



2022 Annual Accounts

CNV Internationaal

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Stichting CNV Internationaal
2022 Annual Accounts

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1. Board and organisation

1.1 Board and organisation

Stichting CNV Internationaal is an independent foundation affiliated with CNV Vakcentrale trade union. CNV Internationaal contributes to fair work in developing countries based on the CNV principles of international solidarity, personal responsibility, social dialogue and pluralism. CNV Internationaal does this by strengthening the position of workers in the formal and informal economy through major social partners using social dialogue in order to stand up for the rights of workers across Africa, Latin America and Asia. Improving workers' rights regarding supply chains, living wage, just transition, youth employability and gender equality are some of the key issues that CNV Internationaal tackles.

A number of projects were launched by new and existing donors in reporting year 2022. Examples include USDOL's Prep4Change programme together with La Isla Network and the HRDD Awareness programme funded by GIZ. In collaboration with the Dutch Ministry of Foreign Affairs, CNV Internationaal has also continued with the following programmes: the Trade Union Co-Financing Programme TUCP (in Dutch 'Vakbondsmedefinancieringsprogramma', 2021-2030) and the strategic partnership with the Fair Wear Foundation as the lead manager (Sustainable Textile Initiative: Together for Change - STITCH). Some projects are funded as a result of international Collective Bargaining Agreements (CBAs or caos in Dutch) and a large group of loyal donor contributions to CNV Internationaal's work. More information on the progress of the TUCP (Dialogue@Work) is provided in the 2022 Annual Report.

1.2 Management structure

According to the statutes of CNV Internationaal, the Board of Management of CNV Internationaal is also the Board of Management of CNV Vakcentrale, albeit with a different division of roles for the positions of Chair and General Secretary/Treasurer. In 2022, the Board of Management of CNV Internationaal comprised Anneke Westerlaken (Chair, succeeded by Daniëlle Woestenberg in September), Jan Pieter Daems (General Secretary/Treasurer), Piet Fortuin (Board member), Patrick Fey (Board member), Justine Feitsma (Board member) and Jessica Hoitink (Board member until 15 August 2022, succeeded by Semih Eski from 2023 onwards).

CNV Internationaal also has a Supervisory Board. In 2022, the Supervisory Board consisted of three members of the Supervisory Board of CNV Vakcentrale: Arend van Wijngaarden (Chair), Marianne Luyer and Louise van Deth. The day-to-day management of CNV Internationaal is in the hands of the Managing Director. In 2022, this was Elles van Ark.

1.3 Quality Policy

In 2022, CNV Internationaal further improved the Quality Policy by updating several outdated procedures, such as the power of attorney scheme. The accounting system and procedures implemented in 2021 enabled more effective monitoring of project expenditure. This system was also applied to new projects during 2022. The CNV's Code of Conduct on undesirable behaviour is a standard part of contracts with external parties, e.g. service providers and collaboration partners. For more information on the implemented policy regarding the complaints procedure, please refer to Chapter 3, 'Social Accountability' of the 2022 Annual Report.

1.4 Staff and organisation

As of 31 December 2022, CNV Internationaal's team comprised 16 employees, including a Managing Director (14.44 FTE in total). There were several personnel changes across various teams and there were five interns in 2022. A Project Coordinator for Latin America was hired to provide temporary support for a fixed term in 2022.

In 2022, sickness absence was at 3.15%. This is an increase of 2.63% compared to 2021 (0.52% in 2021). Of the sickness absence, 0.21% is short-term sickness absence, being shorter than one week, and 0.34% is medium-term sickness absence, lasting one to six weeks. Long-term absence increased from 0% in 2021 to 2.6% due to one employee's long-term illness in 2022. The sickness absence frequency is low, at 0.26%. CNV Internationaal's overall absence rate is much lower than CNV Vakcentrale's average absence rate in 2022, which was 8.19%.

An HR advisor from CNV Vakcentrale supports CNV Internationaal with the implementation of its Staff Policy. A two-year Collective Bargaining Agreement (CBA) has been concluded for 2021-2022. CNV Internationaal employees are employed by CNV Vakcentrale, while staff expenses are charged to the foundation in full. In 2022, the Managing Director of CNV Internationaal participated in the monthly Management Consultation, in which all department managers at CNV Vakcentrale participate and matters of common interest are put on the agenda.

1.5 Financial results

CNV Internationaal achieved a positive result of €89,094 for the 2022 financial year. Part of that amount was added to the special-purpose reserve that was to partly be used for activities in 2023. The positive result was partly achieved because the donations received in 2022 will only be spent in future years.

Within the context of striving for a better balance between available and required capacity, the size of the freely disposable assets should also receive attention. So far, there has not been any evidence of substantial change.

The Statement of Income and Expenditure for 2022 and balance sheet as of 31 December 2022 are included in Chapter 4.

1.6 Information system management

CNV Internationaal uses Microsoft Dynamics 365 for Finance & Operations (D365). CNV Internationaal uses the time registration module in D365 and various digital reports in PowerBI. In addition, several management reports based on D365 have been implemented in order to support finance-related project management and other forms of project management.

In 2022, the collaboration and distribution of tasks and responsibilities with the Shared ICT and Finance Service Centre was further strengthened and clarified.

1.7 Facilities support

Since 2007, CNV Vakcentrale, CNV Jongeren, CNV Connectief and CNV Vakmensen have all been housed in the same office building in the Overvecht area of Utrecht. This modern building is equipped with adequate infrastructure.

Support services from HR, Administration, IT and Facility Services are provided by the CNV Shared Service Centre (SSC), which supports the business operations of CNV Vakcentrale and the aforementioned trade unions. CNV Internationaal pays a fee for the use of SSC services based on internal distribution keys. Based on the number of square metres of office space area, the number of equipped workstations and the number of employees, etc., an amount is charged onto CNV Internationaal.

An in-house company emergency response service and AED device are both available in the office building. For sick leave prevention, guidance and reintegration, CNV Vakcentrale has concluded a service contract with a certified occupational health and safety service.

For air travel bookings, CNV Internationaal has agreements in place with a travel agency for rate reductions when purchasing certain quantities. Since 2007, CO₂ emissions caused by employee air travel for working visits to partner organisations and by employees at partner organisations travelling to the Netherlands have been compensated by CO₂ reduction projects executed by Climate Neutral Group.

In 2022, CNV Internationaal made 26 flights totalling almost 872,344 km. Total emissions from these flights amounted to 100.1 tonnes of CO₂, which were offset through sustainable energy projects that reduce CO₂ emissions. In addition, our travel agency is the first travel agent to purchase its own Sustainable Aviation Fuel (SAF) in collaboration with an airline in order to help reduce aircraft emissions. Sustainable aviation fuels are produced from biomass and recycled carbon.

1.8 The coronavirus pandemic

The coronavirus pandemic continued to have an impact on CNV Internationaal and its business operations in early 2022. CNV issued guidelines regarding safe working in accordance with the Dutch government's guidelines. By mid-2022, lockdowns and most rules had been lifted and CNV Internationaal employees resumed travel to programme countries.

1.9 Future outlook

The year 2022 was the second year for our major programmes: the TUCP – Dialogue@Work – and the STITCH strategic partnership, with Fair Wear Foundation as the lead manager. The TUCP will run for ten years, ending in late 2030. STITCH will run until the end of 2025. Although the TUCP had planned to reduce funding annually from 2023 onwards, the Ministry pledged additional funding for social dialogue engagement in ‘combination countries’ at the end of 2022. For the years 2023 to 2025, this means that additional efforts can be made to strengthen social dialogue in a specific number of countries, i.e. Indonesia, Vietnam, Colombia, South Africa, Ivory Coast and Senegal. CNV Internationaal was not yet active in South Africa in 2022, but it will be in 2023. CNV Internationaal expects to receive an additional €3 million for this in total, to be spent over a three-year period (2023-2025). The formal decision on this has not yet been received. An additional €1 million has also been received from the Nationale Postcode Loterij (Dutch Postcode Lottery) in 2023 for the development and implementation of the ‘Fair Work Monitor’, to be spent over a three-year period (2023-2025).

In 2022, several strategy sessions were held with the aim of achieving even better results as an organisation through targeted work and focus. The outcome was the formulation of a clear mission that links all of our programmes: 100% fair work. Various themes were also identified in which CNV Internationaal is looking to specialise: living wage, just transition and access to remedy (grievance mechanisms). These themes are common to all regions and will therefore be addressed in a cross-regional, cross-chain manner. In addition, CNV Internationaal will continue to focus on the following chains: palm oil, sugar cane, cashew, textiles and mining. That clear focus is important as it allows CNV Internationaal to deploy expertise built up across multiple countries and regions, promote mutual collaboration and achieve better results. It is also important for the future because a clear profile contributes to recognisability among new and existing donors and stakeholders.

In 2022, the decision was taken to set up a new foundation in Latin America in order to manage the programme there. This currently runs through the NGO PLADES based in Peru. From April 2023 onwards, all finances will be managed through the new entity to be established in Colombia. The reason for this shift is that CNV Internationaal prefers to have more direct control over the financial and administrative implementation of its projects and only considers this improvement possible through its own entity.

2. Financial statements

Below are CNV Internationaal's financial statements for the year 2022.

2.1 Funding sources

Trade Union Co-Financing Programme ('Vakbondsmedefinancieringsprogramma', TUCP) and Other Funding

In 2022, the TUCP subsidy was received from the Dutch Ministry of Foreign Affairs' subsidy decision for the period from 1 January to 31 December 2022. In 2022, a total subsidy amount of €3,428,000 was available from the TUCP for the projects. This amount includes the annual allocated subsidy of €3,333,000 and the expected remaining spendable amount of €95,000 from the year 2021. The total available budget for 2021 to 2022 is €6,666,000.

In 2022, funding was also available from the following sources: STITCH strategic partnership, IC-CAO RVO, other donors, private donations and contributions from unions. A total of €1,606,000 was used from Other Funding in order to co-finance our partner unions' projects in Africa, Latin America and Asia.

Total spending in 2022 is €5,197,000, of which 65.8% comes from the TUCP and 34.2% from Other Funding.

Spending summary:

Year	Budgeted	spending (expenditure)	%	Budgeted	spending (expenditure)	%
	TUCP	TUCP		Other Funding	Other Funding	
2020*	€2,667,649	€2,481,120	93.0%	€2,385,899	€2,417,317	101.3%
2021	€3,333,333	€2,878,804	86.4%	€1,374,461	€1,392,592	101.3%
2022	€3,428,326	€3,420,333	99.8%	€1,605,726	€1,776,725	110.6%

*the amount may differ from the previous reporting year due to handling in the current reporting year.

Available funds vs spending

Relative to budgeted TUCP revenue, the spending rate in 2022 is 99.8%, compared to 86.4% in 2021. This catch-up in spending is mainly due to the normalisation following the coronavirus pandemic. As a result, travel, activity costs and other costs have increased.

Available income from Other Funding is higher in 2022 than in 2021. This is partly due to the use of several new subsidies from various donors. Spending from Other Funding is 110.6% of the budgeted income.

Development of liquidity

The liquidity position decreased by €255,000; it amounted to €4,597,000 at the end of 2022, compared to €4,852,000 at the end of 2021. The slight decrease in liquidity cannot be attributed to any specific cause. Working capital as of 31 December 2022 is €439,000, compared to €363,000 as of 31 December 2021.

2.2 Accountability and review of partner organisations' management capacity

Monitoring executive organisations

The policy with regard to assessing the management capacity of regional organisations or coordinating organisations and partner organisations is set out in the 'Project funding' procedure. Partner organisations and coordinating organisations are selected beforehand based on internal selection criteria set out in a document entitled 'Criteria for the partner organisation and coordinating organisation'. After the selection phase, the planning phase involves a Regional Coordinator and a Programme Officer from CNV Internationaal drawing up a detailed activity or work plan and budget in collaboration with the key partner and coordinating organisation. The Managing Director and Board of Management of CNV Internationaal then reviews this and approves the work plan and budget.

Upon approval, a contract is drawn up in collaboration with the Programme Assistant based on a prescribed standard contract. The contract is then signed upon approval by the Regional Coordinator and Managing Director of CNV Internationaal. The contract contains conditions to be met by the partner organisation and/or coordinating organisation. One of the conditions is that the partner organisation and/or coordinating organisation must provide quarterly financial reports and biannual narrative, indicators and financial reports to CNV Internationaal.

If the contribution exceeds €25,000, an audit opinion and a management letter from the local accountant appointed by CNV Internationaal is required at the time of the project's settlement of accounts. CNV Internationaal's Project Officer is involved in the accountant selection process. The selection process and criteria to be met by the accountant to be appointed are set out in CNV Internationaal's Guidelines Auditor's Report.

CNV Internationaal has prepared a Terms of Reference document setting out the activities to be performed and the report to be submitted by the local partner's accountant. The Terms of Reference document forms part of the agreement between CNV Internationaal and the local partner's accountant.

Partner organisations prepare quarterly and biannual interim reports – quarterly on financial aspects and biannually in terms of content –, which are to be reviewed by the regional coordinating organisation, possibly improved in collaboration with the partner and then forwarded to CNV Internationaal's Regional Coordinator and Programme Officer. Furthermore, national and regional coordinators have been appointed in the countries and regions who are responsible for the PME cycle – planning, monitoring and evaluation – in their country or region. The exact structure varies per region. Interim audits are also carried out, by accountants appointed for partner projects, and the resulting reports are reviewed by the Programme Officer or Regional Coordinator from CNV

Internationaal. During the implementation phase, the project implementation is monitored on site during visits to the coordinating organisation or partner organisation or meetings with them. Monitoring can be repeated several times if necessary. Both financially and in terms of content, the programme's progress is monitored and compliance with the agreements made is assessed at this stage. The conclusions are set out in meeting and mission reports, which are then added to the project files.

Upon completion of the project, the coordinating organisation or partner organisation submits the final report, audit opinion and management letter to CNV Internationaal. The timely submission of the final report is monitored by the Regional Coordinator and Programme Officer from CNV Internationaal. If the final report or audit report does not meet the requirements or if any peculiarities are reported, action is taken by the Regional Coordinator or Project Officer from CNV Internationaal. As a result, the decision may be taken to apply the Sanctions Policy.

In order to accelerate the accountability cycle, CNV Internationaal has decided to handle the advance funding of projects as follows: an initial payment of 65%, followed by a second instalment of 30%, followed by the final 5% upon justification in an audit report. In Vietnam, the structure has changed since 2021 and we are now working with our own local office. We work with an advance payment system in Vietnam, which means that advance payments may be requested periodically for activities and office expenses.

In 2023, CNV Internationaal will evaluate all existing processes, update them where necessary and compile a new operations manual.

Partner organisation review

An audit of all partners was carried out in 2022 in order to test management capacity and accelerate and improve the accountability cycle. Following the results and follow-up on the recommendations, the decision was taken to either continue or suspend payments in line with the Sanctions Policy.

West Africa and North Africa

Bureau Conseiller de Projets d'Afrique (BCPA)

BCPA is an organisation that CNV Internationaal has worked with as an advisory agency for many years, both with CNV Internationaal and its partners. In collaboration with its Belgian sister organisation WSM, BCPA was launched in the early 1990s to serve as a project advisory agency for CNV Internationaal and its partners (and WSM). Since 2017, BCPA has had the new role of a coordinating organisation within the TUCP programme. This means that CNV Internationaal has entered into a contract with BCPA. Under that contract, BCPA was responsible for implementing the country programme in Benin, Ivory Coast, Senegal, Niger, Mali and Tunisia in 2021. In practice, this means that BCPA enters into contracts with partner organisations in the respective countries and makes payments to those partner organisations. Payments are only made directly through CNV Internationaal for Tunisia. The partner organisations account for their activities on a content and financial level to BCPA. BCPA is responsible for submitting activity reports and financial reporting along with an audit report and management letter from the local accountant to CNV Internationaal. CNV Internationaal appointed the local accountant (KPMG Sénégal S.A.) for this purpose.

The project's interim monitoring was carried out by the Programme Officer and Regional Coordinator from CNV Internationaal. During 2022, BCPA's functioning was monitored several times by the Programme Officer and Regional Coordinator. There are fortnightly meetings with the BCPA team to discuss the projects' management and progress, as well as collaboration with local partners and the BCPA team's performance. In 2022, there was a mission to Benin where BCPA received training on PMEL, including indicators and narrative reporting. The periodic reports received on finance, indicators and content were reviewed by the Programme Officer/Regional Coordinator from CNV Internationaal. In 2022, 90% of the original budget was paid, i.e. advance and remainder, initial 65% payment, second 30% payment and addendum part. These payments factored in the balances from previous years. There was an addendum for additional activities and these funds have also been transferred.

BCPA has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountant and these documents have been received. The audit findings include both the 2022 work plan and the remaining balance from previous years. The audit did not result in any significant findings. The remaining findings are being followed up by CNV Internationaal in collaboration with BCPA.

UGTT

In Tunisia, we work with the trade union UGTT. UGTT's programme management, including the contract, mainly happens through BCPA. Payments to the UGTT are made directly through CNV Internationaal. The UGTT reports to BCPA, both financially and in terms of content, with supporting documents. BCPA forwards this to CNV Internationaal once it has been verified. As a result, UGTT's audit is incorporated into CNV Internationaal's audit. In 2022, there was one programme in Tunisia: the TUCP. The STITCH programme in Tunisia was discontinued and another form of collaboration was sought within this programme.

PLADES

PLADES is responsible for submitting activity reports and financial reporting along with an audit opinion and management letter from the local accountant to CNV Internationaal. CNV Internationaal has worked with accounting firm Villegas y Asociados since 2019.

In 2022, the collaboration was further evaluated and the decision was taken to find another form of regional coordination in 2023. The project's interim monitoring was carried out by the Programme Officer and Regional Coordinator from CNV Internationaal. Weekly meetings were held with the team and consultants in order to discuss the progress of the project and project management issues. The periodic reports received on finance, indicators and content were reviewed by the Programme Officer/Regional Coordinator from CNV Internationaal. In 2022, as in previous years, the results achieved and the implementation capacity of the partner organisations were reflected upon.

PLADES has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received.

Asia

There are two Regional Consultants – M&E and Finance – in Southeast Asia who monitor the reporting cycle and support the partners. Both Regional Consultants work from Indonesia. A Junior Programme Officer was hired in the Netherlands to support the Asia team with project management in the Netherlands.

Konfederasi Serikat Buruh Sejahtera Indonesia (KSBSI)

KSBSI is a partner organisation in Indonesia that CNV Internationaal has worked with for almost 30 years. The audit reports have shown that the partner is displaying small signs of improvement, but there is still significant progress to be made. Timely delivery of the annual report and accounts in 2022 also proved a challenge. This is partly due to differing views on a number of findings. The causes and potential improvements are to be investigated further. CNV Internationaal has appointed the local project accountant PKF Indonesia.

The project's interim monitoring was carried out by the Indonesia Consultant, Regional PMEL Officer, Regional Finance Officer and Programme Officer from CNV Internationaal. They review the quarterly reports on a financial and content level.

The 2022 audit revealed that some of the auditor's recommendations from 2021 had not been addressed.

The project's interim monitoring was carried out by the Indonesia Consultant, Regional PMEL Officer, Regional Finance Officer and Programme Officers from CNV Internationaal. They review the quarterly reports on a financial and content level.

KSBSI has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received.

Hukatan

Hukatan has been a direct partner of CNV Internationaal within the TUCP since 2021. Hukatan is a partner organisation in Indonesia that CNV Internationaal has previously worked with as part of the former ICCO-led strategic partnership 'Civic Engagement Alliance'. In collaboration with Hukatan, CNV Internationaal is able to develop its activities in the palm oil sector.

The 2022 audit revealed that some of the auditor's recommendations from 2022 had not been addressed. CNV Internationaal continues to support Hukatan in order to improve its processes. Hukatan has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received.

Garteks

Garteks is a direct partner of CNV Internationaal within STITCH, the Strategic Partnership with FWF. In collaboration with Garteks, CNV Internationaal is able to develop its activities in the textiles industry.

The 2022 audit revealed that almost all of the auditor's recommendations from 2021 had been addressed.

Garteks has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received. The

accountant's findings will be discussed with CNV Internationaal, Garteks and the local Finance Officer in order to explore how they can be addressed.

Yayasan Dialog Sosial

CNV Internationaal also collaborates with the Indonesian foundation 'Yayasan Dialog Sosial' (Social Dialogue Foundation) as part of the STITCH programme. The Indonesia team coordinates activities between the various partners (Garteks and Yayasan) and monitors operational and financial processes.

Yayasan Social Dialog has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received. The 2022 audit revealed that almost all of the auditor's recommendations for the year 2021 had been addressed. The accountant's findings will be discussed with CNV Internationaal, Yayasan Social Dialog and the local Finance Officer in order to explore how they can be addressed. In Indonesia, one finding related to tax continues to recur annually. CNV Internationaal is to organise a session with a tax specialist and the partners in 2023 in order to clarify whether and how this rule applies to our partners.

Cambodian Labour Confederation (CLC)

CLC is an organisation that CNV Internationaal has worked with for many years. Audit reports have indicated that the organisation has good management capacity.

CNV Internationaal has also signed a contract, including CLC's obligations, with CLC for the implementation of the TUCP country programme in Cambodia throughout 2022. CNV Internationaal has appointed the local project accountant Covenant Ltd.

The project's interim monitoring was carried out by the National Consultant, Regional PMEL Officer, Regional Finance Officer, Programme Officer and Regional Coordinator from CNV Internationaal using quarterly reports. In 2022, the Regional Coordinator, the PMEL Coordinator and the PMEL Officer visited CLC and discussed the strategic plans.

CLC sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received. The finding from 2021 has been resolved.

C.CAWDU

The C.CAWDU (Coalition of Cambodia Apparel Worker Democratic Union) textile federation is affiliated with the CLC confederation and had a direct contract within the STITCH programme in 2022. In previous years, C.CAWDU's activities formed part of the contract with CLC. A work plan was drawn up setting out the obligations of C.CAWDU and CLC. C.CAWDU is responsible for making payments to and reporting the costs of CLC. CNV Internationaal has appointed the local project accountant Covenant Ltd.

The project's interim monitoring was carried out by the National Consultant, Regional PMEL Officer, Regional Finance Officer, Programme Officers and Regional Coordinator from CNV Internationaal

using quarterly reports. In 2022, the Regional Coordinator, PMEL Coordinator and PMEL Officer visited C.CAWDU and discussed the strategic plans.

CNV Vietnam

In Vietnam, CNV Internationaal works with our own CNV Vietnam office. CNV Vietnam manages all the projects taking place in Vietnam. The largest programmes are the TUCP and STITCH. The project's interim monitoring was carried out by the National Consultant, Regional PMEL Officer, Regional Finance Officer, Programme Officer and Regional Coordinator from CNV Internationaal using quarterly reports. In 2022, the Regional Coordinator and PMEL Coordinator visited CNV Vietnam. During the visit, a meeting was held with the local accountant NEXIA STT Co. This accountant concluded a direct contract with CNV Internationaal. CNV Vietnam has sent the 2022 activity report and final financial report, accompanied by an audit opinion and management letter from the local accountants and these documents have been received.

2.3 Policy on Sanctions, Anti-Fraud and Anti-Corruption

CNV Internationaal has set out its procedure and internal policy regarding the sanctions to be applied in the event that executive organisations fail to meet their obligations in the 'Policy on Sanctions, Anti-Fraud and Anti-Corruption' policy document. The possible sanctions that the CNV Internationaal Foundation may apply are suspension of payments, performance of an investigation, early termination of the contract with the partner organisation or executive organisation, recovery of advance payments made, legal prosecution and termination of the collaboration relationship. In 2022, the Policy on Sanctions, Anti-Fraud and Anti-Corruption was not applied to coordinating organisations or partner organisations.

CNV Internationaal mainly works through permanent trade union partners with which it already has long-standing relationships. New partners and coordinating organisations are selected based on the management capacity on a financial and content level of these organisations and CNV Internationaal's experience with them, i.e. their track record. Collaboration with these organisations is partly evaluated based on the audit reports. The 2022 annual plan shows the selected partner organisations and coordinating organisations. No new trade union partners were added in 2022.

2.4 Discharge

The financial reports as presented were adopted by the Board of Management on 19 June 2023, after approval by the Supervisory Board. The Treasurer was also discharged at this meeting.

2.5 2023 budget

Income

TUCP subsidies 2021-2030	€	3.200.000
Other subsidies and contributions		
- Agreements	€	56.000
- Strategic Partnership	€	1.935.785
- Member donations and own resources contribution	€	180.000
- Contributions for IC-CAO projects	€	50.000
Total Income	€	<u>5.421.785</u>

Expenditure

Indirect staff expenses	€	169.142
Direct staff expenses	€	1.377.243
Organisational expenses	€	385.000
Project costs (direct activity costs)		
- TUCP 2021-2030	€	1.954.322
- Strategic Partnership	€	758.281
- Other projects	€	702.694
- IC-CAO projects	€	45.000
Total expenditure	€	<u>5.391.682</u>
Balance of income and expenditure	€	<u>30.104</u>

3. Social accountability in the 2022 Annual Report

Complaints procedure

Internal complaints:

CNV Internationaal applies the Collective Labour Agreement of CNV Vakcentrale, which includes the right of complaint (Section 31). This section distinguishes between the procedure for complaints relating to employment law and the procedure for complaints relating to undesirable behaviour. For complaints regarding undesirable behaviour, CNV Vakcentrale has developed the 'Dealing with Undesirable Behaviour' protocol. This protocol is intended for all complaints concerning undesirable behaviour such as sexual harassment, bullying, racism and discrimination. The protocol aims to prevent undesirable behaviour instead of punishing it afterwards.

The protocol applies to all employees, temporary staff, interns and collaboration partners of CNV Internationaal. The protocol forms part of our contracts with local partners and consultants. CNV Internationaal also has two confidential advisers working within CNV Vakcentrale at its disposal. These advisers are available for confidential discussions with both CNV Internationaal's direct employees and consultants.

External complaints:

CNV Internationaal considers it important that external parties can also file complaints in an accessible manner. It may relate to CNV Internationaal's performance or to the actions or failures of the Board of Management, the Supervisory Board, the Management, staff or volunteers.

External complaints can be filed through the CNV Internationaal website (<https://www.cnvinternationaal.nl/en/contact/complaints>).

Reports of complaints:

No integrity complaints or external complaints were reported to CNV Internationaal in 2022.

Reports under whistleblowers' scheme:

No complaints were made under the whistleblowers' scheme in 2022.

4. 2022 Annual accounts

Balance sheet after result appropriation as per 31 December

(amounts * €1,000)

	31-12-2022	31-12-2021
Fixed assets		
8.1 Tangible Fixed Assets	<u>20</u>	<u>7</u>
Total fixed assets	20	7
Receivables and current assets		
8.2 Receivables and prepayments and accrued income	76	108
8.3 Cash and cash equivalents	<u>4.597</u>	<u>4.852</u>
Total current assets	<u>4.674</u>	<u>4.960</u>
Total assets	<u><u>4.694</u></u>	<u><u>4.968</u></u>

	31-12-2022	31-12-2021
Liabilities		
8.4 Equity Capital	460	371
8.5 Current liabilities and accrued liabilities	<u>4.234</u>	<u>4.596</u>
Total Liabilities	<u><u>4.694</u></u>	<u><u>4.968</u></u>

2022 Statement of Income and Expenditure

(amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
9.1 Subsidies and contributions	155	120	172
9.2 Attendance fees	2	3	3
9.3 Subsidy income	5.221	4.911	4.274
9.4 Various proceeds	6	-	24
Total Income	5.384	5.034	4.473
Project costs			
9.5 Project costs	5.197	5.034	4.272
Staff expenses			
9.6 Staff expenses	1.428	1.396	1.239
Organisational expenses			
9.7 Depreciation costs	8	2	1
9.8 Office expenses	23	20	29
9.9 General expenses	76	14	56
9.10 Shared Service Centres costs	366	349	344
Total organisational expenses	473	385	430
9.11 Charges passed onto projects	-1.824	-1.806	-1.577
Total expenses	5.274	5.009	4.363
Balance of Proceeds & Expenses	110	25	110
9.12 Financial income & expenses	21	15	16
Result	89	10	94

Result appropriation

The result realised for 2022 totals €89,000 and is included in the equity capital as follows:

- Addition BCPA special-purpose reserve €7,000
- Addition EM projects special-purpose reserve €58,000
- Addition to general reserve €24,000

5. Explanatory notes on guiding principles of the annual accounts

General

The annual accounts were compiled in accordance with the accounting policies generally accepted in the Netherlands, including annual reporting guidelines 640 “not-for-profit organisations” and Section 10 of Book 2 of the Dutch Civil Code (BW).

When compiling the annual accounts, provisions that are related to the granting of the VMP subsidy by the Dutch Ministry of Foreign Affairs were taken into account.

CNV Internationaal, having its registered office in and located in Utrecht is registered under number 54436222 in the Commercial Register.

Continuity

The principles for valuation and profit appropriation used in the annual accounts are based on the assumption of continuity of the foundation.

Estimates

In order to apply the principles and the rules for the compilation of the annual accounts, the management of CNV Internationaal makes estimates that may be essential to amounts included in the annual accounts. If necessary in order to provide the insight required by the annual reporting guidelines 640 “not-for-profit organisations”, then the nature of these opinions and estimates, including the related assumptions, was included in the explanatory notes to the relevant item of the annual accounts.

System changes

No system changes took place in 2022.

Budget

An audit was not applied to the budget. If necessary for the required insight and the comparability, the figures of the budget were reclassified.

6. Principles for valuation of assets and liabilities

Assets and liabilities are measured at the acquisition or manufacturing price. If not indicated otherwise, they are recorded at the nominal value.

Tangible fixed assets

The measurement of the tangible fixed assets is based on the historical cost and/or purchase price minus the straight-line depreciations. Investments that are capitalised include the expenses for new business assets that last for more than one year and the expenses for revision and renovation of capitalised business assets. Depreciation on the tangible fixed assets takes place in a straight-line manner on the basis of the expected commercial life cycle or the term of an agreement.

Receivables and current assets

Receivables and accruals are initially valued at the fair value including transaction costs. After the initial processing, receivables are valued at amortised cost price. Provisions for bad debts are deducted from the book value of the receivable. Unless specified otherwise, receivables have a maturity of less than 1 year.

Cash and cash equivalents

The cash and cash equivalents are included at nominal value and are, if not indicated otherwise, at the free disposal of CNV Internationaal.

Equity Capital

The equity capital consists of the general reserve and the special-purpose reserves. Special-purpose reserves are resources to which a specific purpose was allocated by the Governing Board. In the explanatory notes to the equity capital in Section 8.4, the individual reserves are explained.

Current liabilities

Current liabilities relate to liabilities that can be claimed within 12 months of the balance sheet date and are initially valued at the fair value. Current liabilities are valued after initial recognition at amortised cost price, being the amount received factoring in premiums and discounts and deducting transaction costs. This is usually the nominal value.

Amortised cost

The amortised cost is the amount for which a financial asset or financial liability is, upon the first valuation in the balance sheet, included minus amortisations on the principal sum, plus or minus the cumulative amortisation determined via the effective interest method of the difference between the said first amount and the repayment amount and minus potential write-offs – directly or by creating a provision – on account of impairments or irrecoverability.

7. Principles for determining the result

Income and expenditure are allocated to the financial year to which they concern. Profits are allocated to the financial year to the extent that they were also actually realised on the date of the balance sheet. Expenses and risks that find their origin before the end of the year under review are included in the result of the year under review, if they are known when compiling the annual accounts.

Organisational expenses

The organisational expenses are calculated on the basis of the historical issue prices. The expenses are allocated to the year to which they concern.

Subsidies

The subsidies received are credited to the income statement for the year in which the subsidised expenditure accrues.

Fee for overhead cost

The fee for overhead cost consists of the monies received from third parties for general organisational expenses such as staff expenses, office expenses, costs shared services, etc.

Miscellaneous proceeds

The proceeds of third parties or income and expenditure of an incidental nature indirectly related to the business operations.

Interest income

The interest income obtained in respect of the liquid assets placed with the banks as well as the interest income on issued loans is accounted for under interest income. The interest income realised with resources in the context of the Trade Union Co-Financing Programme (VMP) and STITCH are used for the performance of the specified projects.

Staff expenses

Wages, salaries and social security contributions are processed in the income statement on the basis of the terms and conditions of employment, insofar as these are payable to employees. The staff administration is kept by CNV Vakcentrale; the employees are employed by CNV Vakcentrale and are seconded at CNV Internationaal. CNV Vakcentrale concluded a pension scheme for its employees that can be qualified as a defined benefit scheme where the defined pension benefits are based on the average salary. This pension scheme was placed with a sectoral pension fund, i.e. Zorg en Welzijn, and is accounted for in the annual accounts as a defined contribution scheme. This implies that contributions payable in respect of the financial year are accounted for as expenses. The costs of salary development, price indexation and investment returns on the fund assets may potentially lead to future adjustments in the annual contribution to the pension fund. These risks are not reflected in a balance sheet provision. In case of a deficit of the sectoral pension fund Zorg en Welzijn, CNV Vakcentrale is not bound to pay additional contributions other than higher future contributions.

Depreciations

Tangible fixed assets are depreciated in accordance with the linear method based on a fixed percentage of the purchase price or acquisition price, taking into account the expected economic life.

Project costs

These are the costs that are incurred on the basis of work plans, which are prepared by the management. The costs are accounted for at the moment that the obligation is entered into and on the basis of the obligation allocated to the correct period.

Charges passed onto projects

The charges passed onto projects refers to staff and organisational expenses allocated to projects. Staff expenses are allocated to projects based on actual time spent and salary costs. The allocation of overhead costs is made only for the VMP and STITCH projects based on a calculation of the pass-through percentage – actual overhead costs compared to total costs.

7.1 Risk section**General**

Various risks were not expressed in the presented balance sheet and operating statement.

Currency risks

The foundation has transactions in foreign currency only on occasional instances. That is why the currency risk is very limited.

Interest risks

The foundation is funded with equity capital and current liabilities on which no interest is paid. As a consequence the foundation is not running interest risks.

Credit risks

The foundation runs, in particular, a credit risk in respect of advances granted in projects. To reduce the risk, performers of projects are provided with guidelines in which it is indicated how a project must be managed financially. In addition, control by an independent auditor according to previously supplied guidelines is mandatory. The foundation actively monitors the performance in the projects.

8. Notes to Balance Sheet

8.1 Materiële Vaste Activa (amounts * €1,000)

	Automation
<u>As at 1 January</u>	
Purchase value	58
Depreciations	-52
Yet to be capitalised	2
Book value	8
Changes:	
Investments	22
Depreciation	-8
Yet to be capitalised	-2
Disinvestment - purchase value	0
Disinvestment – depreciation	0
Total changes	12
<u>As at 31 December</u>	
Purchase value	80
Depreciations	-60
Yet to be capitalised	0
Book value	20

The depreciation rate amounts to 20% per annum.

8.2 Receivables and prepayments and accrued income (amounts * €1,000)

	<u>31-12-2022</u>	<u>31-12-2021</u>
Accounts receivable	35	26
Other receivables and prepayments and accrued income	42	82
Receivables and prepayments and accrued income	76	108

The accounts receivable are related to the amounts charged to the parties to the collective labour agreement (CAO) in the context of projects initiated by companies. The other receivables, prepayments and accrued income relate to amounts to be settled with partners in the context of subsidies for various projects for an amount of €33,000.

8.3 Cash and cash equivalents (amounts * €1,000)

	<u>31-12-2022</u>	<u>31-12-2021</u>
Cash and cash equivalents	<u>4.597</u>	<u>4.852</u>

The cash and cash equivalents regard the bank balances. These are fully at the free disposal of CNV Internationaal.

8.4 Equity capital (amounts * €1,000)

	As at 01-01-2022	Result appropriation	As at 31-12-2022
General reserve	230	24 -	254
BR BCPA	48	7	55
Own resources projects	<u>93</u>	<u>58</u>	<u>151</u>
Total Special-Purpose Reserves	<u>141</u>	<u>89</u>	<u>206</u>
Total equity capital	<u>371</u>	<u>89</u>	<u>460</u>

Of the result realised in 2022, €7,000 was added to the BCPA special-purpose reserve (BR BCPA). The BCPA special-purpose reserve was formed to cover the staff expenses for the BCPA in the event that CNV Internationaal terminates its relationship with the BCPA. An amount of €58,000 was added to the EM projects special-purpose reserve (EM=own resources). The EM special-purpose reserve will fund projects that align with the strategy. The remaining amount (€24,000) was added to the general reserve.

8.5 Current liabilities (amounts * €1,000)

	<u>31-12-2022</u>	<u>31-12-2021</u>
Accounts payable	274	122
Taxes and pension contributions	2	1
Received advance subsidies	3.651	4.273
Other accrued liabilities	<u>307</u>	<u>200</u>
Current liabilities and accrued liabilities	<u>4.234</u>	<u>4.596</u>

Creditors include a debt of €139,000 to CNV Vakcentrale, a debt of €17,500 to Vakmensen and a debt of €87,500 to Stichting Schone Kleren.

The specification of the Other accrued items is presented as follows:

Received advance subsidies

	<u>31-12-2022</u>	<u>31-12-2021</u>
VMP 2021-2030	3.488	3.794
Strategic partnership STITCH	196	327
Strategic partnership ICCO	-	-38
ICCAO	70	93
Projects of affiliated unions	29	42
Agreements	-83	25
Other projects	<u>-49</u>	<u>30</u>
Total received advance subsidies	3.651	4.273

The other accrued liabilities can be specified as follows:

	<u>31-12-2022</u>	<u>31-12-2021</u>
To be settled with partners and (regional) coordinators	-3	-72
Project costs payable with regard to the settlement of the VMP 2021-2030	110	169
Project costs payable with regard to strategic partnership	14	4
Payable regarding Agreements	25	12
Accountancy expenses	50	48
As received in advance Talmafonds contribution	28	28
Other payable expenses	83	11
Total other accrued liabilities	307	200

8.6 Overview of changes VMP 2021-2030 (amounts * €1,000)

2021 is the first year of the 2021-2030 Trade Union Co-Financing Programme ('Vakbondsmedefinancieringsprogramma', VMP). That means there are no balances from previous years. The trend of the financing for the year 2022 can be shown as follows:

Description	<u>Amount x €1</u>
Received in advance regarding VMP BUZA 2021-2022	6.668.858
Received advance year 2022-2023	3.100.000
Minus: spent on projects in 2021	2.878.804
Minus: spent on projects in 2022	3.420.333
Plus: Third parties contribution	<u>14.000</u>
Received in advance regarding VMP BUZA	3.488.106

8.7 Off-balance sheet obligations and rights

Trade Union Co-Financing Programme (VMP) 2021-2030

By the end of 2022, a total advance payment of €9,768,858 was received from the Dutch Ministry of Foreign Affairs for the VMP (2021-2030). The above overview shows that CNV Internationaal has spent a total of €6,285,137 on projects with partner organisations in the continents Africa, Latin America and Asia and PCM. Full accountability has been achieved with regard to the projects. A report is submitted on an annual basis and the 2021 report has been approved by the subsidy provider.

The STITCH programme will run from 2021 to 2025. By the end of 2022, a total advance payment of €2,033,850 was received from the Dutch Ministry of Foreign Affairs. The above overview shows that CNV Internationaal has spent a total of €1,839,143 on projects with partner organisations in Asia and Tunisia. Full accountability has been achieved with regard to the projects. A report is submitted on an annual basis and the 2021 report has been approved by the subsidy provider.

9. Explanatory notes to the Statement of Income and Expenditure

9.1 Subsidies and contributions (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Received donations	92	60	109
Contribution from Vakcentrale	63	60	63
Subsidies and contributions	155	120	172

Targeted communication and fundraising campaigns helped achieve higher donations received than predicted.

9.2 Attendance fees (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Attendance fees	2	3	3

This relates to attendance fees received.

9.3 Subsidy income (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
VMP subsidy 2021-2030 BUZA	3.420	3.428	2.879
STITCH	1.032	1.080	807
Contributions for ICCAO projects	26	61	79
Contributions for union projects	13	0	47
Agreements	265	171	242
Other projects	441	171	220
Other proceeds	24	-	-
Subsidy income	5.221	4.911	4.274

The justified subsidies are higher in comparison with the previous reporting year. This is mainly due to higher accountability at the VMP and STITCH and the use of several new subsidies from various donors. Compared to the budget, more was also accounted for, mainly due to the use of several new subsidies from various donors.

9.4 Various proceeds (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Fee for overhead cost	5	-	17
Other proceeds	1	-	7
Miscellaneous proceeds	6	-	24

9.5 Project costs (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
VMP subsidy 2021-2030 BUZA	3.420	3.429	2.879
STITCH	1.032	1.080	807
ICCAO projects	26	61	79
Agreements	265	171	236
Projects of affiliated unions	13	-	47
Other projects	441	293	224
Project Costs	5.197	5.034	4.272

The higher realised project costs compared to the budget are mainly due to higher depletion of existing funds and the use of a number of new subsidies from various donors.

9.6 Staff expenses (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Salaries	1.040	970	916
Social security contributions	176	160	143
Pension charges	156	153	135
Travelling and subsistence expenses	21	40	9
Other staff expenses	35	73	36
Personnel costs	1.428	1.396	1.239

The members of staff, employed at CNV Internationaal, are employed by CNV Vakcentrale. CNV Vakcentrale passes the costs of these members of staff on to CNV Internationaal. The extent of this formation in 2022 is an average of 14.5 FTE (2021: 13.26 FTE).

Staff expenses in 2022 are higher compared to 2021. The reduced expenses in 2021 was due in part to the turnover of employees in 2021 who could not be replaced straight away. The workforce was back to full strength by 2022, which then led to higher salary costs. Costs were also higher in 2022 due to rising salaries as a result of a collective labour agreement (CAO) increase.

9.7 Depreciation costs (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Depreciation costs	<u>8</u>	<u>2</u>	<u>1</u>

9.8 Office expenses (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Telephone and internet	4	1	1
Office expenses	5	3	-
Automation costs	14	16	28
Office expenses	<u>23</u>	<u>20</u>	<u>29</u>

9.9 General expenses (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Accountancy expenses	72	8	46
Other general expenses	4	6	10
General expenses	<u>76</u>	<u>14</u>	<u>56</u>

General expenses exceed the budget, mainly due to higher unforeseen accountancy expenses in 2021 that were accounted for in 2022. In addition, accountancy expenses that were originally budgeted as project costs are now referred to as general expenses.

9.10 Shared Service Centre costs (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Shared Service Centres costs	<u>366</u>	<u>349</u>	<u>344</u>

The services provided by the Shared Service Centre and the distribution keys were established in the concluded Service Level Agreements (SLAs).

9.11 Charges passed onto projects (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
VMP subsidy 2021-2030 BUZA	-1.302	-1.180	-1.088
STITCH	-329	-363	-284
Agreements	-145	-171	-131
Other projects	-48	-91	-34
Charges passed onto projects	-1.824	-1.806	-1.577

Direct staff expense are charged to the VMP and the STITCH strategic partnership based on actual costs and time spent. For these projects, indirect staff and organisation costs are charged on a percentage basis. For other projects, a standard hourly rate or a fixed overhead fee is charged. In 2022, more hours were spent on the VMP compared to the budget. As a result, fewer hours were spent on the other projects. Compared to 2021, more charges were passed onto the projects as fewer direct hours were made in 2022, partly due to an inability to absorb turnover on time.

9.12 Financial income & expenditure (amounts * €1,000)

	Realisation 2022	Budget 2022	Realisation 2021
Bank Charges and Transaction Costs	21	15	16
Financial Income & Expenditure	21	15	16

10. WNT accountability 2022

General

Effective from 1 January 2013, the Dutch Senior Executives in the Public and Semi-Public Sector (Standard Remuneration) Act (WNT) entered into force. The said accountability was prepared on the basis of the following general WNT maximum applicable to CNV Internationaal. The remuneration criterion in 2022 for CNV Internationaal is €199,000 (2021: €191,000). The indicated applicable WNT maximum per person or position was calculated in proportion to the scope, and for top officials also the duration, of the employment, in the course of which for the calculation the scope of the employment that employment can never exceed 1.0 FTE.

The WNT maximum for members of the Board of CNV Internationaal and members of the Supervisory Board is 15% of the remuneration maximum for the chairman and 10% for the other members.

Remuneration of senior officials

Managerial top officials	A.F.J. van Ark	A.F.J. van Ark
Year	2022	2021
Position	Managing Director	Managing Director
Employment	Yes	Yes
Duration of employment	1/1 – 31/12	15/1 – 31/12
Scope of employment	1,0 fte	1,0 fte
Remuneration:		
Wage costs	€ 86.672,-	€ 78.235
Taxable expense allowance	€ 0,-	€ 0,-
Remuneration payable in due course	€ 14.240	€ 10.392
Total remuneration	€ 100.912,-	88.627
Applicable WNT maximum	€ 199.000	€ 191.000

Members of the Board of Management and Supervisory Board are unsalaried.

Signed annual accounts

CNV Internationaal Board of Management

Ms D. P. J. Woestenberg
Chair

Mr J. P. H. Daems
Treasurer

Ms J. E. Feitsma

Mr P. J. H. Fey

Mr P. S. Fortuin

Mr S. Eski

Appendix

Appendix A Summary of projects TUCP

Project name	Total budget for 2021-2030*	2021 costs	2022 budget	Third-party obligations**	CNV Internationaal costs	Remaining budget from 2022 ***	Remaining budget from 2021-2030
TUCP - Benin	€931,496	€90,212	€106,929	€87,397	€12,826	€6,707	€741,062
TUCP - Bolivia	€462,683	€39,604	€43,333	€52,905	€12,699	-€22,271	€357,475
TUCP - Cambodia	€1,592,113	€129,010	€174,231	€106,774	€49,514	€17,943	€1,306,814
TUCP - Colombia	€923,323	€98,236	€94,074	€97,935	€22,914	-€26,775	€704,238
TUCP - Communication	€1,631,771	€171,761	€214,301	€103,192	€145,755	-€34,646	€1,211,064
TUCP - Ivory Coast	€454,052	€31,995	€38,432	€26,364	€4,156	€7,912	€391,538
TUCP - Financial sustainability	€663,021	€88,977	€79,018	€35,161	€103,109	-€59,252	€435,774
TUCP - Guatemala	€803,393	€86,386	€76,306	€72,536	€26,320	-€22,551	€618,150
TUCP - Indonesia	€1,347,165	€156,066	€195,740	€136,813	€82,289	-€23,361	€971,997
TUCP - Innovation	€548,575	€42,666	€0	€0	€0	€0	€505,909
TUCP - International	€3,354,807	€389,187	€635,366	€117,865	€235,283	€282,219	€2,612,473
TUCP - Leadership	€908,559	€107,298	€103,397	€74,389	€13,897	€15,112	€712,975
TUCP - Mali	€581,208	€39,710	€48,301	€31,941	€5,368	€10,992	€504,189
TUCP - Nicaragua	€776,136	€85,177	€69,622	€66,144	€24,643	-€21,165	€600,173
TUCP - Niger	€854,550	€75,994	€85,607	€67,596	€10,489	€7,523	€700,472
TUCP - Peru	€789,765	€83,531	€73,521	€69,827	€18,600	-€14,905	€617,807
TUCP - Quality	€1,676,972	€115,929	€184,691	€70,423	€39,669	€74,599	€1,450,951
TUCP - Regional Africa	€3,057,326	€400,497	€440,100	€349,037	€175,570	-€84,507	€2,132,222
TUCP - Regional Latin America	€2,868,910	€456,919	€448,052	€316,149	€239,853	-€107,951	€1,855,989
TUCP - Senegal	€895,499	€84,223	€85,873	€68,391	€16,536	€947	€726,349
TUCP - Tunesia	€444,967	€31,528	€27,850	€23,228	€5,687	-€1,065	€384,524
TUCP - Venezuela	€421,798	€30,595	€27,292	€26,900	€10,239	-€9,847	€354,064
TUCP - Vietnam	€905,242	€43,304	€176,160	€118,194	€45,758	€12,208	€697,986
Total obligation for TUCP	€26,893,331	€2,878,804	€3,428,196	€2,119,160	€1,301,173	€7,864	€20,594,194
Dialogue@Work							

*The distribution of the total budget for 2021-2030 is indicative and the distribution per country or activity may change.

**These are all obligations entered into with third parties. The commitments with our local and regional partners are audited and adjusted to the approved costs.

***The total obligation for 2021-2022 is €6,666,666, while the total expenditure is €6,299,137. The remaining budget of €367,529 will be rebudgeted in 2023.

Explanation of deviations of over 10%

In 2022, the Euro weakened against the US Dollar, which had an impact on our projects in Latin America and Asia. In West Africa, the exchange rate is connected to the Euro, and so this has had no effect there. In addition, activity plans and budgets have been subject to various changes, including the rescheduling of the remaining 2021 budget into 2022.

The increased costs for Regional Africa can be explained by the hiring of a new manager for CNV Internationaal – shared with WSM for this purpose – in order to strengthen the team. The office was relocated in order to accommodate all staff. Activities in Mali began later than planned, which meant that some activities did not take place. In Ivory Coast, local capacity was not sufficient to perform all activities. In Latin America, savings from 2021 were rescheduled into 2022, resulting in higher spending than originally budgeted in all project countries. In Indonesia, the deployment of local employees was higher than budgeted, while in Cambodia, activities were more expensive than planned, which was partly due to the more expensive US Dollar. One of the reasons for the savings within Internationaal was that fewer hours were charged on than budgeted and some activities were postponed until 2024.

Appendix B TUCP project budget realisation by category and result area

	Total TUCP 2021			Total TUCP 2022		
	Budget	Realisation	Remaining	Budget	Realisation	Remaining
Total TUCP						
INT_1A_STAF_COST	€792,610	€716,999	€75,611	€829,656	€906,943	-€77,287
INT_1B_LOCAL_STAF	€0	€0	€0	€0	€0	€0
INT_1C_CONSULT_ADV	€0	€0	€0	€0	€175	-€175
INT_2A_ACTIVITY	€1,587,580	€1,263,964	€323,616	€1,543,555	€1,424,285	€119,270
INT_2B_PARTNERS	€176,560	€227,834	-€51,274	€210,339	€167,587	€42,752
INT_2C_TRAVEL_COST_ACT	€81,750	€12,595	€69,155	€90,250	€78,287	€11,963
INT_2D_PROJ_OFFICE	€144,000	€156,433	-€12,433	€216,691	€302,637	-€85,946
INT_2E_MATERIAL_INV	€0	€1,633	-€1,633	€0	€0	€0
INT_2F_MONITORING	€177,500	€128,576	€48,924	€187,000	€146,364	€40,636
INT_3A_COST_SUPP_STAF	€76,667	€76,667	€0	€114,858	€66,354	€48,504
INT_3B_ADM_INDIR	€296,667	€294,103	€2,563	€235,846	€327,700	-€91,854
INT_3C_OTHER	€0	€0	€0	€0	€0	€0
Total	€3,333,333	€2,878,804	€454,529	€3,428,196	€3,420,333	€7,864

Per result area, in Euro

	Total TUCP 2021			Total TUCP 2022		
	Budget	Realisation	Difference	Budget	Realisation	Difference
Social dialogue	€1,025,977	€729,618	€296,359	€1,082,253	€942,701	€139,552
Labour Rights (in supply chains)	€1,234,812	€1,334,794	-€99,982	€1,502,524	€1,494,985	€7,539
Youth employability	€678,518	€691,988	-€13,470	€510,308	€664,155	-€153,847
Gender	€394,026	€122,404	€271,623	€333,111	€318,491	€14,620
Total	€3,333,333	€2,878,804	€454,529	€3,428,196	€3,420,333	€7,864

100% fair work

Each day, CNV Internationaal is working to promote 100% fair work in Africa, Asia and Latin America. We are doing this by working closely with local partner unions and investing in strong collaboration with other partners such as companies and governments.

Fair work involves people being able to work safely and in freedom while earning a living wage. Trade union freedom and social dialogue are essential preconditions in order to achieve that. Independent trade unions are aware of employees' interests and are therefore able to represent them effectively during talks with employers. Everyone within the production chain benefits from sustainable, constructive dialogue between trade unions and employers – not just employees, but suppliers and governments as well.

100% fair work also means that women and young people have the same opportunities on the labour market as everyone else and that there is no discrimination when it comes to terms of employment, such as pay and leave. Research into employee safety, health and freedom is also part of 100% fair work.

CNV Internationaal and its partner trade unions use innovative tools for this purpose, including accessible online surveys.

Knowing the exact situation for employees strengthens our position at the negotiating table. This also allows us to assess the impact of our work.

CNV Internationaal exchanges knowledge with local trade unions. Together, we work to increase innovation and provide training on topics such as social dialogue and female leadership. CNV Internationaal provides information for companies operating in the chains in the form of webinars, training and reports. This information helps companies understand the situation in a specific country or chain and enables them to work on international corporate social responsibility more effectively. Currently, CNV Internationaal is particularly active within the following chains: textiles, palm oil, mining, sugar cane and cashew.

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