in Bolivia set up lobby activities towards their Parliaments, together with a large number of allies at national level. Online campaigns were organised, which increased visibility of the campaign.



3.2 Reflection on the Theory of Change

A Theory of Change is a living document that should be periodically evaluated and possibly adjusted in response to changing context. During the implementation of the programme we learned that the ToC is on a higher level than the local perceived outcomes. The changing global and local context are not always sufficiently reflected in our outcomes. CNV Internationaal will start the TUCP Mid-Term Review in 2024 where a review and recommendations for our Theory of Change will be included.

The outcomes in 2023 show that by strengthening the capacities and legitimacy of trade unions, they are better able to conduct negotiations and bring about change.

Bringing together and aligning our union partners with various social and international organisations leads to a stronger position for our partners, as well as stronger lobbying and advocacy.

Because gender is a separate pathway with its own outcomes and outputs, we can track the development and results of our interventions better, as well as identify the key interventions that bring about change. This has also led us to add more tracking indicators, since 2023 focused on gender.

The regional monitoring and evaluation trainings show that the context in which we work is changing and that we need to respond to this. An example of this is the changing requirements of IRBC/HRDD legislation.



3.3 Risks and mitigation

In the TUCP 2023 Year Plan, we described the risks and mitigations for the context, management, and the programme based on the experiences in 2022. This analysis is still relevant. A full overview of the risks and mitigations is available in annex 1. However, two other risks events occurred in 2023 in addition to those described in annex 1.

2023 risk events occurred

Risk event 2023	Type of risk	Impact	Mitigation
Coup in Niger	Contextual risk, programme risk	Non-functioning government and sanctions on country. Benin (country of our regional office BCPA) cannot transfer funds to Niger. Not being able to implement activities and achieve outcome.	CNV Internationaal has taken over the payments, transferring directly to our partner in Niger. Through online meetings, our regional Africa office is in contact with and monitors the progress of our partner. Our partner has discontinued its lobby activities (targeting the government) but is still able to carry out other activities. For these activities, extra safety measures will be taken into account.
Possible fraud in country	Contextual risk	For a one-time regional sugarcane event in El Salvador a local trade union has not provided sufficient proof for the expenses. Not all funds that are paid can be classified as eligible costs. CNV Internationaal has started a procedure to get the funds back that have not been approved by ourselves and our accountant.	CNV Internationaal will not directly work with this federation in the future. No other activities were planned with this organisation in Dialogue@Work.



3.4 Key indicators

Key indicators per year including baseline and target 2023*

	2021	2022	2023	Target 2023
Number of unions supported by the programme	90	105	83	75
National	47	40	39	39
Regional/sub-national	39	61	38	31
Intersyndicale	4	4	6	5
Number of collective labour agreements, provided that the collective labour agreement can be attributed as a result to previously undertaken interventions under the TUCP	28	17	8	17
Number of direct beneficiaries supported with improved labour conditions in accordance with international agreements	55.920	27.010	394.611	149.800
Number of direct female beneficiaries	14.150	5.680	100.567	32.332
Number of direct youth beneficiaries	35.916	17.589	14.471	45.259
Number of members supported unions	2.358.416	2.450.303	2.400.247	2.399.636
Number of female members of supported trade unions	944.848	1.001.016	942.414	953.660
Number of male members of supported trade unions	1.413.568	1.449.287	1.457.833	1.445.976
Total number of participants of leadership trajectories	985	697	843	1.221
Number of female participants of leadership trajectories	363	322	335	541
Number of young participants of leadership trajectories	208	158	122	287
Total number of participants in learning events	5.490	5.048	2.151	4.980
Number of female participants in learning events	1.812	1.726	2.151	2.038
Number of young people participating in learning events	700	776	1.073	1.088
Total number of people in leadership positions at supported trade unions	2.109	2.246	2.345	2.934
Number of women in leadership positions at supported trade unions	570	577	605	627
Number of young people in leadership positions at supported trade unions	327	345	365	469



Number of partner unions:

The decrease in numbers of trade unions supported from 2022 to 2023 is mainly due to updated figures from Nicaragua on 2022. In 2022 we worked together with more trade unions on specific activities (e.g. Fair Work Monitor) that are now partially funded by other projects.

Number of legally established collective agreements:

In 2023, the programme contributed to eight collective bargaining agreements. The number of CBAs is lower than the target of 17 (-/-9), mainly because six countries had fewer CBAs (Indonesia, Benin, Niger, Colombia, Guatemala, and Nicaragua). Other factors include the fact that there were fewer negotiations than planned and incorrect targets for Indonesia, where the confederation only contributes indirectly to negotiations through trainings.

**Numbers for those benefitting from concluded collective agreements:**

The eight CBAs covered at least 394,611 workers (100,567F/294,044M). This far exceeds the target of 149,800, mostly because a CBA for a general wage increase in the private sector was unexpectedly concluded in Senegal. The number of young people are underreported due to unavailability of data in the previously mentioned CBA.

Total number of participants who participated in leadership programmes:

A total of 843 people (335f/508m) participated in a leadership programme in 2023. This is lower than the target of 1,221, mainly due to fewer participants in Indonesia and Colombia. The reported participation of young people is not complete as this data was not available in all countries.





4. Sustainability and long-term results



4. Sustainability and long-term results

At CNV Internationaal the focus of our international advocacy is to create systemic change and to sustainably embed social dialogue and labour rights into legislation and policy. The process of changing legislation is long, but the impact can indeed be sustainable. When we achieve due diligence legislation and strong, sustainable trade agreements or ILO Declarations, this has long-term positive effects on labour rights for workers.

Sustainability throughout the programme

The following interventions on sustainability are interwoven into all the years and activities of the Dialogue@Work programme:

Social dialogue

Sustainability and social dialogue are closely linked in all our work. CNV Internationaal and our partners invest in constructive social dialogue between workers, employers, and governments. In this way, we create long-term cooperative relationships that contribute to a structurally better position for workers in the formal and informal sector.

Collective agreements

CNV Internationaal's partner trade unions are involved in drafting collective agreements and collective bargaining agreements. This is done at factory, sector, or regional level. The collective agreements pay attention to the working conditions of all employees, those with permanent contracts, those with temporary contracts, and those working through subcontracts.



Train the trainer

CNV Internationaal believes it is important for knowledge to be permanently embedded into partner unions, also in regard to the periodic renewal of boards. This is why we organise training courses with a the 'train-the-trainers' concept. This approach enables trade unions to further share and institutionalise knowledge.

Digital monitoring tool

Thanks to current data from innovative tools, such as the Fair Work Monitor, partner trade unions strengthen their position in negotiations. CNV Internationaal trains trade union partners in the use of the monitor so that they can implement it independently in the long term.



Smart mix: Legislation and sectoral cooperation

CNV Internationaal is committed to national, European, and IRBC legislation to embed labour rights in a sustainable manner. Additionally, CNV Internationaal believes in the tripartite form of sectoral cooperation, which is why we advocate having a multistakeholder approach embedded in social dialogue.

Gender audits

CNV Internationaal has developed gender audits that partner unions can conduct themselves. These audits are effective in examining to what degree unions are gender-sensitive. By conducting the audit themselves, unions learn to master the process. This enables them to conduct gender audits at other unions later.

Leadership training and inclusiveness

By targeting our leadership programme at young people and women who are underrepresented in leadership positions, we contribute to renewing and broadening the cadre of unions. In doing so, we build stronger future leadership, which encompasses diversity, and inclusiveness.

Sustainability in 2023

In 2023 CNV Internationaal continued to sustainably phase out the programme in a number of countries, as we worked on creating more visibility and finding new partners and projects.

Since the launch of the Dialogue@Work programme, CNV Internationaal has been working towards adjusting its cooperation with trade union partners to be in line with the list of countries of focus and combination countries from the Ministry of Foreign Affairs. This has meant that we have had to work towards ending projects in some

countries and seek other donors to continue our work. We do this in a responsible manner, putting as much effort as possible into finding new donors to continue supporting the important work of trade unions in these countries. Because of the precarious human rights situation and working conditions in which many trade unions have to do their work, CNV Internationaal's support of and connection with our international network is of great value to these unions.

Unfortunately, we have not found new donors for the programme in Cambodia yet. However, we have continued reducing the budget since 2022 and there are ideas to continue the programme with other donors. In 2023, we supported the trade union through Dialogue@Work with activities focused on the theme of a living wage, an important theme for the Sustainable Economic Development (DDE) of the Ministry of Foreign Affairs. The lessons we have learned about living wage in Cambodia are beneficial to our work on this topic in other countries as well.

CNV Internationaal is working to align our work in Latin America to the priorities of the Directorate of Sustainable Economic Development (DDE). We focus our efforts on important DDE themes of living wage within the sugarcane value chain and just transition in the mining value chain. The focus is specifically on links between aid and trade, so we work with companies to realise sustainable improvements. The topics of living wage and just transition also apply to our work in Africa and Asia. Lobbying in the Netherlands and Europe strengthens our impact in all areas.



Sustainability challenges and efforts

In **Benin** there is a need to make services such as the Green Line and legal assistance for survivors of Genderbased Violence in the workplace more sustainable, as they currently still depend largely on a single donor (CNV Internationaal), which could lead to difficulties in the long term. In 2024, we will continue to develop mechanisms and plans to further create sustainability.

On a positive note, COSI Benin is engaged in national discussions about the updated national International RBC policy. These structures will ensure the trade union a long term entry point to discussions with the government and employer organisations. Similarly, trade union organisations in **Nicaragua** now have greater knowledge on the topic of living wage, thanks to national and regional economic studies developed by CNV Internationaal and our partner unions. The organisations have used the results of the analysis to develop better strategies to improve their wages and reduce the wage gap.

In **Côte d'Ivoire** we implemented activities with the most representative trade union players, to support sustainable activities. Furthermore, lessons have been learned to further stimulate sustainability when moving forward. That's why we are increasing collaboration with the country's state structures (such as the National Council for Social Dialogue CNDS) in capacity-building activities. We also ensure more in-house expertise at union level.

For our **regional Africa** work, we see that our partners' fundraising skills need to be strengthened to diversify funding sources. We also need to increase focus on responsible business conduct and increase our work in the value chains (something we already focus on more intensely in our Asia and Latin America work). This also includes further



We will increase focus on responsible business conduct and increase our work in the value chains in Africa



developing partnerships with CSOs on responsible business conduct and addressing gender issues.

In **Vietnam**, we are setting up trainer pools at partner trade union VGCL so they are able to continue independently and facilitate their own capacity building programmes and trainings in the future. This will ensure sustainability. Similarly, in **Indonesia**, we intend to provide our partner union Hukatan with more follow-up technical assistance after our trainings. This will increase sustainability for them.

The year 2023 was an intense one in **Guatemala** because of the attacks on democracy and the delegitimisation of the winner of the presidential elections. Trade unions, including CGTG and Unsitragua, were very active in the large-scale social and indigenous movements that rose up in the face of these threats to democracy. A national strike was organised, which lasted several weeks. This experience and the resulting contacts that have been generated contribute to the strengthening and sustainability of the trade union organisations CGTG and Unsitragua. The participation of CGTG and Unsitragua in the International Conference of the ILO in June 2023 also contributed to broadening their support network, which also led to the Executive Committee of the ILO sending a Commission of Inquiry to Guatemala because of the constant violations of freedom of association (Convention 87) and collective bargaining rights (Convention 98).

In **Peru**, capacity building activities are creating sustainable change. For example, our partner trade union FENTECAMP has leaders with the skills to carry out advocacy through their social networks and through strategies of political influence. Another example is that an activity in 2023 involved formats that were developed as part of legal follow-up to cases, which will allow trade union leaders to provide documented follow-up of their cases before the administrative and judicial authorities.





Annexes

1. Risks and mitigation
2. Abbreviations
3. Glossary



Annex 1

Risks and mitigations (from 2023 Year Plan)

1. Context risks and mitigation

By context risks, we mean risks related to the setting where we work. These are regional or environmental factors that (can) affect CNV Internationaal's activities, such as corruption, a (non-functioning) government, or rule of law.

General risks in all regions

All the regions where CNV Internationaal works are subject to context risks. Climate change is causing an increase in risk worldwide. This means we might not always be able to maintain contact in certain regions where we work. We are addressing this risk by implementing online and hybrid forms of communication.

2023 has brought fewer COVID 19 risks than in previous years. However, there is always a chance that the pandemic could again create significant problems and affect our work plan. We are aware that we might need to offer our activities online or in a hybrid form, for example, through livestreaming or conducting webinars.

Finances present another significant risk, especially in Asia and Latin America. Inflation is high and the euro has fallen in value against the US dollar. This has consequences regarding the number of activities we can implement. In an effort to mitigate this as much as possible, we are narrowing our focus in our budgets and activities.

Asia

CNV Internationaal is losing civic space in Asia, which means our unions are being limited in their freedom to work. Additionally, approval for our activities in Vietnam is becoming more difficult to obtain, and in Cambodia, authorities are coming down harder on peaceful strikes. This shrinking civic space causes problems in our being able to carry out planned activities in various results areas as formulated in the TUCP. Quite simply, certain activities can no longer take place. To mitigate this issue, we need to plan early so we can get governmental approval on time.

Elections are taking place in Cambodia and Indonesia in 2023 and 2024. This may limit our ability to lobby in those regions. Politicians and members of parliament will be busy campaigning and preparing for the elections. Moreover, as the elections approach, governments will likely ban union activities. To reduce these risks, our partner unions will work with other unions, NGOs, and universities in order to strengthen their lobbying position.

In Vietnam, there is a risk of delays in the process of authorising new workers' representative organisations. To counter this, CNV Internationaal is strengthening the VGCL from the bottom up.



Africa

In Africa, CNV Internationaal is dealing with risks involving jihadism, especially in Niger, Mali, Benin, and the regions surrounding these countries. This means we cannot visit certain areas or implement our programmes, namely those for training purposes. These issues affect women and youth the most, as it is more difficult for them to leave the area and they often have less contact with the outside world. We have therefore resorted to using digital means of communication with our partners in these countries. In addition, we continue to closely monitor the situations and offer help to our partner unions, when and where we can.

Latin America

Trade union freedom is under pressure in Latin America, a situation which affects CVN Internationaal and our work, especially when it comes to Guatemala and Colombia. Circumstances are affecting programmes in all the chains: Palm oil, mining, and sugar. When union leaders face opposition and threats, it becomes difficult to carry out our activities and strengthen the unions. Security is also an issue for our partners. In order to mitigate these risks, CNV Internationaal is focusing on international lobbying and implementing mechanisms to register and follow complaints. Bonsucro, NCP/OECD and RSPO are some of the organisations we are working with. Running campaigns and engaging various parties (NGOs, knowledge centres, investors, and major buyers) in conversations with companies are also ways we support our partner unions in these countries.

2. Programme risks and mitigation strategies

The Netherlands

CNV Internationaal has comprehensive policy to prevent fraud. We also educate and train our partners to recognise fraud and prevent it. In addition, all partners are expected to submit a quarterly narrative and financial report.

Governmental corruption and bribery are two of the most significant types of fraud encountered by CNV Internationaal and our partners. This is largely due to political situations in the countries where we work. However, because we have no direct financial links to political parties or governments, this is generally not an issue for us. Fortunately, most of our financial interaction only takes place with our partners. Moreover, our partners, except for in Vietnam, have no direct links to political parties either. To further prevent fraud, we provide our partners with training programmes and take any steps necessary throughout the course of the project.

Africa

Our programme in Africa could be affected by fluctuating circumstances and insecurity caused by inflation. This might even mean that we will not be able to implement our programme in the way we had planned. Therefore, we are continually making adjustments to the programme (in consultation with DDE) in order to mitigate this risk and still be able to implement the programme in the best way possible.



Latin America

DDE Financing for Latin America has been declining, except for Colombia. Fortunately, CNV Internationaal has been able to find other funding sources during the past year. But it remains a challenge to continue to manage our various projects in the region with very limited resources.

CNV Internationaal's focus in the TUCP programme has mainly been on the topic of a just energy transition in the mining industry. This is a very important topic for the Dutch government, but less so for the DDE. This means CNV Internationaal needs to find additional funding so we can concentrate on this topic and develop our work here further. Increasing attention from the Ministry of Foreign Affairs on this topic of just transition is also vital. We need to show them how important a just transition is for the development of Dutch and European climate strategies.

3. Management risks and mitigation

By management risks we mean risks related to managing projects and programmes with partners abroad that are not part of CNV Internationaal. Due to economic or political constraints, for example, there may be a lack of capacity among partners.

Asia

A risk that CNV Internationaal encounters with some of our partners in Asia is a lack of capacity in the area of reporting. In practice, this means we have to deal with delays in receiving reports, like audits, financial, and progress reports. To mitigate these issues in 2023, CNV Internationaal will focus on early audits. In 2022, continual financial monitoring in the form of quarterly financial reports led to increased capacities in this field. We will continue these practices in 2023.

Africa

A risk in Africa is that partner union administrators sometimes manage projects poorly and that certain costs cannot be accounted for. To mitigate this risk in 2022, our Benin office (BCPA) began coaching administrators. Further, CNV Internationaal visited the BCPA and other partner union offices in 2022, where we also provided trainings on the topic of project management.

The Netherlands

CNV Internationaal also pays attention to employee satisfaction within our own organisation. Staff turnover, either in the Netherlands or abroad, can put project continuity at risk. With decreasing income from the TUCP, it is more important than ever to find new financing sources. This can lead to increased work pressure and delays in activities and reports. It can also delay and complicate the management of projects and activities. Moreover, all of these factors can negatively affect our ability to meet deadlines, goals, and obligations.

We have therefore created a structure where multiple people create and implement our various projects and activities, both in the Netherlands and in our partner countries. CNV Internationaal also has a network of external experts and consultants who can be hired, if needed. These people can work for us on a temporary basis until a qualified (replacement) employee has been found and trained.

CNV Internationaal also has policy which includes attention for pressure at work and employee workload. CNV Vakcentrale organises workshops on this theme on a regular basis. One of these workshops is on the calendar for the CNV Internationaal team in January 2023.



Annex 2

Abbreviations

ATN	Alliance des Travailleurs du Niger
BCPA	Bureau Conseiller de Projets-Afrique (coordinating organisation in Afrika)
CAS	Committee on the Application of Standards
CBA	Collective Bargaining Agreement
CEPA	Comprehensive Economic Partnership Agreement
CGTG	Central General de Trabajadores de Guatemala (trade union partner in Guatemala)
CISL	Confédération Ivoirienne des Syndicats Libres "DIGNITE (trade union partner in Côte d'Ivoire)
CLC	Cambodian Labour Confederation (trade union partner in Cambodia)
CNDS	Comité National de Dialogue Social (National social dialogue committee in Mali)
CNES	Confédération Nationale d'employeurs du Sénégal
CNPB	Conseil National du Patronat du Bénin
CNP	Conseil National du Patronat (Sénégal)
CNT	Confédération Nigérienne du Travail (trade union partner in Niger)
CNV	Christelijk Nationaal Vakverbond
COSI	Confédération des Organisations Syndicales Indépendantes du Bénin (trade union partner in Benin)
CRM	Critical Raw Materials (Act)
CSDDD	Corporate Sustainability Due Diligence Directive (EU Legislation)
CSO	Civil Society Organisation
CSR	Corporate Social Responsibility



CSTM	Confédération Syndicale des Travailleurs du Mali (trade union partner in Mali)
CTC	Confederación de Trabajadores de Colombia
DAG	Domestic Advisory Group
DDE	Directie Duurzame Economische Ontwikkeling (Directorate for Sustainable Economic Development, Dutch Ministry of Foreign Affairs)
DECP	Dutch Employers' Cooperation Programme
ECOWAS	Economic Community of West African States
ESG	Environmental Social Governance
ETUC	European Trade Union Confederation
EU	European Union
GBV	Gender-based violence
HRDD	Human Rights Due Diligence
IDH	The Sustainable Trade Initiative (Initiatief Duurzame Handel)
IFDS	Internationale Francophone du Dialogue Social
ILO	International Labour Organization (tripartite UN organisation)
IRBC	International Responsible Business Conduct
ITN	Intersyndicale des Travailleurs du Niger
ITUC	International Trade Union Confederation (International trade union organisation)
KSBSI	Konfederasi Serikat Buruh Sejahtera Indonesia (trade union partner in Indonesië)
L&A	Lobby & Advocacy
NCP	National Contact Point
OECD	Organisation for Economic Co-operation and Development
PUM	Netherlands Senior Experts (Programma Uitzending Managers)
RBC	Responsible Business Conduct



RSPO	Roundtable of Sustainable Palm Oil (international organisation to promote the production and use of sustainable palm oil)
RVO	Rijksdienst voor Ondernemend Nederland (Netherlands Enterprise Agency)
SDG	Sustainable Development Goal
SEP	Single Entry Point
SER	Sociaal-Economische Raad
ToC	Theory of Change (specifiek type methodologie voor planning, participatie en evaluatie)
TU	Trade Union
TUCP	Trade Union Cofinancing Programme (Dutch Ministry of Foreign Affairs)
UAS	Union d' action syndicale Niger
UDTS	Union Démocratique des Travailleurs du Sénégal (trade union partner in Senegal)
UNTM	Union Nationale des Travailleurs du Mali (trade union partner in Mali)
VGCL	Vietnam General Confederation of Labour



Annex 3

Glossary

Capacity building

The process of enriching people, organisations, and societies with abilities and skills, which they can then maintain and further develop to achieve their goals in the present and/or future.

Collective bargaining agreements

A written agreement between employers and workers regarding labour conditions, for example, salaries, benefits, bonuses, overtime, work schedules, and pensions. A CBA affects all employees in a certain sector or industry.

DAG: Domestic Advisory Group

An advisory group of (social) organisations in Europe and the partner country that monitors the implementation of trade agreements.

Decent work

Work that respects fundamental human rights and the rights of workers in terms of labour, safety, and financial compensation. Decent work pays enough for workers to provide for themselves and their families. This fundamental right also includes showing respect for the worker's physical and psychological integrity as they perform their work.

Employability

Having the skills and qualities necessary to obtain and maintain employment.

Gender-based violence (GBV)

Violence directed against a person because of that person's gender or violence that affects persons of a particular gender disproportionately.

ILO Conventions

The most important workers rights as established in the international agreement of the International Labour Organisation (ILO).

Core conventions:

- C87 Freedom of association and the protection of the right to organise (1948)
- C98 The right to organise and collectively bargain (1949)
- C29 Forced labour (1930 and protocol 2014)
- C105 Abolition of forced labour (1957)
- C138 Minimum age (1973)
- C182 Worst types of child labour (1999)
- C100 Equal pay (1951)
- C111 Discrimination (1958)
- C155 Health and safety at work (1981) (core convention since 2022)
- C187 Framework for improved health and safety at work (2006)



Other agreements relevant to CNV Internationaal

- C129 labour inspection in agriculture
- C135 Protection for workers' representatives at the company and company facilities
- C175 Rights of part-time workers
- C183 Protection of maternity rights
- C190 Elimination of violence and intimidation in the workplace

Labour rights

Legal rights regarding labour relations between workers and employers, usually established through labour and employment laws.

Living wage

(Definition by Global Living Wage Coalition).

The remuneration received for a standard workweek by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected. (Definition by Global Living Wage Coalition).

Lobbying and advocacy

Strategic interventions which are intended to influence the behaviour of a specific actor. This can be a strike or demonstration (outsider approach) or organising seminars and round table discussions, consciousness raising, creating alliances, and formal/informal lobby meetings (insider approach). The L&A approach of CNV Internationaal is to first use an insider approach and to only apply an outsider approach as a last resort if the insider approach is not achieving our lobby goals.

Minimum wage

The minimum amount of money an employer is legally obligated to pay. Sustainable Development Goals SDG1, SDG5, SDG8, SDG10: SDG1 is to end poverty in all its forms everywhere in the world. SDG5 is to attain gender equality and encourage girls and women to use their voices more loudly. SDG8 is about fair, decent, and continued work, inclusive and sustainable economic growth, and complete and productive employment. SDG10 is about closing income gaps among countries.

SEP: Single Entry Point

This is the first point of contact for all interested parties in the EU for problems arising due to sustainability regulations not being followed. (like Trade and Sustainable Development Platform TSD/General System of Preferences GSP).

Social Dialogue

All types of negotiating, advising, or exchanging information with or between government representatives, employers, and workers regarding social questions/issues related to economic and social policy.

Supply chain

A system of organisations, people, activities, information, and goods involved in bringing a product or service from the supplier to the customer.

Theory of Change

A Theory of Change explains the process of change by outlining causal linkages in an initiative, i.e., its shorter-term, intermediate, and longer-term outcomes, following a specific methodology for planning, participation, and evaluation.



Who we are and what we do

100% Fair work, that is what CNV Internationaal is working for every day in Africa, Asia and Latin America. We do this by working together closely with local partner trade unions and by investing in good cooperation with other partners, such as companies and governments. Fair work means that people can work safely and in all freedom, earning a living wage. Freedom of Association and social dialogue are important conditions for achieving this.

100% Fair Work means that women and young people have the same opportunities on the labour market as everyone else: no discrimination in working conditions (e.g. wages, holidays, etc.) 100% Fair Work also entails that we investigate the safety, health and freedom of workers. For this, CNV Internationaal and its partner trade unions make use of innovative tools such as accessible, digital surveys. To know exactly what is going on with workers strengthens our position at the negotiating tables. Moreover, it enables us to measure improvements and the impact of our work.

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