

## Digital Data Tools

CNV Internationaal, together with their trade union partners in Asia and Latin America, has created a participatory digital survey to improve labour conditions in the value chain.



By applying the Harvard University© developed digital software KoboToolBox we have designed a labour survey on working conditions and social dialogue through an extensive network of unions. With this unique tool, our partner trade unions can monitor labour relations on the ground, and more importantly, it gives the workers a voice. The results are then presented on a dashboard and an annual labour observatory report, The 100% Fair Labour Dashboard.

For companies in the supply chain, both producers and end users alike, the tool can be used to assess and identify current status, developments, and potential risks related to labour rights and working conditions. This enables companies to take measures, based on real and current data, to improve conditions within their supply chains. CNV Internationaal's methodology comes out of their experience in the process of participatory monitoring. It focuses less on statistical representativeness and more on i) taking workers' perceptions of their work situation into account and ii) identifying the improvement and deterioration trends in the

situation. Surveys will be repeated regularly so as to monitor trends. In order to have a strong position to negotiate and improve working circumstances, trade unions must be able to show the current situation and substantiate their claims with reliable data. CNV Internationaal is devoted to optimising the digital data tools in their programmes to create transparency and better access to information on developments, risks, and improvements related to labour rights and conditions. Monitoring labour relations on the ground gives the workers more of a voice in negotiations, which in turn, enables and supports the creation of a 100% fair work roadmap.



The Voice of  
Sugarcane Workers

### Another Good Example on Digital Data Tools: The CBA Database

Investors are increasingly using their leverage to improve sustainability and human rights throughout supply chains. In order to gain more insights into labour and human rights, CNV Internationaal has supported investors by setting up a database of Collective Bargaining Agreements (CBA) in West Kalimantan. Research was conducted to analyse the number and quality of CBAs in the palm oil sector. Only 3% of the plantations had CBAs in place. Nevertheless, analysing the quality of those CBAs helps other companies and trade unions to make use of best practices. In the coming years, CNV Internationaal intends to increase their database with findings from all palm oil producing provinces in Kalimantan and Sumatra. However, a great deal of support is needed, for financing and ensuring the implementation high quality CBAs. Moreover, all companies need to be encouraged, from the very beginning, to focus on social dialogue, collective bargaining and negotiating CBAs.

## Living Wage

**A living wage is key to addressing and finding solutions to the root causes of poverty, inequality, and child labour.**

To achieve living wages in a sustainable way, CNV Internationaal emphasises it is key to involve workers, trade unions, and buyers in the process from the start. Through innovative approaches of social dialogue and freedom of association, CNV Internationaal and their partners gather and validate data on wages in the textile, sugarcane, mining, and palm oil sectors. The obtained data present unique insights into possible drivers

towards a living wage, such as productivity, health and safety, contracting and out-sourcing conditions. This approach also helps compare the prevailing wages to the living wages, providing arguments backed-up by facts in bargaining processes.

CNV Internationaal offers the opportunity for open social dialogue between employers and workers, involving all stakeholders in the supply chains. This method provides a step-by-step approach to closing the living wage gaps, strengthening human rights and decent work.

Would you like to  
contribute to living wages  
in the sugarcane sector?  
Follow the QR code to  
request our full pilot  
proposal.



# CNV Internationaal 100% Fair Work!

Creating sustainable change depends largely upon workers having independent representation.

Only their right to freedom of association ensures access to relevant information and enables them to express their voices when and where it matters to gain political support. CNV Internationaal invests in building suitable environments for collective bargaining processes,

demanding for decent working conditions and respect for international core labour standards. The use of innovative digital tools gives us clear insight into current labour situations and the needs of workers. This insight is vital and helps us in our work to improve labour rights in the supply chain in many areas, such as gender equality, occupational health and safety, living wages, trade union freedom, working hours and youth employability.



## Our focus

Labour rights

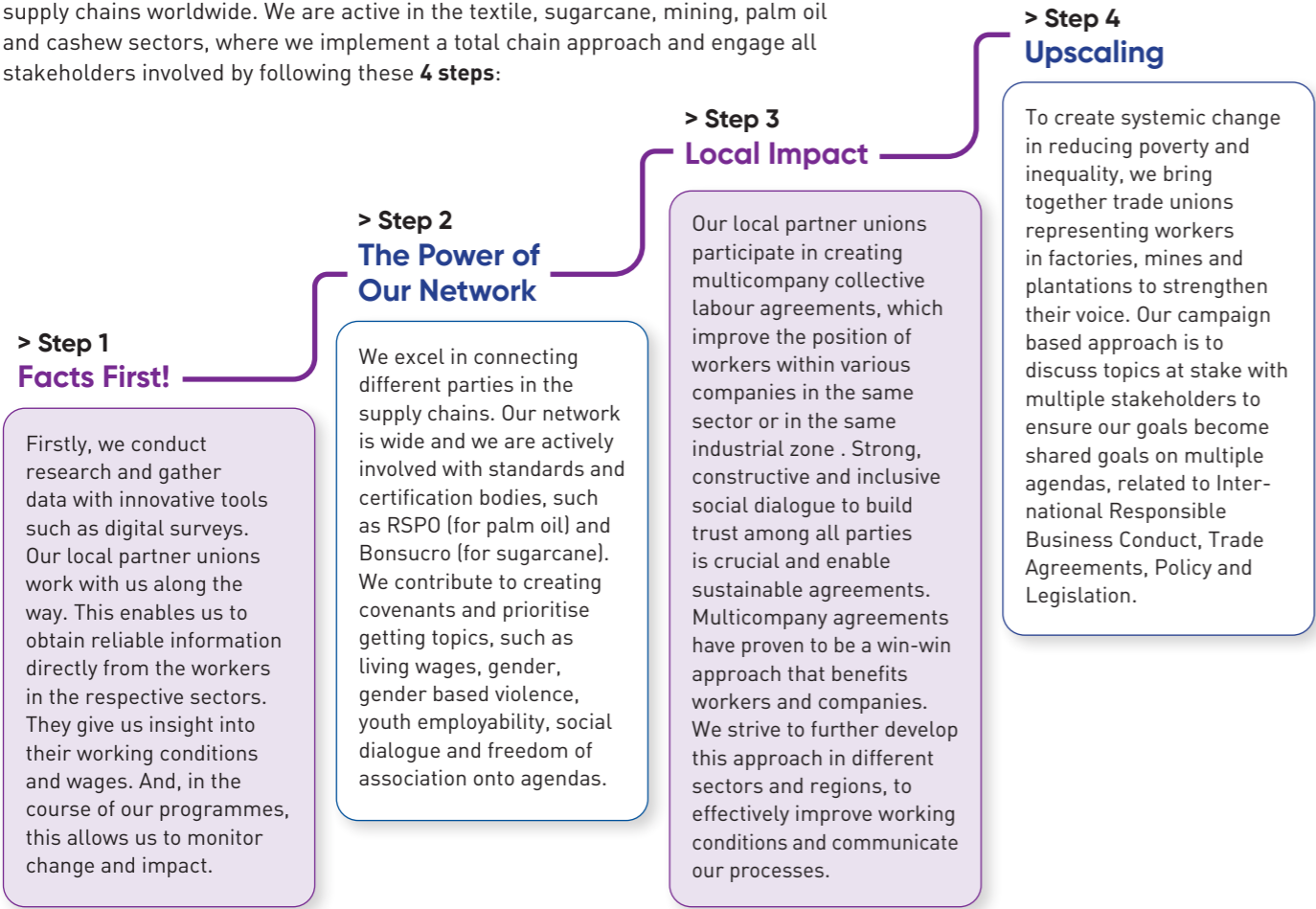
Youth employability

Social dialogue

Gender equality

## Our approach

Social dialogue, together with research, lobbying and communication help CNV Internationaal to create transparency and sustainable change for workers throughout supply chains worldwide. We are active in the textile, sugarcane, mining, palm oil and cashew sectors, where we implement a total chain approach and engage all stakeholders involved by following these 4 steps:



## Impact

Strengthening an inclusive social dialogue.

Greater employability of young people.

Improving labour rights and a living wage for workers.

Equality in employment rights and salary for women.

## Impact through social dialogue

Social dialogue is one of CNV Internationaal's core activities and it is indispensable to improving working conditions and incomes.

We invest in social dialogue to bring together stakeholders in supply chains – employers, workers, and governments – to ensure a level playing field. Agreements that are reached through social dialogue are more sustainable since all stakeholders have contributed to the outcome of negotiations. This approach has been proven to create economic development. Social dialogue is a way of participative democracy and leads to mutual trust, more equality, and increased

support for policy. For CNV Internationaal, social dialogue is not only a fundamental objective, it is also an important instrument for achieving decent working conditions for workers. In order to support local trade unions, companies, and local governments in the countries where we work, CNV Internationaal offers training modules on various aspects of social dialogue, such as:

- Leadership Capacity Training
- Due Diligence Training
- Gender and Equality Training
- Training about standards such as RSPO for palm oil, and the Bonsucro standard for sugarcane
- Complaints Mechanisms Training

Would you like to learn more about the value of social dialogue? Check out our Multi-Company Collective Bargaining Agreements Projects in both Vietnam and Indonesia on the website.



## CNV Internationaal is active in these supply chains

