



Internationaal

# Stories of Change

in Indonesia,  
Colombia, Mali,  
Vietnam and Niger

100%  
FAIR  
WORK

# Stories of Change



## Niger

Mr Tinni Amadou Maiga

**"A CBA in the Nigerien oilsector, even more rare when it pertains to a Chinese-owned company"**  
pagina 7



## Mali

Korotoumou Koné

**Building safer workplaces through training and anti-harassment focal points**  
pagina 5

## Indonesia

Fadliah Liku

**From dangerous roads to a safe shuttle service**  
pagina 3



## Colombia

Jorge González

**Mining unions move towards a just transition**  
pagina 4



## Vietnam

Nguyen Huu Hiep

**Empowered to engage more effectively**  
pagina 6



### Trade union convinces nickel factory management of the need for safe transportation **From dangerous roads to a safe shuttle service**

Working and living conditions are shocking in the nickel industry in Indonesia. The industrial region of Morowali on the island of Sulawesi has rapidly expanded and now has more than 80,000 workers. Unfortunately, working and living conditions there remain deplorable. The roads workers have to travel to get to the factories are long and dangerous and these are travelled both day and night. Thanks to trainings provided by CNV Internationaal, our partner union is becoming better at standing up for these employees. Shuttle buses are one of the union's concrete examples of success. Now the workers of the factory PT. Indonesia Ruipu Nickel and Chrome Alloy (IRNC) no longer have to walk the three dangerous kilometres of road during the day or night.

#### **Successful social dialogue brings hope for further change**

CNV Internationaal helped our union partner, the local federation for the

mining and energy industry FPE-KSBSI, prepare for these negotiations. They trained the union leaders on social dialogue and negotiating skills, enabling them to communicate strategically with management and stand up for the rights and interests of the workers. FPE-KSBSI will continue to strive for improvements, including door-to-door shuttle services specially set up for night shift workers. There's still a lot to be done to make conditions better in the nickel sector, but this example of the successful use of social dialogue brings hope that these crucial changes can be realised.

Fadliah Liku, FPE Union Leader at PT. IRNC, IMIP "We will continue the appeal for more transportation services because currently only two buses are running."

Check the timeline of change to learn more about our impact in the nickel industry.

**More information and** [Video](#) 



"The buses are crucial to the safety of workers. When we showed management where the employees had to walk to get to work, they immediately understood how drastically these buses are needed. We are also happy that pregnant and female workers are given priority boarding the buses."

**Fadliah Liku**, union leader of PT. IRNC, emphasises the importance of the shuttle buses





From extraction to empowerment:

## Mining unions move towards a just transition

Fewer Colombian coal shipments are arriving in Rotterdam, reflecting the global shift toward renewable energy. This transition has deeply affected the mining region in northern Colombia, where nearly 8,000 miners lost their jobs after sudden mine closures. Unions and civil society have long warned of coal mining's decline. As companies begin withdrawing without agreements, workers face severe economic and social consequences.

### Resilience Programmes

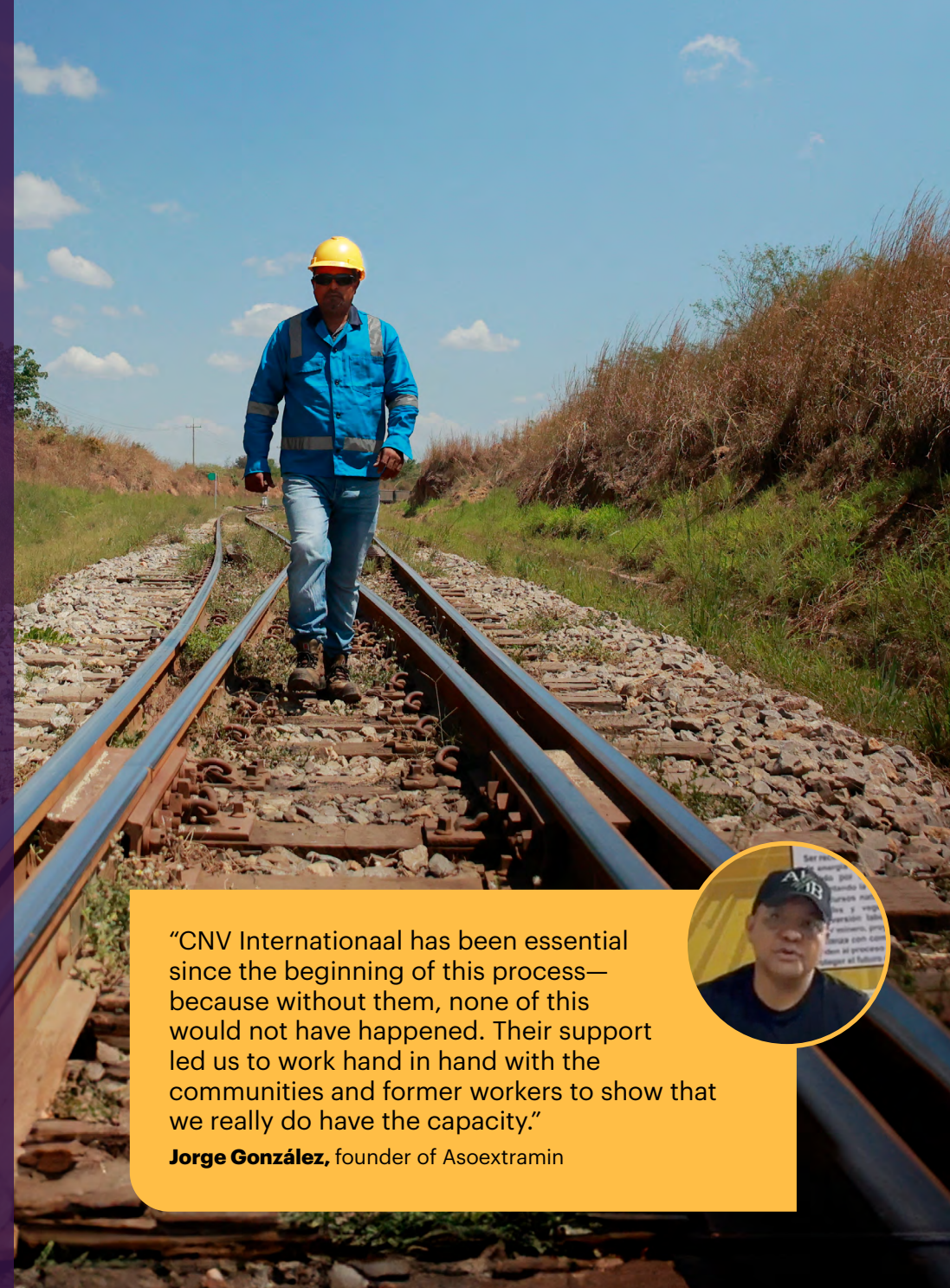
To support economic diversification, the University of Magdalena and CNV Internationaal also developed a course to help former workers develop new project ideas. These early steps mark a significant achievement in guiding the region toward a more sustainable future.

After they followed the course, former mine workers launched several business initiatives that boost employment and strengthen the region's economic and social resilience:



- **Asoextramin:** Trains former workers and vulnerable groups in agriculture, clean energy, and circular economy practices to enhance sustainability and living conditions.
- **Mango Vibe:** Produces and sells mango-based products, promoting circular economy and sustainability.
- **Asoenergy:** Generates renewable energy and support environmental management post-mine closure.
- **Coomustier:** Builds solar-powered energy communities in remote areas, supporting vulnerable households like single mothers.

Learn more: [Story of Change](#)



"CNV Internationaal has been essential since the beginning of this process—because without them, none of this would not have happened. Their support led us to work hand in hand with the communities and former workers to show that we really do have the capacity."

**Jorge González**, founder of Asoextramin





## Story of Change in Mali

Union women lead the way

### Building safer workplaces through training and anti- harassment focal points

Safe workplaces benefit both employees and companies-reducing injuries, improving quality of life as well as improving productivity and company reputation and ensure HRDD compliance. But in Mali, this is far from reality.

“There’s been a sharp rise in violence and (sexual) harassment, often affecting girls under 18. Inequality is a major issue,” says Korotoumou Koné, President of the Joint Women’s Committee of UNTM and CSTM.

#### Obtaining support from the Minister of Labour

During Orange the World 2024, the women organised a campaign to reach the Minister of Labour, who then paved the way for an official hearing. During this meeting, the women’s committee presented their data and recommendations. “We had prepared our case well, says Koromoutou. “The minister

acknowledged the need for safe workplaces and initiated a collaboration with the women’s collective for capacity-building sessions on laws protecting women. This also includes the establishment of focal points on violence and harassment in companies.”

#### Building lasting impact

CNV Internationaal supported the UNTM-CSTM women’s collective through leadership training, helping to prepare proposals and workshops to strengthen their skills, enabling them to take this effective action. In 2024 in Mali CNV Internationaal has also initiated activities in the agriculture sector with focus on mango, a sector where the majority of workers are women in precarious informal positions.

Learn more: [Story of Change](#)



“We are no longer just women who support inside the labour movement. We are agents of change, capable of making analyses, proposing solutions, and negotiating with policymakers. This commitment from the Minister has deeply moved me. I felt heard as a woman and a union member. The Minister took notes, asked questions, and promised to support us.”

**Korotoumou Koné** leader of the joint trade union women’s committee



## Story of Change in Vietnam

Train the trainer: strengthening  
trade unions from within

### Empowered to engage more effectively

In Vietnam CNV Internationaal has focussed on capacity building, among others through a train the trainer programme. One notable participant was Mr Nguyen Huu Hiep, a seasoned unionist with over 11 years of experience at VGCL (the Vietnam General Confederation of Labour).

Despite his commitment to growing union membership and establishing grassroots unions, Mr Hiep tells he faced challenges in fostering participation and improving workplace dialogue.

#### Essential skills

Mr. Hiep says his journey took a positive turn after attending CNV Internationaal's "Trade Union Organising and Social Dialogue" training: "It empowered me to engage more effectively with workers and union leaders." Recognising the potential of his training, Mr Hiep went on to organise internal sessions at VGCL to share



what he had learned, strengthening communication throughout the organisation.

#### Assist grass roots unions

He now plays a vital role in CNV Internationaal's programme in Vietnam, preparing new trainings and developing tailored materials to assist grassroots unions in member recruitment and building robust local unions.

Mr Hiep's highlights the importance of investing in union members: "By strengthening our skills, our trade unions become more resilient and better equipped to support the workers we serve."



"The CNV Internationaal training "Trade Union Organising and Social Dialogue" empowered me to engage more effectively with workers and union leaders. I am now more assertive in negotiations with company leaders, using my enhanced dialogue and negotiation skills to achieve positive outcomes. I learned to ensure that both workers and employers are satisfied by creating win-win solutions that maximize benefits for workers while also fostering a cooperative environment with employers.

**Nguyen Huu Hiep**, union leader at Vietnamese union VGCL



## Story of Change in Niger

A path to recognition in the oil sector

**“A CBA in the Nigerien oil sector, even more rare when it pertains to a Chinese-owned company.”**

In 2024, a landmark achievement unfolded in Niger's oil industry when CNPC/NP (China National Petroleum Corporation/Niger Petroleum) officially recognised SATRAP, the independent oil workers union.

Niger's oil sector is dominated by multinationals and is characterised by precarious employment conditions. CNPC/NP has 700 employees, 421 of whom are Nigeriens. CNPC/NP operates in the extraction, transport, and marketing of oil.

### **A history of repression**

Nigerien workers in the oil sector face extremely precarious living and working conditions, such as a lack of social dialogue, low wages, and no recognised channels of representation, says union leader Mr Tinni. “We have a history of repression. An earlier attempt to unionise in 2016 was met with hostility.”



“A pivotal moment came in January 2024, when CNPC signed a collective bargaining agreement with SATRAP after months of negotiations,” tells Mr Tinni. “This agreement was unprecedented in the context of a Chinese-owned firm and included significant improvements, such as doubling the basic salary and establishing a union office.”

Now, SATRAP faces the challenge of ensuring the agreement's effective implementation and extending these gains to other companies in the oil sector.



“We learned to focus on social dialogue as a means of fostering change. CNV Internationaal and our national union CNT played a critical role in SATRAP's development by providing training on the collective bargaining process and offering strategic support.”

**Mr Tinni Amadou Maiga**, leader of SATRAP union within CNPC/NP (China National Petroleum Corporation/Niger Petroleum)



**Internationaal**

### **About CNV Internationaal**

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.

### **CNV Internationaal**

Tiberdreef 4, 3561 GG Utrecht  
The Netherlands

**E** [internationaal@cnv.nl](mailto:internationaal@cnv.nl)

**T** +3130 - 751 12 60

**I** [www.cnvinternationaal.nl/en](http://www.cnvinternationaal.nl/en)

**Photography:** Andy Ball, Rengga Satria, Maarten Schuth, Shutterstock

**Design:** WAT Ontwerpers

**Editor:** Stephanie Walker

© 2025 CNV Internationaal • CNVI-0463