



Internationaal

Impact overview

Work in progress 2025

**100%
FAIR
WORK**

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Putting **Fair Work** into practice

Fair work should not depend on where you live. Everyone deserves safe working conditions and a living wage - whether in a cashew factory in Cote d'Ivoire, a critical mineral mine in the Andes, or a textile factory in Indonesia.

Rooted in CNV, the Netherlands' second-largest trade union, CNV Internationaal works beyond borders to advance a fair and just world of work. For nearly 60 years, we have strengthened trade unions, promoted inclusive labour agreements, and strengthened workers' voices through capacity building, and nowadays also with our Fair Work Monitor.

By combining trade union expertise with strong local and international partnerships, we help drive real change. Together with Dutch and international companies, we improve labour conditions across global supply chains from boardrooms to factory floors. Our Fair Impact Programme helps businesses move from commitment to concrete change.



Discover how we are making Fair Work a reality together, step by step.

Our focus

We are achieving results, particularly in the areas of:

Safe and healthy working conditions in agriculture and food chains

In supply chains like palm oil, sugar cane, cashew, and mango, we advocate for better labour conditions and living wages. We support union negotiations and hold companies and global initiatives accountable.

Social dialogue and living wages in the textile industry

With our support, unions negotiate robust collective bargaining agreements. This strengthens social dialogue for living wages in garment factories.

As we increase engagement with brands, they are more motivated to uphold their commitments to better working conditions.

A just transition protecting miners

The global energy transition is creating a large demand for minerals like nickel and copper. We support trade unions in mining regions

to ensure safe working conditions, freedom of association, and fair treatment during this transition.



We increasingly engage with Dutch and international businesses to uphold their commitment to better working conditions.

The impact of our chain approach

We turn ambition into action through:

Bottom-up engagement

We work directly with trade unions and workers, who understand better than anyone the realities, challenges, and opportunities in their workplaces. By listening to their perspectives and priorities, we ensure that our programmes address real needs and create meaningful change.

Sustainable change

We strengthen trade unions' capacity to become effective and constructive negotiating partners, helping them secure lasting improvements for workers throughout supply chains. In 2025, we trained unions to strengthen their role in implementing international human rights due diligence legislation.

Worker-driven data

Through the Fair Work Monitor, CNV Internationaal captures workers' experiences directly and in a participatory way. The resulting data not only creates a more equal balance in social dialogue and collective bargaining. It also increases transparency

in the supply chain and offers a shared basis for collaboration with the private sector to identify priorities for action and measure progress.

2025 was the first year it was used with palm oil workers in Indonesia and Latin America. The monitor is also being used in the mining, the textile and sugarcane sectors.

[Learn more](#) 

Collaboration

We partner with companies, unions, governments, and organisations. Our newly established Fair Impact Programme offers businesses a pathway from commitment to concrete change. Join us!

[Join us!](#) Together we can achieve more! 

A woman in a yellow shirt and a patterned face mask is focused on sewing a piece of blue fabric at a white JUKI industrial sewing machine. The machine is mounted on a wooden table. In the background, other workers in yellow shirts are also working at similar machines in a large, well-lit garment factory. Piles of blue and white fabric are visible on the tables.

From reach to results

Strengthening workers' rights through training, partnerships and monitoring

Fair Work Monitor

(www.fairworkmonitor.org)



✓ *Participative surveys provide data for supply chains*

Our Fair Work Monitor surveys workers in textile, mining, and agriculture to provide reliable HRDD data about labour conditions in their supply chains. This includes information on health and safety at work, living wages, child labour, forced labour, and social security. We develop these participatory monitoring processes together with local unions.

✓ *The textile monitor in Cambodia has revealed that more than 70% of workers are in debt.*

The number of factories using the Fair Work Monitor in the Cambodian textile sector tripled in 2025, with **100 factories** now implementing the monitor for **2,900 workers**. It shows that 99% of these workers don't earn a living wage, and what's more, **70%** are going into debt to make ends meet. The need for fair pay and stronger labour rights is urgent here.

✓ *First Fair Work Monitor in Palm Oil*

The Fair Work Monitor in Indonesian palm oil provides the sector with unique data. It has revealed income gaps and shows that many workers earn below living wages, some even below official minimum wages. Households depend on bonuses and in-kind benefits. When unions are stronger, wages and job security are consistently better.

✓ *Fair Work Monitor for occupational safety and health in Mining*

The Fair Work Monitor in Peru's copper mining sector gives international supply chains vital data and has revealed widespread severe health and safety risks. Nearly **50% of workers** have reported accidents, over **20%** suffer work-related illnesses, and only **19%** are tested for chemical exposure. These facts highlight the need for stronger, worker-driven safety systems for workers who barely have a voice and suffer long hours and fatigue.

From reach to results: Strengthening workers' rights through training, partnerships and monitoring

Reach

- ✓ Active in **15 countries** across Africa, Asia, and Latin America
- ✓ Support for more than **300 unions** who represent **2 million workers**.
- ✓ Active in the horticulture, textiles, minerals, palm oil, sugarcane, and cashew supply chains.



Agreements

- ✓ Facilitated **23 Collective Bargaining Agreements** (CBAs), benefitting more than **81,000 workers**
- ✓ Contributed to **11 additional labour agreements** and supported implementation of **41 other policies**

Training and learning



- ✓ Nearly **9000 participants** in 230 training sessions
- ✓ Conducted **230 learning events**, building capacity for nearly **9,000 workers, representatives, and often employers** as well. Capacity was built on collective bargaining, HRDD, and social dialogue. More than **1900 of participants** were youth and nearly **1850 were women**.
- ✓ Developed a toolkit and videos strengthening union skills to respond effectively to sexual harassment in Vietnam
- ✓ Developed a benchmark manual to improve collective bargaining agreements in Indonesia
- ✓ Strengthened inclusive leadership
 - **1000 people** joined our leadership programmes (including **430 women** and **300 youth**)
 - **700 new women** placed in leadership positions
 - **1200 new youth** placed in leadership positions



Map | Impact overview

This map highlights examples of impact in 2025



Contributing to better conditions is a win-win

Cases of change

Contributing to better conditions is a win-win cases of change

Collaborating with businesses to create better working conditions in agriculture, mining, and textiles

MINING

Moving from insight to resilient minerals supply chains

In the mining sector in Bolivia and Peru, the CNV Internationaal Fair Work Monitor uncovered serious risks. Miners reported systemic problems relating to safety, health and compliance with collective agreements. These findings are directly relevant because these metals are also exported to the Netherlands and Europe. Collaboration between CNV International and companies demonstrates that trade unions play a key role in human rights due diligence. This led to a new public-private partnership. Together with Stedin and other network operators, cable companies and the IUCN, CNV Internationaal has submitted a proposal to RVO. Together, they will tackle labour risks to make their supply chains more reliable and resilient.



Discover the **Fair Work Monitor**



PALM OIL**Improving lives and landscapes in palm oil regions in Indonesia**

CNV Internationaal has partnered with Proforest and Kaleka on two landscape projects in Sumatra and Central Kalimantan. Such landscape projects address both environmental (e.g. deforestation) and social (e.g. labour) challenges within a particular landscape. They pull together all the stakeholders, including local authorities, trade unions, NGOs, and companies (suppliers, traders and buyers) to jointly address these challenges.

Companies like Unilever, Danone, and Nestlé, but also Wilmar and Sinarmas, engage their supply chain partners to support responsible sourcing commitments and help drive progress towards improved working conditions and living wages. Together, we have improved land governance, strengthened worker rights and social dialogue, and contributed to more sustainable, inclusive, and deforestation resilient supply chains.

Companies like Unilever, Danone, and Nestlé, but also Wilmar and Sinarmas, engage their supply chain partners to support responsible sourcing commitments.



TEXTILE

Driving sector-wide change through social dialogue

Participation of major US and EU brands has created prospects for better workplace dialogue in Vietnam

In Vietnam, we contributed to creating positive prospects for collaborations and improved social dialogue in the workplace. This was done through a training course on effective workplace dialogue and collective bargaining for key stakeholders in the garment supply chain. Union representatives, factory managers, workers, and four major US and EU brands, including Lululemon, Patagonia, Fanatics, and New Balance participated. This direct participation of brand representatives increased mutual understanding among the stakeholders and participants regarding their various expectations and the roles they each play.

GARMENT

Fourteen garment factories take steps towards inclusive labour relations in Indonesia

In 14 export-oriented factories in Central Java Indonesia we have strengthened bipartite social dialogue mechanisms. This is an area where no unions existed. Now, when problems arise, the employer includes the workers and their union representatives to find solutions. As a result, six factories have established new LKS Bipartite committees; one has formed a new union; and several others have increased the frequency and effectiveness of their dialogue mechanisms. These are essential prerequisites to ensuring that these companies can negotiate CBAs and become part of the Solo Raya multi company collective bargaining agreement in the future.





CASHEW

Social dialogue becomes a strategic choice in Cote d'Ivoire's cashew sector

In Côte d'Ivoire's economically important cashew sector, labour relations are often informal, and, in many companies, tensions are only addressed once they have escalated. When CNV Internationaal conducted a social dialogue training with Dutch employers' organisation PUM, the General Manager of CILAGRI Cajou shifted to proactive social dialogue and decided to involve workers directly. Regular dialogue, clear processes, and mutual trust now help prevent disputes, strengthen cooperation, and give workers a meaningful voice in workplace decisions.



"A sustainable company is built on workers who are listened to, trained, and engaged."

Cynthia Niamoutie, General manager of CILAGRI CAJOU

From talking *about* workers to talking *with* workers

PALM OIL

From trafficked worker stuck in debt to leader of area's first union

Sainudin's past includes a time where he was promised good work only to find himself forced to work and trapped in debt. He earned less than \$1 a month. Once back in Indonesia, he joined a CNV Internationaal training on Human Rights Due Diligence (HRDD) and founded a union now representing 1,500 workers. Moreover, despite the risks, he's also negotiated collective bargaining agreements (CBAs) for better rights, benefits, and working conditions on Indonesian plantations.

CNV Internationaal has also developed the CBA Benchmark to further support union leaders like Sainudin to negotiate strong CBAs.



INFRASTRUCTURE AND CONSTRUCTION

Increased safety and job security From 150 to 27 daily workers in a quarry in Senegal

Hazardous conditions and insecure daily contracts left workers at Cogeka Kirene quarry and mining company in Senegal, without a voice. With CNV Internationaal's support and training, they formed a union that has negotiated better wages, health and safety improvements, and permanent contracts for many of these workers.



"For the first time, we could choose who speaks for us,"

Demba Ndiaye Biavogui, union leader.

AGROFOOD

Data on labour and living conditions and waves

In 2025, CNV Internationaal and Colombian trade union SINTRAINAGRO conducted a large scale Fair Work Monitor among sugarcane workers. Across 4 sugar producing regions more than 1500 workers joined the collection on working and living conditions and living wage gaps-more than tripling participation compared to a 2024 exercise.

The monitoring process was led by just 14 trained union members using a peer-to-peer approach, who demonstrated the power of worker-led data collection creating a powerful multiplier effect.

Despite operating in a context of violence and threats against trade unionists, the process amplified the voices of workers in vulnerable situations. Beyond generating evidence on living wages and labour conditions, the process strengthened union organization, increased worker participation and. It demonstrated that participatory digital monitoring can be a powerful tool for both evidence-based advocacy and worker empowerment, even in difficult and high-risk environments.



Only 14 trained union members using a peer-to-peer approach demonstrated the power of worker-led data collection creating a powerful multiplier effect, reaching more than 1500 participants.

Timeline | 2025

Work in progress

1 January
Launch Fair Impact Programme

The Fair Impact Programme guides companies in taking steps to impact and promote fair work in supply chains.

[Fair Impact Programme](#)

21 February
Palm Oil Rights Observatory launch with RSPO and OXFAM

Supported by RSPO, we launch the Palm Oil Rights Observatory together with Oxfam to strengthen labour rights monitoring and to increase worker driven accountability in palm oil supply chains.

[Website](#)

21 March
Labour risks training for renewable energy companies

20 representatives of renewable energy companies affiliated to the International Responsible Business Agreement participate in our training on labour risks in mineral supply chain.

[Website](#)

11 April
New sustainable textile agreement opens registration

Dutch brands, unions, and NGOs are invited to collaborate to improve labour conditions in textile supply chains.



9 May
Workshop to develop strategy for better labour rights at Chinese companies in West Africa

With support of European timber and construction unions, West African unions develop a strategy for compliance with labour rights by Chinese construction companies.

15 May
CNV negotiator shares experience in Indonesia

Hanane Chikhi shares her experience as a Dutch CNV union negotiator training worker representatives and managers from 14 garment factories.



26 June
Glencore denounced for union busting practices in copper mining Peru

SITRAMINA union exposes union rights violations at Glencore's Antapaccay mine; CNV International sounds the alarm.

[News](#)

JANUARI

2025

AUGUST

10 January
Unions advise parliament on responsible business legislation

Dutch House of Representatives consults CNV Internationaal and Mondiaal FNV about Dutch law for implementing EU international responsible business legislation.



21 February
Colombian court enforces social dialogue in mine closures

Responding to a legal action led by dismissed workers and communities the Court stipulates mandatory meaningful social dialogue with workers and communities affected by the energy transition.

[News](#)

27 March
West Africa multistakeholder social dialogue training in horticulture

With PUM we train unions, employers, and inter professional bodies to start a process of sectoral social dialogue in horticulture.



4 April
Dialogue with Dutch Minister of Foreign Affairs on role of labour rights

We meet with the Dutch Minister of Foreign Trade and Development Cooperation about the role of unions in responsible trade and development cooperation.

23 April
House of Representatives consultation on the EU Omnibus Bill

Dutch Parliament invites us to submit advice on the Omnibus Bill Paper

[Paper](#)

20 June
New Global Rights Index shows worker rights are deteriorating

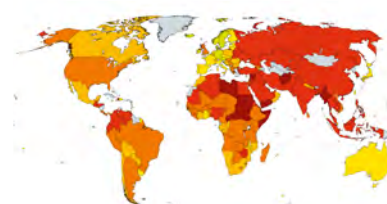
The annual ITUC Global Rights Index for 151 countries shows that 87% of these countries violated the right to strike and 74% limited union registration.

[Index](#)

12 August
Fair Work Monitor exposes Living Wage gaps

Worker-based research reveals persistent living wage gaps in the sugar sector. Results are used in a roadmap (the Manifiesto) by the Latin American alliance of sugarcane unions from 7 countries.

[Dashboard](#)



Timeline | 2025

Work in progress



18 September Fair Work Monitor released in Cambodia on Equal Pay Day

Survey of 60 garment factories reveals 99% of workers earn less than a living wage.

Textile

25 September EU-Indonesia CEPA trade agreement needs a binding roadmap on labour rights

With CEPA talks concluded, CNV Internationaal and our Indonesian union partner KSBSI stress the need for a binding roadmap.

24 October MP candidates visit Royal LC Packaging to learn the importance of a strong CSDDD.

We co-organise a visit to family-owned LC Packaging for candidate Members of Parliament. With 1,500 employees and operations in over 15 countries, the company calls for stable EU legislation that supports businesses taking human rights and climate due diligence seriously.



4-6 November Second World Summit for Social Development (Doha)

Following trade unions' engagement, the Doha Political Declaration explicitly commits to living wages, workers' rights, freedom of association, and collective bargaining.

17 November Launch Dutch metals sector Agreement 2.0

Dutch companies, government, FME and trade unions join forces to improve labour rights as well as environmental conditions in the international metals sector.



10 December Orange the World: Union reveals widespread online harassment in Cote d'Ivoire

A survey during the Orange the World campaign by our union partner CISL Dignité reveals widespread work-related online sexual harassment and intimidation. 75% do not know where to find help.

Story



22 December Historic 17% increase in nickel wages

Tripartite negotiations result in the highest ever sectoral wage increase in Indonesia's nickel industry.

SEPTEMBER

2025

DECEMBER

18 September Dutch companies working on the energy transition need to pay closer attention to the poor conditions surrounding nickel mining

Following our publication of Profundo's research on the Indonesian mining industry, Trouw pays attention to deadly accidents and environmental impact.

Mapping

Trouw



5 October First Fair Work Monitor report on Indonesia's palm oil sector

Palm oil unions in Indonesia introduce Fair Work Monitor to collect data among their workers.

Fair Work Monitor

3 November Recommendations based on Fair Work Monitor submitted to RSPO

CNV Internationaal brings workers' voices to the annual conference of the Roundtable on Sustainable Palm Oil (RSPO) with a policy note based on our Fair Work Monitor.

RSPO policy note

15 November Dutch annual Africa Day debate on critical minerals from South Africa

Company, politics, research and union representatives examine ways to strengthen voices of local mine workers and communities from South Africa in EU rules for minerals import.

Video

News



25 November Fair Work Monitor reveals occupational health and safety risks in Peru's copper mining sector

50% of surveyed workers mention accidents and 20% work-related illness. That's why we call for the sector to implement a worker driven risk approach.

Fair Work Monitor

10 December Gender analysis reveals hidden cost of nickel in Indonesia

Indonesia's nickel boom powers the global EU transition, but our analysis shows that industrial growth in Morowali and North Morowali has increased gender inequality.

Analysis



Together with our partners,
we continue working towards
100% Fair Work.
Step by step.



SIER



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

giz

Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



ASD
ACTION FOR SUSTAINABLE DERIVATIVES



Ministry of Foreign Affairs of the
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