



Annual Report 2022



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Foreword

2022 was all about transition and taking significant steps forward. CNV Internationaal implemented new and innovative methods into difficult situations in the quest to create 100% fair work for everyone.

One of the innovations included developing the Fair Work Monitor, which exhibited results for the first time in 2022. Unions, supported by CNV Internationaal, use this digital tool to survey workers to get better insight into the conditions at their workplace. The Fair Work Monitor tool also helped local unions negotiate more effectively with companies and governments.

This was also a year when CNV Internationaal began to focus more on complaint mechanisms and how to make them as effective as possible. At the beginning of 2022, CNV Internationaal and mine workers from Colombia and Peru submitted a complaint to the Single Entry Point of the EU. This had never been done before! The complaint was lodged to assist outsourced mine workers whose rights are being violated. We hope this action improves the real life implementation of sustainability chapters in trade agreements.

Our work gives strength to voices that aren't always heard in the world of work. Women, youth, and informal workers. Social dialogue is a tool that enables them to speak and be heard. The youth can connect, and together they're very good at finding solutions. This was very evident when I was in Senegal and spoke to Adama, the passionate young leader of UDTs's youth committee. They are helping youth who are being forced to do unpaid internships. The

committee has managed to get 15 times more budget towards this issue, which will enable many more young people to get paid for their internship work.

International responsible business conduct (IRBC) was an important topic in 2022. In addition to our long term commitment to IRBC covenants in various sectors, we've consistently provided parliament members with information about the importance of good IRBC legislation and the roles unions play in improving labour rights in the chains. An initiative bill for sustainable and responsible business has been presented to the Lower House. Many political parties support this bill.

The COVID19 pandemic was another factor (still) colouring 2022, as well as the war in Ukraine. On the one hand, activities were being resumed as pandemic rules were lifted. On the other hand, the war in Ukraine created a rise in inflation and an energy crisis. This affected workers and employers across the globe. The high cost of living greatly impacted vulnerable workers, who were already having trouble making ends meet.

Here is our 2022 Annual Report, an overview of a year where trade union freedom suffered perhaps even more than in previous years. But together with our partner unions, we continue to move ahead, striving for 100% Fair Work.

Elles van Ark

Managing director of CNV Internationaal



Map | Overview of our impact

This world map highlights concrete examples of the impact of our programmes for working people.

Annual report CNV Internationaal 2022



9,5%

Wage rises in sugar sector

Negotiations for the sugar sector result in 35,000 workers nationwide getting pay rises of 9.5%.



Venezuela

Pay rises and assistance programmes

Union partner ASI plays an active role in developing legislative proposals, negotiations for increasing the minimum wage and assistance programmes for needy families.



Guatemalan palm oil workers take part in RSPO

Thanks to our RSPO membership, partner organisation CONDEG is able to attend the RSPO world conference and talk about issues faced by Guatemalan palm oil workers.



Pay rises for mine workers

Three unions from the Mine Workers Union Collective negotiate a 10% pay rise for mine workers.



Legislation improves rights for informal workers

Trade union FENTECAMP provides advice for legislation on outsourced and informal work. They achieve negotiation rights for outsourced workers in the mining sector. Unfortunately mining companies fail to comply with legislation.



Mali

National Council for Social Dialogue

Union partners UNTM and CSTM work to establish the National Council for Social Dialogue. The President discretely enables this action.

Agreements are signed in the education and construction sectors

Teachers receive a one-time premium and 14 months of back wages are paid to Geographic Institute employees.



Successful lobbying to multinational

Union partner UDTs negotiates with logistics multinational DP World. Some 800 workers receive an annual bonus of 600 euros. 270 workers receive contracts for an indefinite time.

46

Centres for employment opportunities and entrepreneurship

In 2022, the government of Senegal establishes 46 centres for employment opportunities and entrepreneurship, specially aimed at women and youth. This is in part due to lobbying by UDTs.



Ivory Coast

Increase in minimum wage due to higher food prices

Trade unions negotiate and minimum wage is raised to meet the rising costs of food.



Tunisia

Plans of action for unemployed graduates

UGTT strives to improve government policy on employment opportunities. This results in the government launching a plan of action for unemployed graduates.



Niger

Telephone helpline for women

Partner union CNT receives more complaints about sexual harassment and gender related issues. In 2022 59 people call their helpline to report violence and other gender issues at work.

Tripartite commission investigates multinational businesses

At the end of 2022, a tripartite commission is created in Niger to investigate labour conditions in multinational enterprises. CNT is one of the members. This commission is the result of earlier lobbying and investigations.



Improved social dialogue with companies

The current government has caused social dialogue on international levels to deteriorate in recent years. COSI, our partner union, now closes an agreement to improve social dialogue between companies and unions.



Cambodia

Pension rights for 2,000,000 workers

After extensive lobbying by CLC, a new pension plan is established. More than 2 million workers are now entitled to an old age pension as well as financial support in case of death and disability.



Fair Work Monitor used in negotiations

CLC uses the results of our digital monitoring system in minimum wage negotiations, resulting in a pay rise of 6 US dollars per month. Despite this rise, salaries are still below a living wage.

Video



Vietnam

Training on Social Dialogue and Labour Rights

VGCL union trains a total of 180 people in 3 groups in total.

Better working conditions for garment workers thanks to multicompagny collective bargaining agreement MC-CBA

With workwear companies ETP, Groenendijk Bedrijfskleding, HAVEP and Tricorp, we are negotiating an MC-CBA for their supplier and surrounding other garment factories.



Indonesia

8 CBA's renewed at palm oil plantations

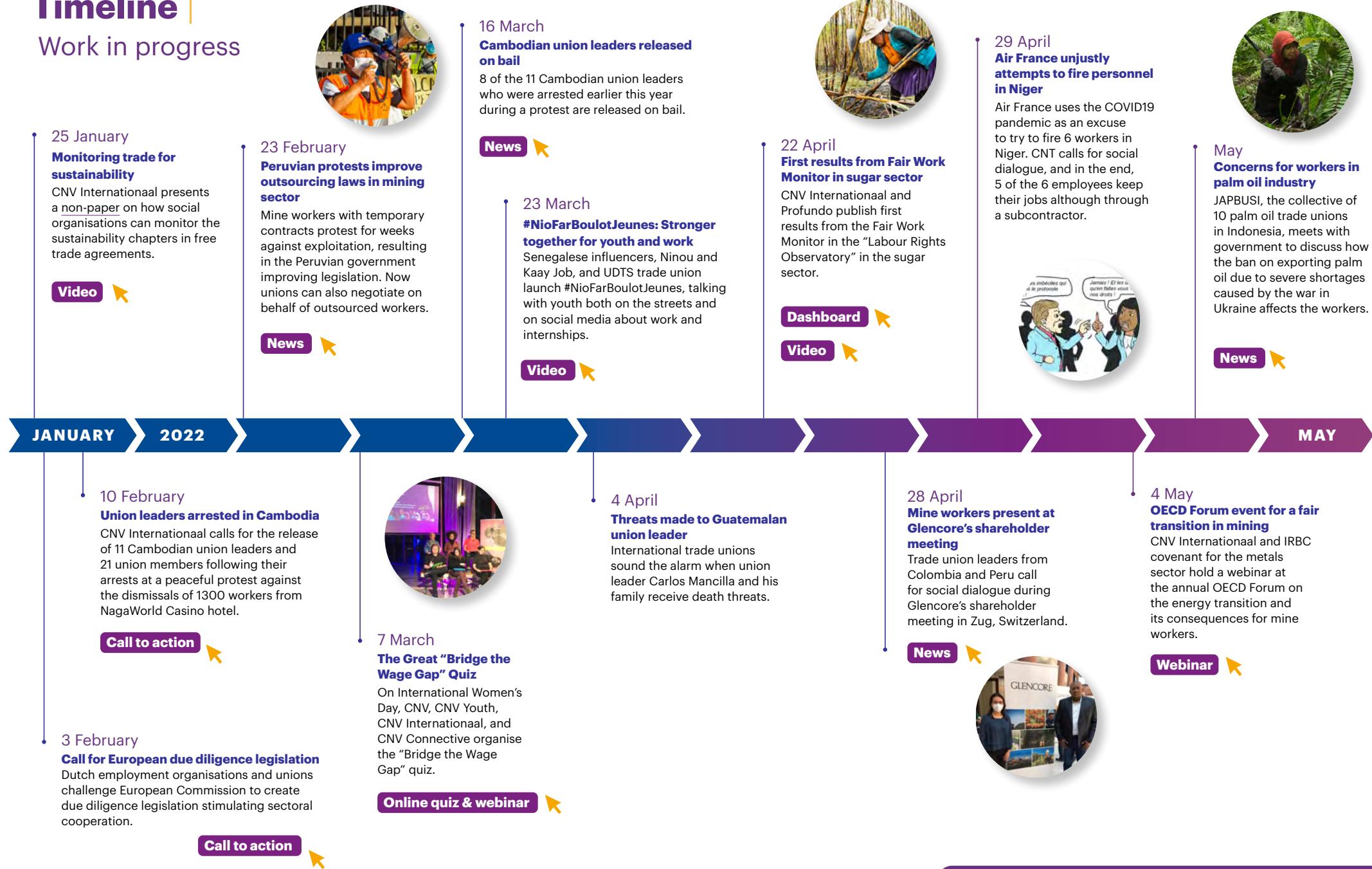
Union partner Hukatan negotiates for 8 cbas to be renewed at various palm oil plantations in Sumatra. This improves labour rights for 4,632 workers, 1,680 of whom are women.

Vlog



Timeline

Work in progress



Click to open videos and news items or go to our website:
cnvinternationaal.nl/annualreport

Timeline

Work in progress



Timeline

Work in progress



Click to open videos and news items or go to our website:
cnvinternationaal.nl/annualreport





1. Our approach

- > Social dialogue
- > Labour rights in value chains
- > Fair Work Monitor
- > Equal opportunities for women, youth, and informal workers

1. Our approach

1.1 Social dialogue

In 2022, CNV Internationaal promoted inclusive social dialogue both at home in the Netherlands and abroad. Together with our union partners, we held conversations with governments, politicians, and companies. We also took part in various collaborations. We trained our partner unions on lobbying techniques and strategies. This put them in a more powerful position when negotiating.

Systemic social dialogue

2022 was a year where we worked with our union partners to get social dialogue systemically embedded into policy, both at company and a national levels. Here are a few examples of what our partner unions have accomplished:

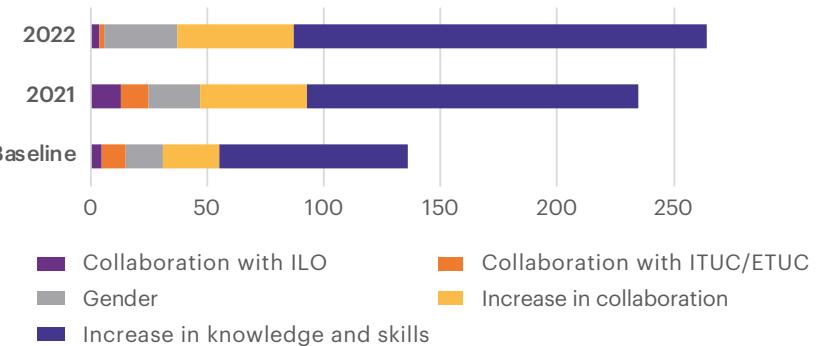
- In **Mali**, UNTM and CSTM contributed to the discrete presidential establishment and implementation of the National Council for Social Dialogue.
- In **Niger**, CNT successfully lobbied to establish interdepartmental commissions for social dialogue in every ministry department.
- In **Indonesia**, CNV, Dutch employer organisation DECP, APINDO from Indonesia, and KSBSI union held a national

seminar on social dialogue. This was the final event of a 3-year cooperative programme that equipped 30 trainers from various provinces to educate managers and unions on how to do social dialogue. Together we published '[Understanding and Building Effective Social Dialogue](#)'.

- In **Venezuela**, thanks to ASI union lobbying, tripartite social dialogue has been established. The first discussions took place in April and September.

Number of capacity building activities with trade union partners

(Dialogue@Work programme)



Timeline of change | Towards constructive social dialogue in Mali



Closer to living wages thanks to social dialogue

Social dialogue can help unions get a sustainable living wage put into collective bargaining agreements (CBAs).

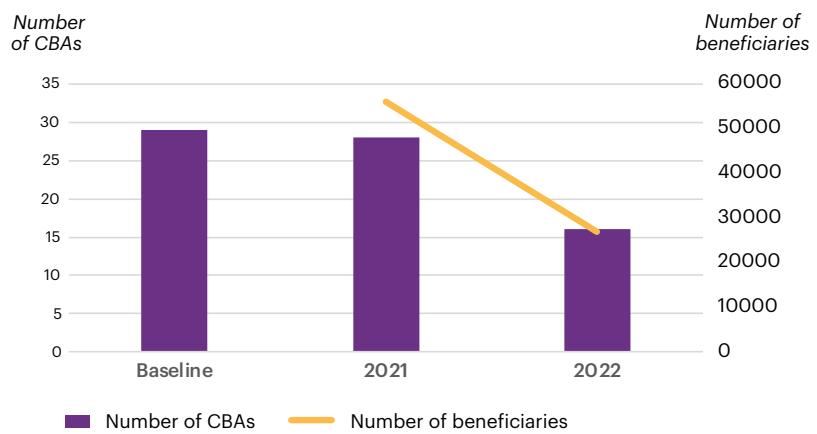
CNV Internationaal has published a [position paper](#) on this topic. With our union partner from Central America, we attended a living wage conference put on by IDH The Sustainable Trade Initiative in Brussels to provide information about the importance of unions and social dialogue. In March, we held a session at the Ministry of Foreign Affairs on ways to establish living wages in real life. In addition, we're member of the steering committee of the European Citizens' Initiative (ECI) for a living wage in the garment industry.

Our global training programmes on social dialogue empower our partner unions to negotiate better salaries and working conditions, a positive step towards living wages.

- The group of unions in **Benin**, including COSI Benin, negotiated an increase in the minimum wage for government employees. This raise gave them 52,000 CFA francs instead of 40,000 CFA francs and was implemented in December 2022. It was the first increase in Benin's minimum wage since 2014.
- In **Cambodia**, CLC lobbied with other unions to get the Social Security Pension Plan accepted by the government. Before this plan, there were no financial benefits of any kind for people over 60 years.

- In **Colombia**, unions closed 3-year CBAs with coal mining company, Drummond Ltd. These included a pay rise, retirement premium, health insurance, and education scholarships.
- In **Ivory Coast**, employers and union organisations, guided by our partner union CISL- Dignité, reached an agreement for an increase in the minimum wage, from 60,000 CFA francs to 75,000 CFA francs, to take effect in December.

Collective Bargaining Agreements (national/chain/company levels), if the cba can be attributed to earlier related interventions
(Dialogue@Work programme)



The CBAs vary in length and often are not extended annually. This means the annual number of CBAs varies accordingly.



Lobby and advocacy activities in areas where social dialogue results in agenda setting

Baseline

**77**

2021

**82**

2022

**66**

- █ Lobby and advocacy activities
- █ Proposals reaching agendas of policy maker
- █ Change in policy (government, EU/employers, and certification organisations)

Our work in the Netherlands

The fourth Rutte cabinet began in January 2022. In June, Minister of Foreign Trade and Development Cooperation Liesje Schreinemacher presented her policy paper, "The Netherlands Doing What They're Good At", CNV Internationaal served in a consulting capacity for this paper. CNV and Mondiaal FNV wrote a letter to the minister which described how vital social dialogue is to improving the economies of developing countries. Social dialogue benefits all parties, companies, workers and people looking for work.

The Lower House Commission for Foreign Trade and Development Cooperation invited CNV Internationaal to their round table discussion, where we provided advice and input. During the policy discussions, the Lower House stated the importance of unions, especially in the so-called combination countries where the Netherlands provides assistance and does business.

We have brought knowledge to parliament members who are ambassadors for the Sustainable Development Goals, especially those who have adopted SDG8 on Decent Work and Economic Growth, together with the Building Change Coalition.



CNV and FNV meet with Liesje Schreinemacher, Minister of Foreign Trade and Development.

2.3 million Cambodian workers acquire pension rights

"A pension is saving for the future."

28 June 2022 was a special day in Cambodia. Independent unions, including our partner CLC, had been lobbying for many years, and on this day, the Cambodian government finally implemented a new pension plan.

This pension plan is for some 2.3 million workers—half of them women. These workers must now be registered with the national social security funds. Nothing like this has existed in Cambodia in the past. Workers did not receive a pension, although they sometimes received benefits for suffering accidents at work. Now, workers will be able to get disability benefits, a pension, and insurance payouts in case of death.

Informing the workers

The pension agreement took effect in October 2022. CLC has promoted this plan, making sure workers were aware of their rights. The 40 year old Ouk Simorn is an active union member who's worked as a teaching assistant at a school for the past five years. "I noticed that a lot of things at work were unclear. Many colleagues didn't understand how pension plans work. It's very important for us as their union to explain this new plan to them."

Peace of mind

"I feel more secure now that I know I'll have enough money to live on in the future. I can even use my health insurance if something happens to me, like falling ill or having an accident. That gives me peace of mind. A pension is saving for the future."

Ouk Simorn, teaching assistant and active CLC union member, is happy with the new pension plan and explains it to colleagues.



1.2 Labour rights in value chains

CNV Internationaal believes in a chain approach. We work “upstream,” from the beginning of the chain where production occurs and where resources are obtained. We also work “downstream,” at the end of the chain in the Netherlands. Some of the value chains we work in include garment, mining, palm oil, sugar cane, and cashew and shea nuts. We engage in dialogue and work with companies, unions, and governments at national and international levels. We work one-on-one and in multi-stakeholder initiatives, on projects with companies, sharing tools and knowledge so we can identify and eventually eliminate problems in the chains.

Trade agreements

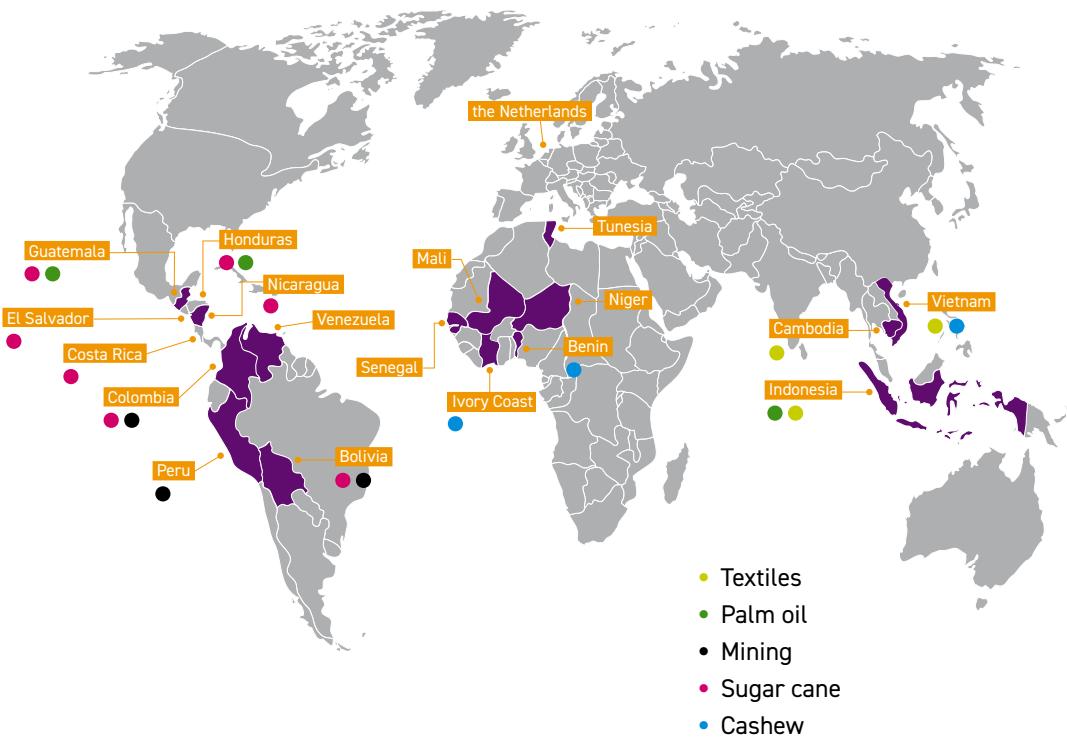
Good international policy, legislation, and agreements are essential elements for establishing labour rights in value chains. This is the reason CNV Internationaal is committed to improving compliance of labour rights in EU trade agreements. In 2022, we lobbied in regard to the plans of the European Commission to improve sustainability provisions in trade agreements. We were able to directly address the European Parliament on this topic. We also took part in the Domestic Advisory Groups (DAGs) for trade agreements with Central America, the Andes, and Vietnam. These agreements will be used to monitor practices and



Moreover, we've submitted a [complaint about labour rights violations in mining to the Single Entry Point](#) of the European Commission. Section 2.1 "A Fair Transition for the Mining Sector" contains more information on this topic.

And as for Africa, we had the opportunity to provide input at the [European Union- African Union summit](#). You can find more information on this topic in section 1.4 "Equal Opportunities for Women, Youth, and Informal Workers."

sustainability in Europe and the countries at the beginning of the value chain. Our participation in DAG EU- Central America led to labour rights violations being added to the evaluation report for the sugar cane and palm oil sectors in Guatemala.



IRBC Legislation

International Responsible Business Conduct (IRBC) was an important theme of 2022. It's an important practice when it comes to making sure companies prevent and address problems in their value chains. It also protects unions and their rights.

An important bill for responsible and sustainable business is being reviewed by the Dutch Lower House of Parliament. It is supported by a wide range of political parties. We've been able to provide parliament members with information showing them how important good IRBC legislation and unions are if we want to improve labour rights at the beginning of chains. The [RBC Platform](#) (mvplatform.nl/en) has been especially helpful in this work. Taking this work even further, we've been lobbying in Europe for Corporate Sustainability Due Diligence (CSDD) guidelines.

In 2022, an IRBC support centre was established to help companies when they have questions. We talked with the Ministry of Foreign Affairs and the Netherlands Enterprise Agency (RVO) about what should be considered and included and how companies can implement social dialogue.

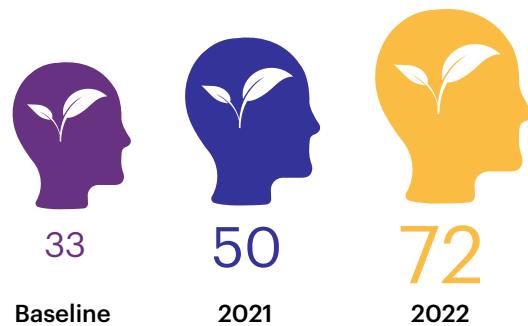


Sectoral cooperations

CNV Internationaal believes in sectoral cooperations: cooperative efforts among companies, social organisations, and unions within a sector, for example, pensions, food, and metals. The international RBC agreements in these sectors are a good example. Our research into the metals mining sector has led to a health and safety at work project in Peru and Bolivia. Through the metals agreement, Tata Steel and Wuppermann are also involved in this project.



Knowledge development cases, such as (research) studies, training materials, guidelines, and policy proposals
(Dialogue@Work programme)



Food industry covenant

A network of local experts financed by the Netherlands Enterprise Agency (RVO) is created by the International [RBC Agreement for the Food Products Sector](#), ([imvoconvenanten.nl](#)) of which CNV Internationaal is a partie. We have local experts in Africa, Asia, and Latin America who have been trained in risk assessment. They can help companies in that capacity as well as develop complaints mechanisms and hold dialogue with stakeholders. The Dutch Social and Economic Council (SER) is putting together a proposal regarding sustainability in the network.

We've also developed a human rights due diligence training for companies in the Netherlands. In 2022, 67 companies sent representatives to take the training. The training takes companies through the [6 steps of due diligence](#) using a concrete product (like tomato soup with meatballs) to show the process. Workers from the metals and natural stone covenants have also begun this training.

Niger: Labour rights in multinational enterprises

Niger established a tripartite commission at the end of 2022. This commission is for conducting research regarding labour situations in multinational enterprises (MNEs). Our partner CNT was one of the parties that helped achieve this by lobbying and conducting a regional study on labour rights in MNEs.



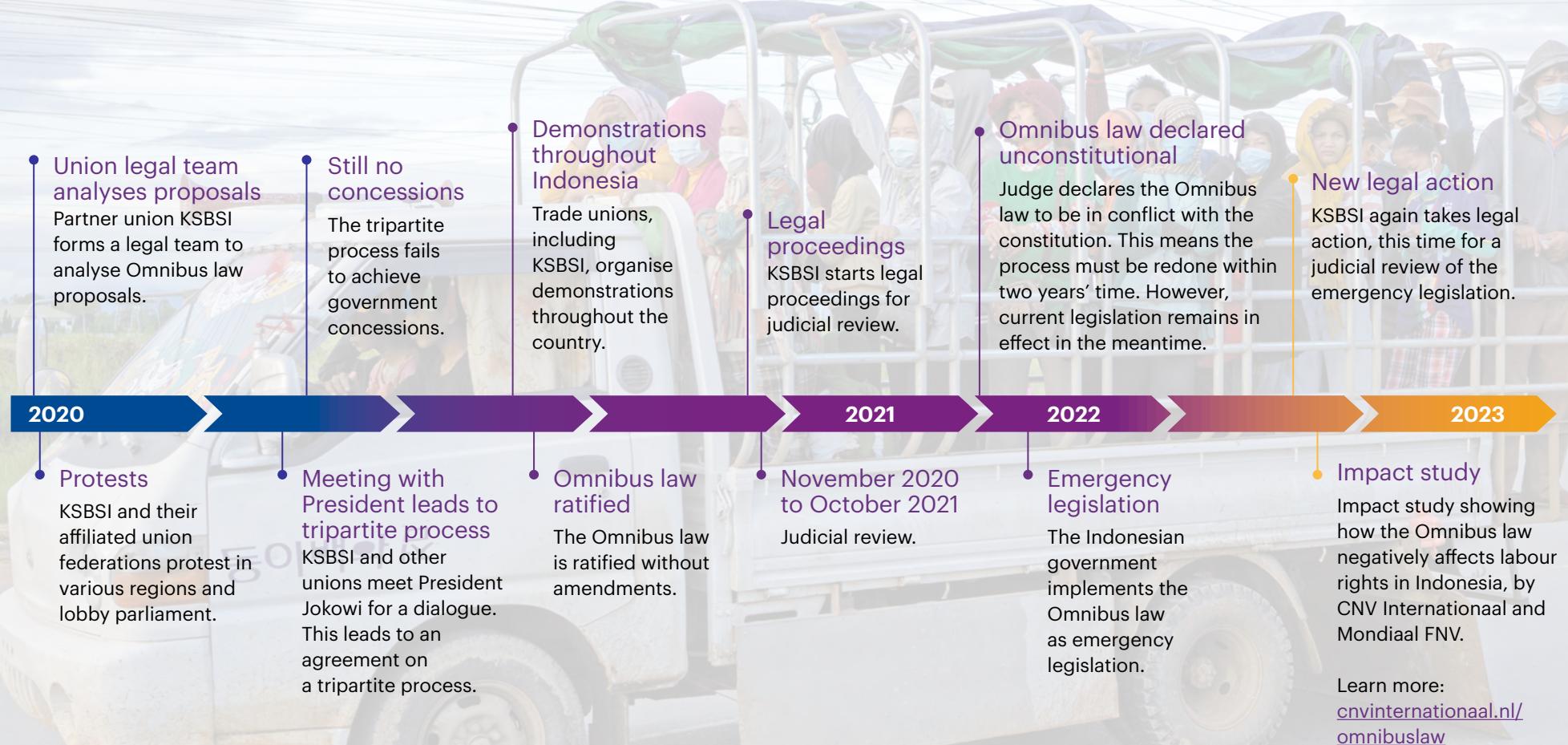
Indonesia: Omnibus legislation

In Indonesia, our union partners KSBSI, Hukatan, and Garteks are protesting the implementation of the Omnibus law. Minimum wage is already being set on an inflation basis and no longer through tripartite negotiations at a provincial level. In addition, factory managers have already begun curtailing labour rights even before this new legislation has been passed. Financial packages for loss of work have been cut and temporary contracts are on the rise (from 3 to 5).

KSBSI has been protesting with all of the affiliated union federations in the regions. The union has also been lobbying to get support from members of parliament. CNV Internationaal sided with KSBSI, supporting them in an impact study which will be published in 2023.

CNV Internationaal also brought this issue to the attention of the EU. We'd like it to be part of the negotiations for the trade agreement between the EU and Indonesia, the Comprehensive Economic Partnership Agreement (CEPA).

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



1.3 Fair Work Monitor

The Fair Work Monitor is an important tool developed by CNV Internationaal. It is a digital monitoring tool which workers take part in. It is a tremendous asset when it comes to negotiations and social dialogue. The first results became available in 2022 and we were able to use them in negotiations.

CNV Internationaal began using the digital monitoring tool in 2021. Online software allows unions to get information on working conditions from the workers themselves. Information from within the companies on issues like salaries, safety, complaints mechanisms, and gender policy. CNV and their

partner unions can then use this information for negotiating and lobbying. We do that in partner countries, both locally and nationally, as well as in the Netherlands with brands and companies at the end of the chain.

Our methodology for obtaining and analysing data has been aligned with researchers in order to ensure its reliability. This has resulted in a digital monitoring system that contains large amounts of data from workers. Some 500 workers from the textile sector in Cambodia and 840 from the sugar sector in various countries in Central America were the first to participate.

Training: From collecting the data to writing the report

CNV Internationaal provides training for their partner unions on how to use the monitor. Unions learn about data collection and how to create reports and what works to get strong, reliable results.



Latin America

All of our partner unions in Latin America in the sugar cane and mining sectors have now had some experience with this participatory digital monitoring. And with success! CONFETRAYD in Nicaragua has obtained a 9.5% wage increase for sugar workers nationally. Moreover, CNV Internationaal used results from this monitor to get living wages put onto the Bonsucro agenda in 2022.



Cambodia: Pilot in textile sector

We did a pilot with the Fair Work Monitor for the textile sector in Cambodia in 2022. First we trained people in our partner unions, CLC and C.CAWDU, and then we worked with them to implement the monitor. This was the first time our partners were able to interview a large number of workers and analyse the data in such a short period of time. Before it had always been done by hand, with pen and paper.

The results were used in minimum wage negotiations, resulting in an 8 dollar increase per month. This is not to say that Cambodian wages are now at a living wage level, but it is certainly an important first step. Especially now as wages are not stable in the textile industry.

Publications Fair Work Monitor



Sugarcane sector



Mining sector

cnvinternational.nl/fairworkmonitor

Use of Fair Work Monitor in wage negotiations

Som Chandy works in a garment factory and is an active union member. "Before the negotiations began, we did research with garment workers. They received a survey and could fill that in on their phone or a tablet. Unfortunately, minimum wage is only going up 8 dollars, from \$192 to \$200. We wanted \$215, which was very reasonable and I have to admit I'm a bit disappointed with the results. To make more money, I'm a tuktuk driver—after my regular work. I love volunteering for the union because I want my co-workers to be treated well and make decent money."

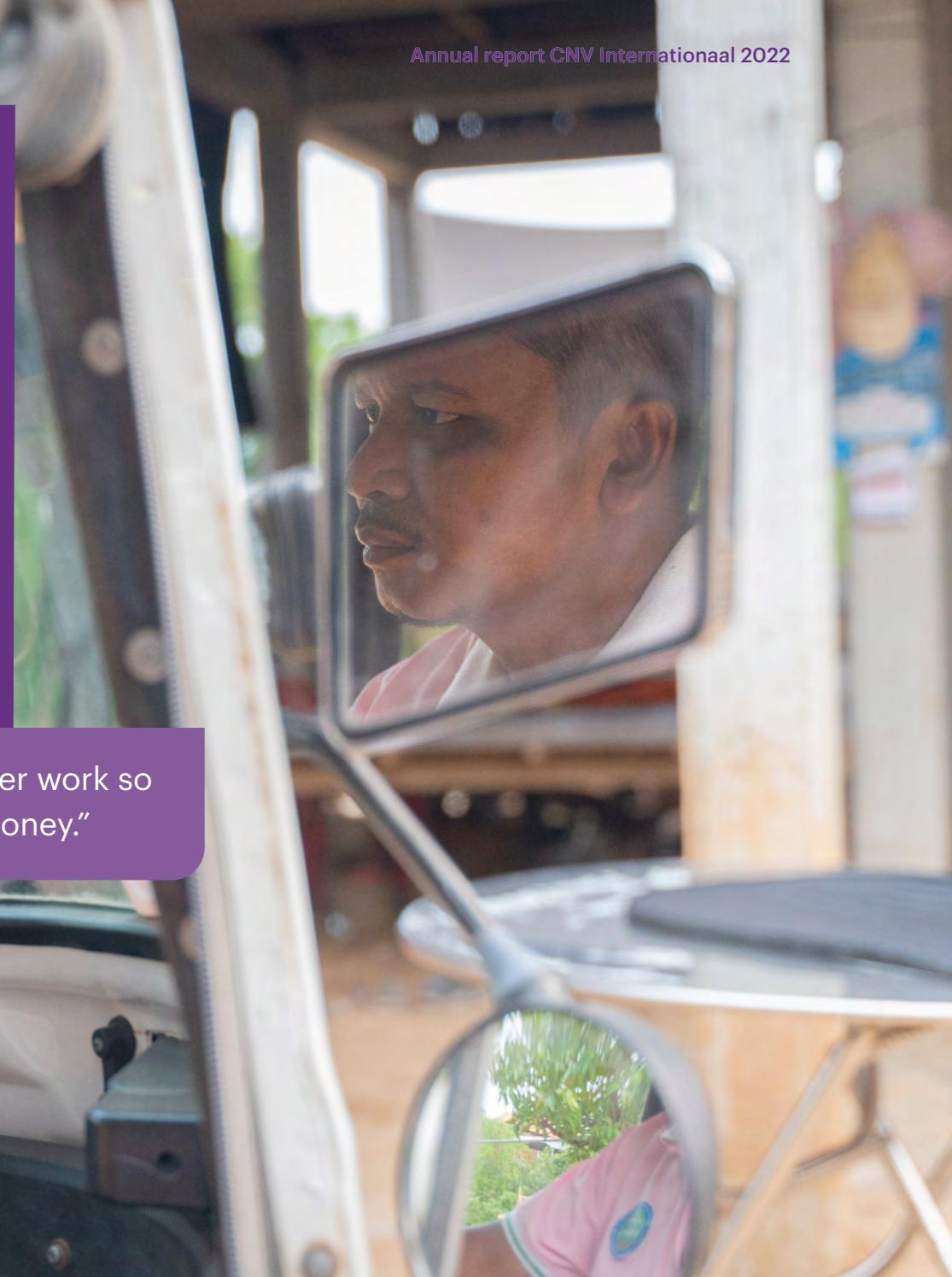
We want clothing brands to become more aware of what's going on. They could create more pressure for getting workers a living wage."



[Video](#)

www.cnvinternationaal.nl/fairworkmonitor

"I drive a tuktuk after work so I can make more money."



1.4 Equal opportunities for women, youth, and informal workers

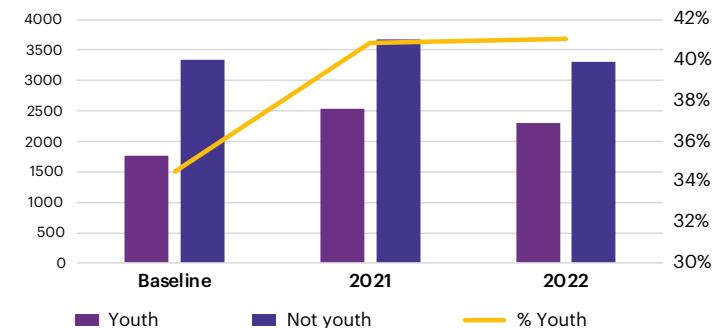
Every worker worldwide has the right to good working conditions, no matter what their gender, age, or type of contract. CNV Internationaal works hard for these vulnerable workers: Women, people with informal work, and youth.

Youth unemployment in Africa

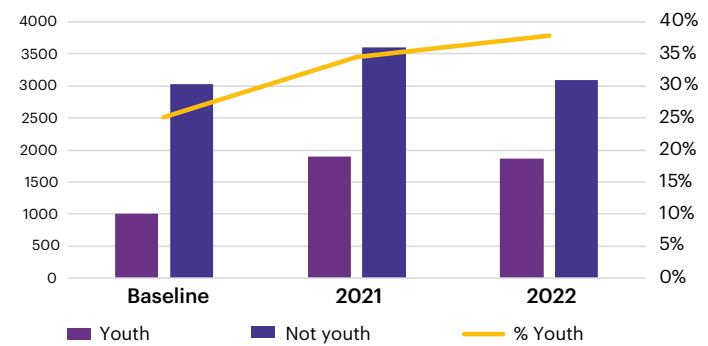
70% of the population in Africa is below 30 years of age and unemployment is a significant issue for them. In 2022, we worked with our partners to improve their situation, for example, by training these youth on how to lobby. In Mali, we requested employment and youth taxes for companies to be re-implemented. This would free up money for the government to spend on stimulating youth entrepreneurship. In Senegal, we ran the social media campaign #NioFarBoulotJeunes with UDTs. Influencers Ninou and KaayJob took to streets and went to work where they talked with young people about work and unions.

CNV Internationaal also works in the Netherlands to help African youth. We did that in 2022 in discussions with the Ministry of Foreign affairs regarding their Africa strategies. Further, in the [position paper](#) we presented to the Dutch Lower house for the round table discussions at the EU-Africa Top, we proposed that African youth needed to be more involved in the dialogue process. They often work in informal sectors where they have less protection regarding their labour rights. And at the ILO conference, we advocated for good work placements.

**Distribution of members and youth
(Dialogue@Work programme)**



**Distribution youth in leadership positions
(Dialogue@Work programme)**





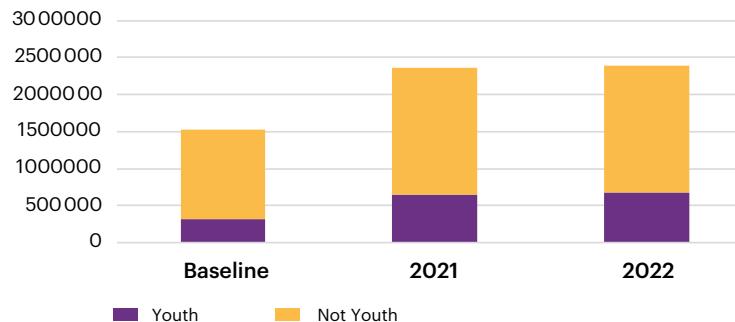
More control and protection for women

Inclusive leadership

CNV Internationaal trained union leaders in Africa, Asia, and Latin America about the concept of inclusive leadership. This has resulted in us seeing an increase in women in leadership positions. Participants have told us they feel more confident now about giving their opinion and speaking (out) in public.

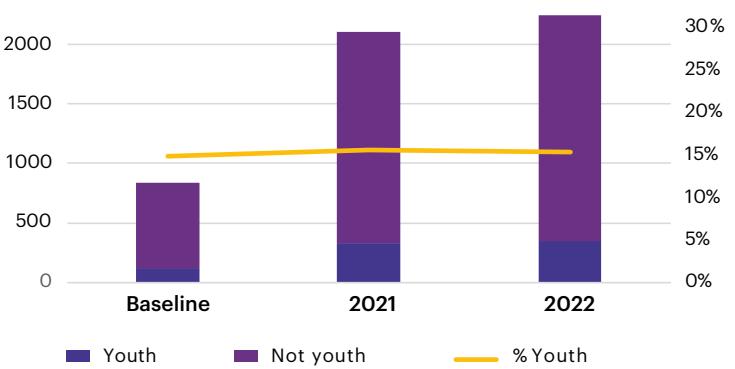
Distribution of members and youth

(Dialogue@Work programme)

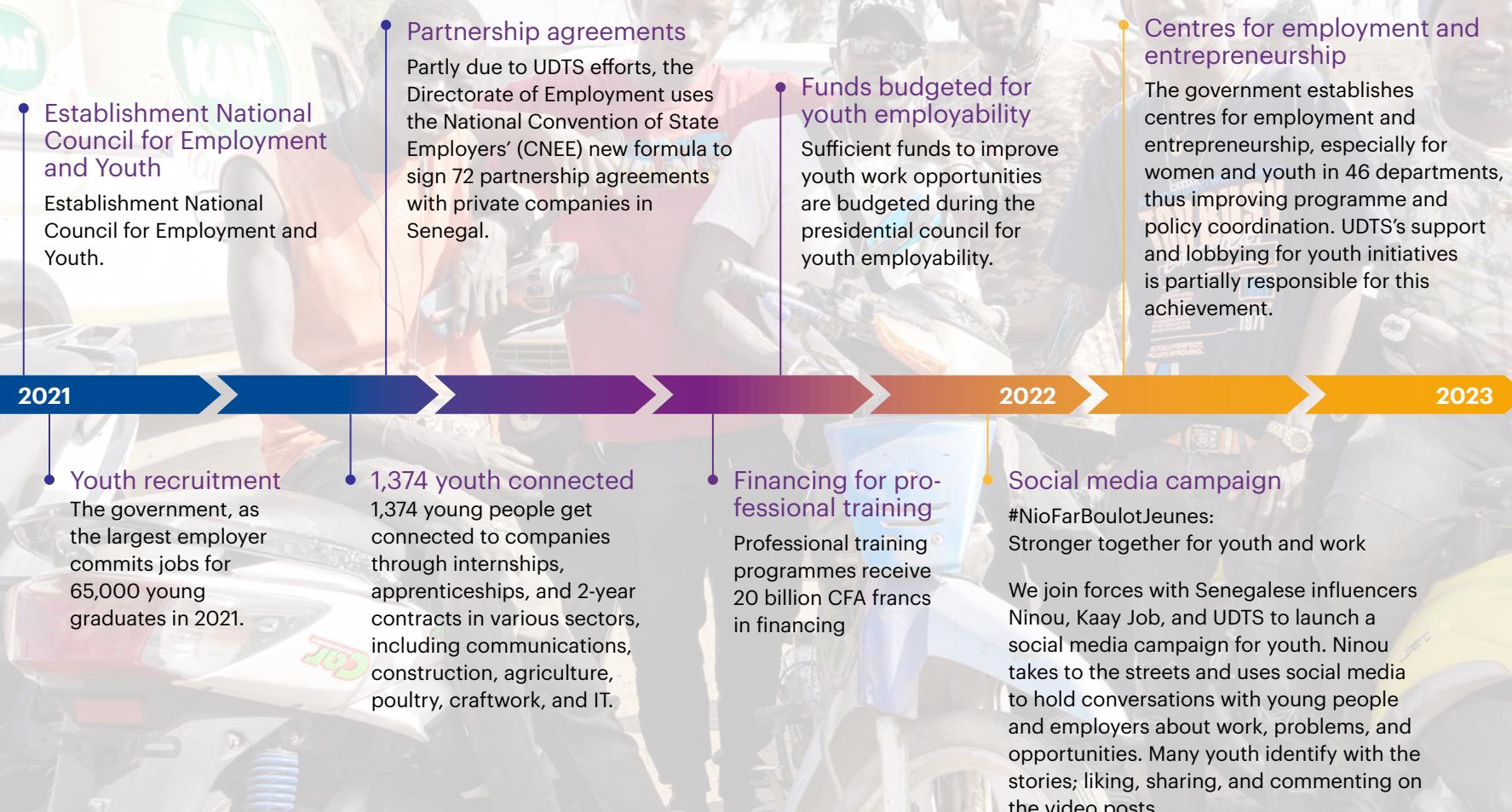


Distribution youth in leadership positions

(Dialogue@Work programme)



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



Working together for youth employment

Influencers take to the streets to talk with young people about work

Unemployment among young people in Senegal is a major problem. Many of them are working unpaid internships in informal sectors like agriculture. They often don't realise that unions are also there to support young workers. Our partner UDTs used social media to show them what unions can do for the youth. CNV Internationaal and UDTs worked together with influencers Ninou and Kaay Job on the #NioFarBoulotJeunes campaign.



Loosely translated, #NioFarBoulotJeunes means "Together for jobs for youth." The online campaign combined conversations in the streets with interviews with young people and ended with an Instagram Live. Ninou and Kaay

Job spoke with Matou, Adama, Yacine, and Ousmane.

Matou: "Sex for an internship"

Matou is studying Communications and looking for an internship, something that has turned out to be quite a challenge. "When I go to interviews, I get harassed and asked indecent things—like they'll give me work in trade for sex." Matou is happy she's joined UDTs. "They help me know what my rights are!"

Adama: Active union member

Adama is one of the few young people who has a job in the government. He only got this job after doing 3 internships. He is an active union member and learned a lot when he took part in CNV Internationaal's leadership programme. "People used to think unions were only for making demands.

But they're also important when it comes to issues like employability, employment opportunities, and education. Unions help with all these things!"

Yacine: Unions help people who work in agriculture

Yacine was fortunate to find an internship in the agri-food sector, thanks to her network. But many aren't so lucky. "Lots of people end up having to do informal work, like farming. We should be helping farm workers more—they do really hard work without earning very much money. Unions can help them."

Ousmane: Entrepreneur who wants to employ youth

Ousmane is the CEO of CEDDA Environmental Advice Agency. Unlike most companies, he wants to hire young people and always tries to hire interns. "The first year is especially difficult for youth. We help and guide students and also offer a 6-month internship."

Facts and statistics

- 70% of the population is younger than 30
- 300,000 young graduates enter the labour market each year
- Only 15,000 jobs are available for them



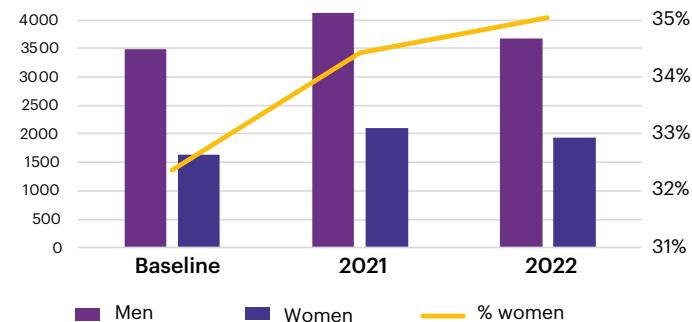
"When I go to interviews, I get asked indecent things, like sex to get a job", student Matou Sarr tells influencer Ninou.



ILO Convention 190

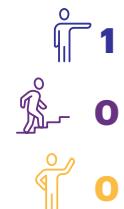
In 2022, CNV Internationaal trained union partners about ILO Convention 190, the International Labour Organisation's convention on gender related harassment and violence at work. We made lobby plans to help get this convention ratified internationally, so everyone around the world would be protected. In May 2022, the Netherlands announced their intention to ratify it.

Participation in learning activities and leadership programme
(Dialogue@Work programme)



Lobbying and advocacy activities in result area gender leading to agenda setting (Dialogue@Work programme)

Baseline



2021

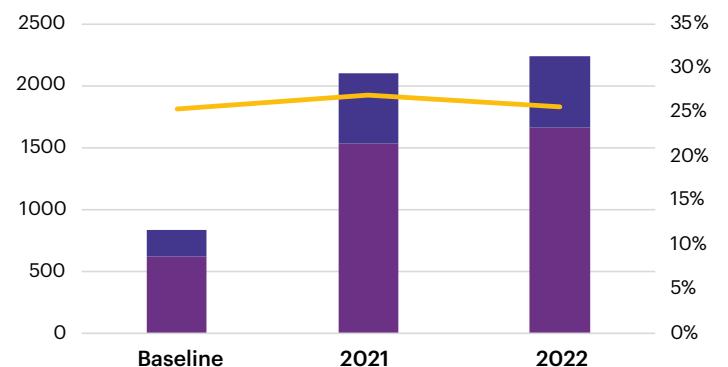


2022

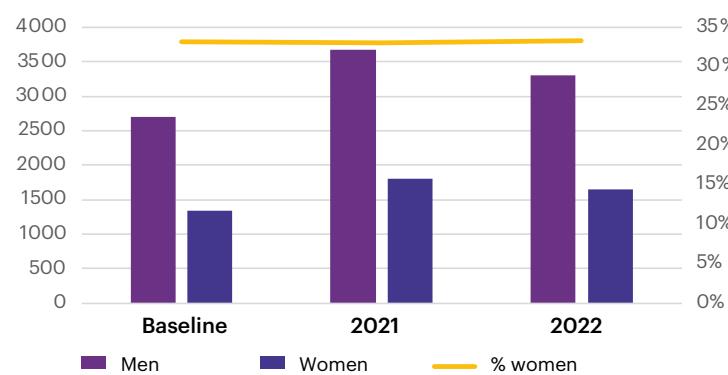


- Lobbying and advocacy activities
- Proposals on the agenda of policymakers
- Policy changes (government, EU / employers and certification organisations)

Distribution of leadership positions women / men



Women's participation in learning activities



Some examples include:

- In **Mali**, UNTM and CSTM set up a social mobilisation plan to get the convention ratified.
- In **Bolivia**, the network of union women succeeded in getting the bill included in the multinational meeting as a topic.
- In **Dakar**, union leaders from Senegal, Benin, and Niger, in addition to the Association of Senegalese Lawyers and ITUC Africa, gathered to strategise for the convention's ratification. Elles van Ark, Director of CNV Internationaal was present as well.
- In **Nicaragua**, our partner CONFETRAYD was the only union to directly address the government in regard to ILO 190. It is hoped that it will be ratified now in 2023. This dialogue was unique in that dialogue with the government on such topics has not been possible before.
- **Cambodia, Indonesia, and Vietnam** have not yet taken concrete steps towards getting ILO 190 ratified. Companies have, however, been pushing for its ratification. In Cambodia, petitions have been sent to government organisations. Moreover, the government is considering Praka legislation, similar to this ILO convention.





Help desks and hotlines

We helped our union partners in Benin and Niger with a help desk for processing gender-related complaints of harassment and intimidation at work. The help desks are easy for workers to access with a telephone line for advice, mediation, and other help. They are given referrals to other professionals, such as legal or psychological, if that is needed. 135 women were helped in Benin. And in Niger, they received 59 calls for help and advice.

Participatory gender audit

Partner unions in West Africa, examined their own practices with a participatory gender audit. CNV Internationaal developed this gender audit in order to see how gender sensitive their own unions actually are. They want to analyse their own structures and programmes and figure out where things can be improved. They will then make an action plan to address the shortcomings.

More women are breaking their silence

Help desk is important to informal workers plagued by sexual harassment and violence

More and more women are breaking the silence and ask the helpdesk of partner trade union COSI for help with violence and harassment at work. Marilyne Sourou, help desk coordinator, says the help desk received over 500 telephone enquiries and 135 requests for help in 2022.

She explains, "Some people call just to ask what they can do. But we also get serious cases, including rape."

For all workers

"The help desk is for anyone who experiences sexual harassment at work, regardless of their gender," Marilyne says. "We're here for all workers and students. We use the radio to inform them of their rights and let them know about the help desk."

"Our union is the first point of contact and we look at what's needed, but we don't have the capacity to do everything. We also enlist other organisations for psychological, social, and legal aid."

Informal work

"Informal workers are especially vulnerable. Juliette*, a house cleaner who works for a Lebanese business man is a good example. Her boss would come up and stand very close behind her, harassing her sexually. Juliette didn't dare to refuse, fearing she would lose her job."

Marilyne says this is often the case. "That fear allows the behaviour to continue. Juliette's boss tried to force her to massage him. She refused, saying that wasn't her job. He kept pressuring her and she threatened to tell his wife. He responded by saying that she worked for him and had to do what he said. That was the final straw for Juliette. She ran out of the house and came directly to our help desk, where

we listened to her story. She was literally in shock, so we got some psychological help for her."

Double hits

So often it's hard to prove that behaviour is abusive. But Juliette was clever—she recorded the conversations with her boss on her phone, which drastically improved her chances in court. Unfortunately, her husband didn't want her to go to court. He just wanted her to quit her job. "Women often encounter resistance and in more than one way and get hit doubly hard. First by the perpetrator and the abuse, and then by losing their work and income," says Marilyne.

In addition to their help desk, COSI also lobbies for the ratification of ILO convention 190 for violence and (sexual) harassment at work.



"Women are hit doubly hard. First by the perpetrator and the abuse, and then by losing their work and income."

* Juliette is not her real name in order to protect the identity of the victim.



Timeline of change | UDTs helps fight gender related violence in Senegal



New legislation against sexual violence in Indonesia

New legislation against sexual violence was introduced in Indonesia in April 2023. A true milestone. Many organisations, including our partner union KSBSI, have been actively lobbying for this legislation for 10 years. Safe work for women has been an important issue for KSBSI.

KSBSI and other unions lobbied the government and employer organisations together for this type of protection. They also set up union protests to gain attention for women's rights.

Working with employers

In their government lobbying, KSBSI joined forces with employer organisation, APINDO. Their combined efforts sent out a more powerful signal. Haryadi Sukamdani, President of APINDO, reminds us that ending sexual harassment at work is also in the best interests of the employers. "Sexual harassment has serious consequences for workers. But in the end, it also negatively impacts a company's productivity and performance. That means this protective legislation is significant."



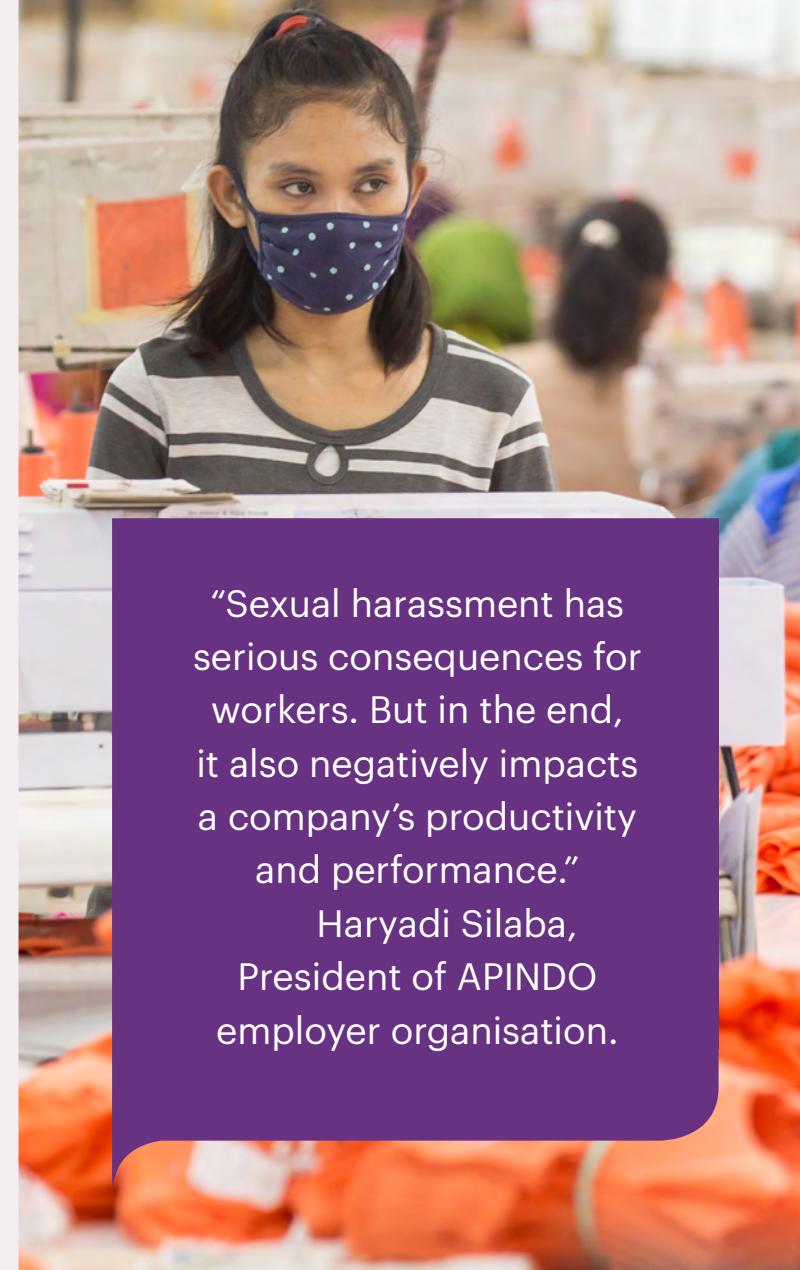
From left to right: vice-president of parliament, president of employers' organisation APINDO (Haryadi Sukamdani), representative Ministry of Labour, and president of national union KSBSI (Elly Rosita Silaban), at a joint declaration for passing the law against sexual violence.

A gift

Elly Rosita Silaban, President of KSBSI, is calling the new laws a gift for the entire country, and especially for its workers. "Workers are now legally protected from violence and intimidation." Now that this legislation has been passed, she also hopes to see the government ratify ILO Agreement 190. Silaban says, "Ratifying ILO Agreement 190 would protect ALL workers, formal and informal, in the world of work."

"Sexual harassment has serious consequences for workers. But in the end, it also negatively impacts a company's productivity and performance."

Haryadi Silaba,
President of APINDO
employer organisation.



Equal labour rights for informal workers

CNV Internationaal stands up for informal workers and their rights. Workers who, in the law or in practice, aren't protected enough by formal arrangements. Outsourcing is an example of such practices. Informal workers are often difficult to represent because they're not organised or part of unions. Some of our achievements in 2022 include:



- Informal workers were included as a topic at the conference put on by the palm oil certification body, RSPO. There we held a session on outsourced workers and workers who have no contracts. Women are especially vulnerable to this type of informal work in the palm oil sector and usually have few rights and little protection.
- Peru implemented legislation acknowledging unions for outsourced mine workers during CBA negotiations. FENTECAMP, our partner union, helped achieve this. Unfortunately, mining companies are still refusing to implement these new rules.
- In Benin, we trained people who harvest and process cashews and shea nuts. They are usually informal workers. We taught them how to organise and stand up for their rights together, especially regarding the right to organise and do collective bargaining (ILO Convention 87 and 98).



2. What we achieved in the value chains

- > A fair transition for the mining industry
- > STITCH: Strong unions for sustainable change in the garment industry
- > Living wages for the sugar cane sector
- > Better labour rights for the palm oil industry
- > Cashew and shea nut chains
- > Decent work in Timber and Construction sector

2. What we achieved in the value chains

2.1 A fair transition for the mining industry

The war in Ukraine caused an energy crisis in 2022. This increased the urgency for the (Europe and North America's) energy transition, which was already in progress due to climate change. CNV Internationaal advocates a transition that's fair to all the parties involved, with an immediate focus on mine workers who are currently being exploited.

The energy transition has increased the demand for metals from countries like Peru and Colombia. For example, copper, zinc, and tin are needed to produce solar panels and wind turbines. We usually don't see how much our energy transition affects mine workers, so CNV Internationaal has published several papers and articles on this topic ([position paper](#), [Volkskrant](#), [Financieel Dagblad](#), [cnvinternationaal.nl/justtransition](#)). We also gave a presentation at the ITUC (International Trade Union Confederation) conference.

During the World Day for Decent Work, we presented the study we did with Profundo [about the situation of mine workers in Latin America](#) ([cnvinternationaal.nl/justtransition](#)). The most important conclusion is that the increase in the demand for metals is putting miners at risk. And the lack of transparency in the sector makes it even more difficult to hold companies accountable.



Turno de la muerte

Deyvis Villegas, age 32, is an electrical technician in Glencore's Cerrejón mine in Colombia. "I leave my house most days at 4:10 in the morning and don't get back until 7:35 in the evening. We call these extremely long work days the 'turno de la Muerte,' the shift of Death. I'm active in my union because labour rights are about more than just our personal situations. Governments, multinationals, and everyone in Colombia should be taking responsibility and addressing all these issues."



First complaint filed with Single Entry Point

CNV Internationaal and mining unions in Colombia and Peru filed a complaint with the European Commission's official complaints mechanism, Single Entry Point, stating that trade agreements were not being upheld. This act was unprecedented. Peru's complaint addressed the lack of trade union freedom for outsourced workers. Colombia's addresses discrimination against outsourced workers, saying that they do the same work as formal employees, but under worse conditions. It is our hope that this complaint will make sure the sustainability chapters of trade agreements will be implemented more often and in better ways. The complaint is still under review by the European Commission.

Peru: Outsourced work in the mines

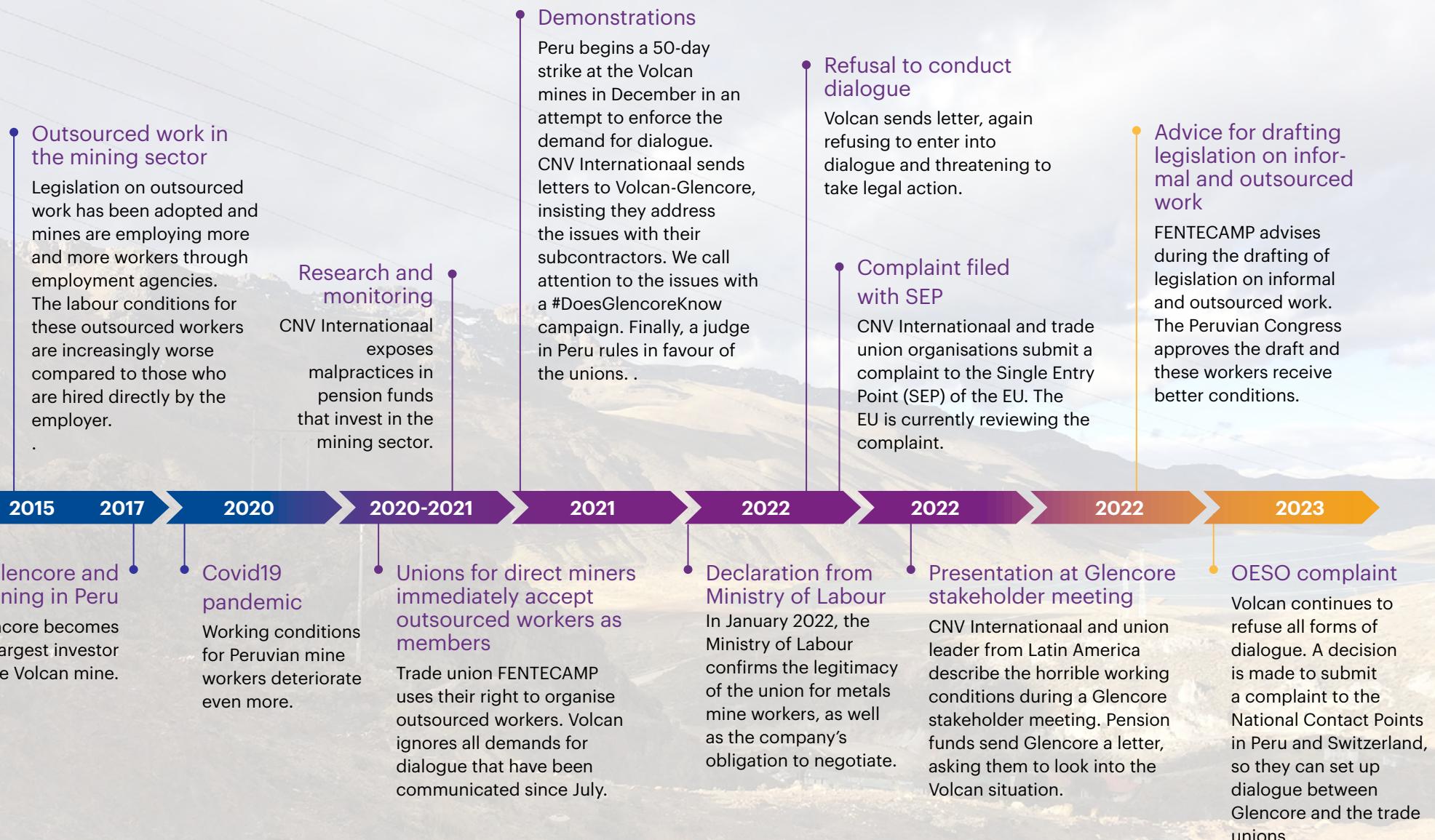
According to our estimations, some 80% of mine workers in Peru are outsourced. Digital monitoring has shown large gaps between the wages of formal workers and the outsourced workers. Our partner, FENTECAMP, lobbied to improve conditions for outsourced workers. And they were successful! On June 7, 2022, the Labour Commission of Congress approved the draft for acknowledging unions for outsourced workers.

Because mining companies have continually refused to adhere to rules and legislation, CNV Internationaal will keep on advocating for the rights of workers.

Colombia: Coal mine closures

The closure of coal mines in Colombia is leaving the (ex) miners high and dry, especially financially. To combat this problem, CNV Internationaal has created an [Observatory website \(jusstransition.cnvinternational.nl, in English and Spanish\)](http://observatory.jusstransition.cnvinternational.nl), sharing research, news and cases from other countries. We've employed a legal specialist to assist the unions.

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





Lobbying in the Netherlands

In the Netherlands, CNV Internationaal spoke with parliament members about the importance of policy coherence. While measures are indeed needed to deal with climate change, mine workers must not suffer because of our energy transition. We provided input for the Ministry of Economic Affairs and Climate's natural resources bill. Further, we organised a session at the Ministry of Foreign Affairs with Oxfam Novib, Mondiaal FNV, Both ENDS, and SOMO on this topic of energy transition.

PROGRAMME:
Dialogue@Work

Lobbying and advocacy activities (yellow) aimed at improved labour rights and living wages in the value chain. Through lobbying and advocacy issues get on the agenda of policymakers (purple). In the next phase, this may lead to changes at government, EU, employers and/or certification organisations (blue). (Dialogue@Work programme)

Baseline



2021



2022



- █ Lobbying and advocacy activities
- █ Proposals on the agenda of policymakers
- █ Policy changes (government, EU / employers and certification organisations)

Trade unions negotiate improved working conditions and a living wage

Stronger together thanks to the union collective

Coal mine company, Drummond Ltd, signed collective bargaining agreements with Sintramienergetica, Sintradrummond, and Sintradem unions on May 30, 2022. More than 4,000 mine workers now have better labour conditions.

These collective labour agreements will be in effect for the next 3 years. Pay rises will occur incrementally over these 3 years.

- Year 1: 9.5%
- Year 2: rise in accordance to the consumer price index of 2022
- Year 3: rise in accordance to the consumer price index of 2023 + 1.5%

These pay rises are an important step towards achieving living wages for the mine workers. In addition, the collective bargaining agreements (CBAs) include improved agreements on health insurance, housing funds, location reimbursement, travel expenses, pensions, and education scholarships.

Stronger together

The collective of mine worker unions enabled the 3 unions to collectively negotiate for a fair energy transition which included them in the process. The union collective was established the year before with the goal to make the energy transition more just. The unions

work better together and moreover, they are stronger negotiators together.

Financial and economic information

CNV Internationaal supported the unions throughout the negotiation process. They also contributed by doing research into the coal mine sector in national and international markets. This provided the unions with financial and economic information to use during negotiations.

Website

The union collective also has their own Labour Observatory website which provides information to both Colombian and international stakeholders. The website contains legal information, real life situations, and information from countries which have undergone similar transitions in the past, guidelines, and stories from the workers. [Labour Observatory for a Just Transition in the Coal Supply Chain](#) (justransition.cnvinternational.nl)



2.2 STITCH: Strong unions for sustainable change in the garment industry

CNV Internationaal's work in the garment industry takes place through STITCH. With our partners in STITCH, we advocate for workers so they can speak for themselves, form unions, and take part in collective bargaining for better working conditions.

Cambodia

In Cambodia, CNV Internationaal performed a pilot in the textile sector with the Fair Work Monitor. CLC and C.CAWDU unions were able to use monitor results in a tripartite social dialogue to achieve a slight rise in minimum wage. This is a small step forward, towards creating a living wage for more than a million, mostly women, garment workers.

Most textile workers at a factory close to Phnom Penh get temporary contracts. Afraid of losing their jobs, most didn't dare speak up for more. C.CAWDU and local union leaders stepped in to negotiate on their behalf with the factory management. Successfully! In March 2022, all the workers received permanent contracts.

Indonesia

In Cianjur, an industrial region in West Java, workers knew little about unions and what they do. CNV Internationaal and textile union Garteks facilitated a multicompany Collective Bargaining Agreement (CBA) which included 8 unions and 8 clothing companies. This has changed things.

The first CBA was in effect from 2019-2022. In 2020, the Cianjur Social Dialogue was created to negotiate a follow-up CBA. In September 2022, the new CBA was signed. This benefits around 5,000 workers, 85% of whom are women.

This new CBA includes all the points included in the first one, as well as extra points on gender equality and wages which are higher than the legal requirements.

This success has led to unions being seen as constructive partners. And it has drawn in new members for Garteks. They started 2022 with 950 members and now have 4,005! Other companies are now also expressing interest in multicompany CBAs.

Vietnam

CNV Internationaal has supported their union partner VGCL in renewing 3 multicompany CBAs at district levels in the textile sector. We are now expanding this process into other provinces. We work collaboratively with the Ministry of Labour and global brands.

Number of textile sector collective bargaining agreements (CBAs) within STITCH programme in 2022

Total number of CBAs concluded



0
Cambodia



13
Indonesia



2
Vietnam

Other binding labour agreements



4
Cambodia



1
Indonesia



0
Vietnam

Total number of benefiting workers



6198
Cambodia



34400
Indonesia



700
Vietnam

Clean Clothes Campaign

FNV Mondiaal and CNV Internationaal worked together with the Clean Clothes Campaign in mid-2022. Part of our work involves helping textile unions report labour violations, analyse information, and mediate between suppliers and brands. We took this to an international level with the Clean Clothes Campaign. We received 23 notifications in 2022.

PROGRAMME:

Sustainable Textile Initiative: Together for Change (STITCH)

STITCH has 6 partners: CNV Internationaal, FNV Mondiaal, Ethical Trading Initiative, Fair Wear Foundation, Centre for Development and Integration (Vietnam), and Cividep (India). The Dutch Ministry of Foreign Affairs is a strategic partner and finances this programme.





Trade union leader Pham Dzung during a CNV Internationaal training on social dialogue

CNV Trainers share their social dialogue expertise to help workers

The 48 year old union leader, Pham Dzung, lives and works in Hai Duong, Vietnam. He is an active member of the VGCL union and recently took part in a social dialogue training facilitated by CNV Internationaal. VGCL hopes these trainings will build a new pool of

social dialogue experts who can use their knowledge to negotiate factory and multi-level collective bargaining agreements (CBAs).

Social dialogue and negotiation

Dzung says the trainings have taught him important skills for negotiating and participating in social dialogue. "Now I know how to use different dialogue methods, engage in negotiation, and sign collective labour agreements. As part of the learning process, we role-played actual negotiating situations. We were also able to exchange information and discuss our own experiences with people who are directly involved in legal policy making for provincial labour confederations."

CNV Trainer

Henk van Beers, a seasoned CBA negotiator for CNV in the Netherlands, was one of the trainers. Dzung was pleased with him as a trainer, saying, "Henk van Beer's ways of teaching us the various technicalities was really interesting. His approach is inspiring. He showed us how social dialogue creates transparency and mutual respect."

Multi-company CBA

Dzung will be building a regional task force for a multi-company CBA during the coming months. "I'm busy having conversations and organising trainings for the task force members. As I organise all these meetings, I'm applying lots of my new skills. It's all about being able to provide answers for situations and problems relevant to the task force members. I can also give them advice about developing a plan of action."

Constructive

Dzung says, "The most important thing I want people to know is how constructive social dialogue is when it comes to building harmonious, stable, and progressive working relationships. Social dialogue strengthens and improves the position of workers in their companies. They must be able to express their thoughts and opinions regarding any plans their companies might have. The workers need to be equal partners with their employers. And this can only occur if they're able to negotiate about their labour conditions."

"The training has taught me that social dialogue establishes transparency and mutual respect."

Trade union leader,
Pham Dzung

2.3 Living wages for the sugar cane sector

Sugar is in so many of the products we use on a daily basis, from soft drinks and sprinkles to tomato sauce. Much of this sugar comes from sugar cane plantations and factories in Central America. CNV Internationaal supports the people in this sector, striving for good working conditions and a living wage.

Fair Work Monitor

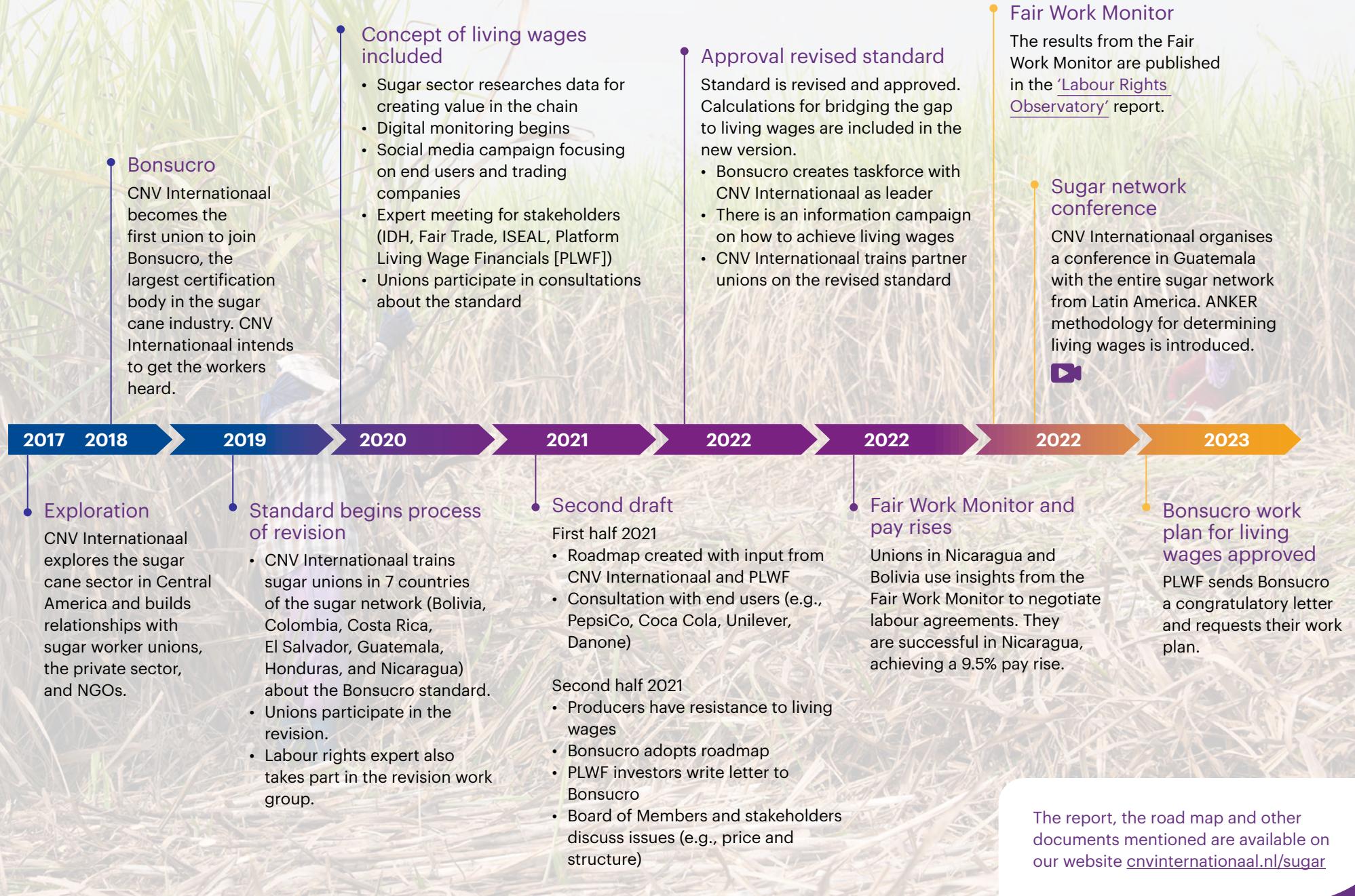
Sugar cane is the first industry where CNV Internationaal used their Fair Work Monitor. 840 workers from Bolivia, Colombia, Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua participated in this monitoring. The results were published in the [Labour Rights Observatory](https://cnvinternationaal.nl/sugar) report at the beginning of 2022 (cnvinternationaal.nl/sugar).

This gave our partner unions insight regarding labour rights and wages within the companies, which strengthened their negotiating position. Using information from the Monitor, CONFETRAYD negotiated a nationwide salary rise of 9.5% for Nicaraguan sugar workers!

Bonsucco



Timeline of change | The path to living wages for sugar workers



The results of the Fair Work Monitor were used to get the topic of living wages onto the Bonsucro agenda. Bonsucro is the platform for sustainable sugar.

In 2022, CNV led a living wage work group, consisting of unions and major brands like Unilever and Hershey's.

Investors from the IRBC-Pension covenant and Platform Living Wage Financials (imvoconvenanten.nl/en/pension-funds) stood with us in our appeal for adding living wages to the Bonsucro standard (livingwage.nl).

Conference in Guatemala

In June, CNV Internationaal organised a conference with the Network of Latin American Unions in the sugar sector. We taught our partners about the Bonsucro standard, living wage



methodology, and how to use the Fair Work Monitor. The fact that we were able to hold the conference in Guatemala was quite special in itself. Guatemala is a country with very little freedom for trade unions.

Informal workers

Informal workers in the sugar industry are a source of concern. They have no union representation. And the Fair Work Monitor showed a massive use of informal contracts. It also showed that Colombian companies can be connected to armed groups using sugar cane harvesters as workers to outsource. This often involves Afro-Colombians, a persecuted group of their population. Fearing for their lives, unions and others seldom dare to speak out against this. For CNV Internationaal, it is a serious point that needs attention.

Chronic kidney failure

Sugar cane workers often have chronic kidney problems due to their continued exposure to high temperatures and lack of drinking water. CNV Internationaal has used the Fair Work Monitor as part of their research on the health of sugar workers in El Salvador. We took the results and lobbied for better conditions. In addition, we provided information to workers on how to avoid these health issues.

Lobbying at the EU

We visited the EU Directorate-General for Trade along with Noé Nerio, the leader of the Network of Latin American Unions in the sugar sector. Nerio pointed out that the EU has a trade relationship with Guatemala, while Guatemala has no freedom of association.

Story: A living wage would change so much

(cnvinternationaal.nl/sugarstory)

"Indigenous sugar cane harvesters are the ones working under the worst conditions. Many are chronically ill with serious kidney failure, caused by their working in extreme heat with too little clean drinking water while they're working. Another factor is the chemicals that are used. A living wage would change their lives. They have so little money—some even do this dangerous work in flip flops because they can't afford any shoes."

Noé Nerio, Leader of the Network of Latin American Unions in the Sugar Sector



PROGRAMME:

- Dialogue@Work
-
- Promoting Safe and Healthy Workplaces in Honduras, Guatemala, and El Salvador (PREP4Change)
-



9.5% pay rise for sugar cane workers

"With the data at our finger tips, we negotiate better wages!"

In 2022, Nicaraguan unions negotiated a major pay rise of 9.5% with the sugar factories. 35,000 workers and their families benefit from their success.

The Nicaraguan federation of sugar unions, CONFETRAYD, led the negotiations. Carlos Ramirez of Sintracom, the union for the sugar factory in Montelimar, was involved in the discussions. "This is a step towards achieving a living wage. Governments and multinationals talk about living wages, but wages are still nowhere near that level. In the future, we hope to be able to get this for our workers. That would change their lives."

Fair Work Monitor

Unions started using the Fair Work Monitor in 2022. CNV Internationaal has developed this participatory monitoring tool which unions can use to collect data and information about working conditions. Carlos said, "Unions need to be able to collect good data for themselves if they want to negotiate successfully. Data on things like salaries and the cost of living. Having accurate data will give us an edge when we negotiate and lead to more successes." (cnvinternationaal.nl/fairworkmonitor)

Network

CONFETRAYD is also a member of the Network of Sugar Unions in Latin America. Unions from Costa Rica, El Salvador, Guatemala, Honduras, and Nicaragua collaborate through this network. CNV Internationaal supports them in various ways, such as providing training on how to use the Fair Work Monitor and how to calculate living wages.

"In the network, we work on common goals. When one of the other unions gets improvements to their Collective Bargaining Agreements, we can implement them in our CBAs as well," says Carlos Ramirez of Sintracom, the union for Montelimar, the Nicaraguan sugar factory.



"We've learned a great deal about living wages, especially since CNV Internationaal has become a member of Bonsucro, the sugar certification organisation. Unions now work for more than just the sugar plantations at the beginning of the value chain. We also reach buyers, merchants, producers, and certification agents from higher up in the chains."



2.4 Better labour rights for the palm oil industry

Palm oil is a primary ingredient in many products, from paint and cleaning fluids to food and cosmetics. CNV Internationaal supports workers in the palm oil chains in Indonesia and Guatemala.

Round Table on Sustainable Palm Oil (RSPO)

In 2022, CNV Internationaal and their Indonesian partner union, Hukatan, managed to gain a stronger position in the RSPO. We were active in work groups on gender, human rights, labour rights, and living wages. In addition, we published a call to action for the implementation of social dialogue.

When RSPO held a conference in Kuala Lumpur, we organised a workshop with 400 participants. The workshop covered labour problems that come with using outsourced workers and workers who have no contracts. Labour conditions and informal work are now an acknowledged theme in RSPO.

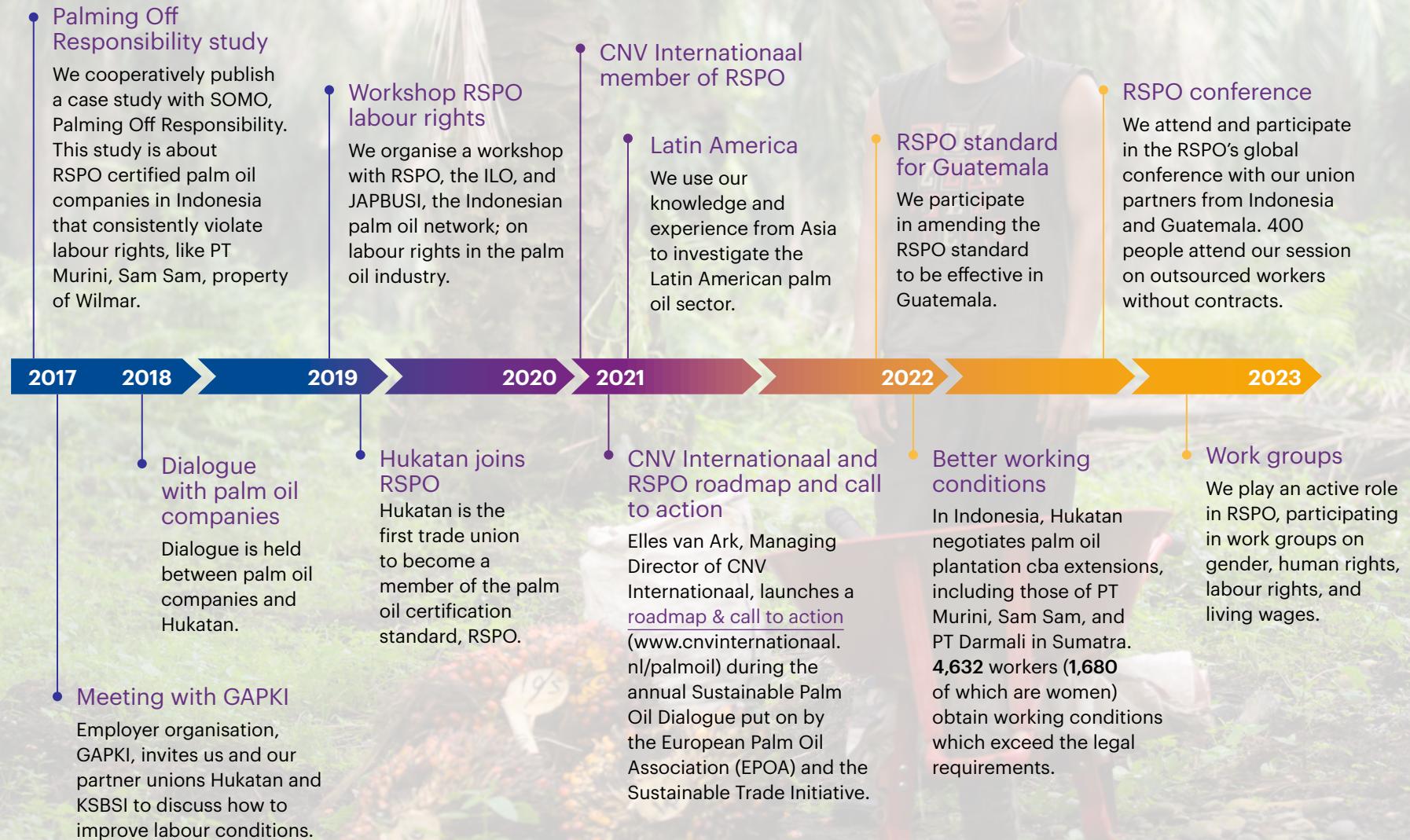
Unions from Guatemala and Indonesia met each other for the first time. Our partner, CONDEG, from Guatemala benefitted from being with these big companies and they realised how terrible their working conditions actually were, especially when they compared themselves to Indonesia, where unions, despite many setbacks, have become more established.



Roundtable on Sustainable Palm Oil

The RSPO was established in 2004 to make the industry more sustainable with a certification system. RSPO brings together plantation owners, merchants, factories, retail merchants, banks, investors, NGOs, and unions.

Timeline of change | Better working conditions on palm oil plantations

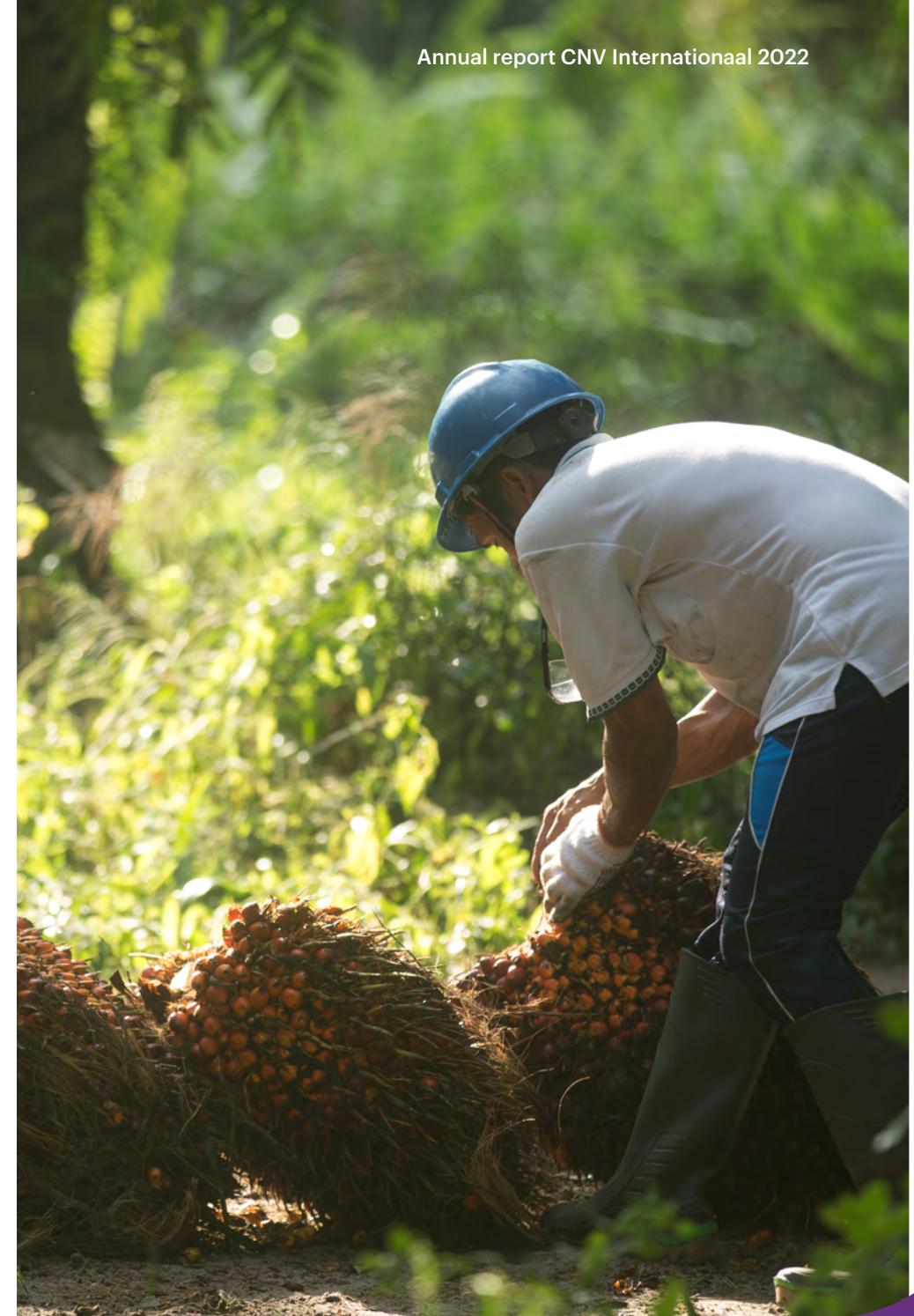


Indonesia

CNV Internationaal has been working with Proforest to bring social dialogue to palm oil plantations. 30% of plantations have set up some kind of structure for social dialogue since the programme began in 2021. Gender committees have also been created. Moreover, unions and plantation companies now have more knowledge about how to run unions.

With the help of the Dutch IRBC Banking Sector Agreement, the Dutch Social and Economic Council (SER), Rabobank, and the Dutch Association of Banks, we have constructed a database (www.spott.org) of CBA agreements. This database allows unions, investors, merchants to see if plantations are really implementing the measures for workers' rights.

Hukatan negotiated 8 CBA renewals at various plantations. This has ensured better conditions for 4,632 workers, 1,680 of whom are women. Hukatan also intervened in 2 labour conflict cases and got better severance packages for the workers.



We use our 4 step approach in our programme with Proforest:

Step 1: Identify the issue

Unions identify and evaluate the status and quality of social dialogue on the plantation.

Step 2: Share the information

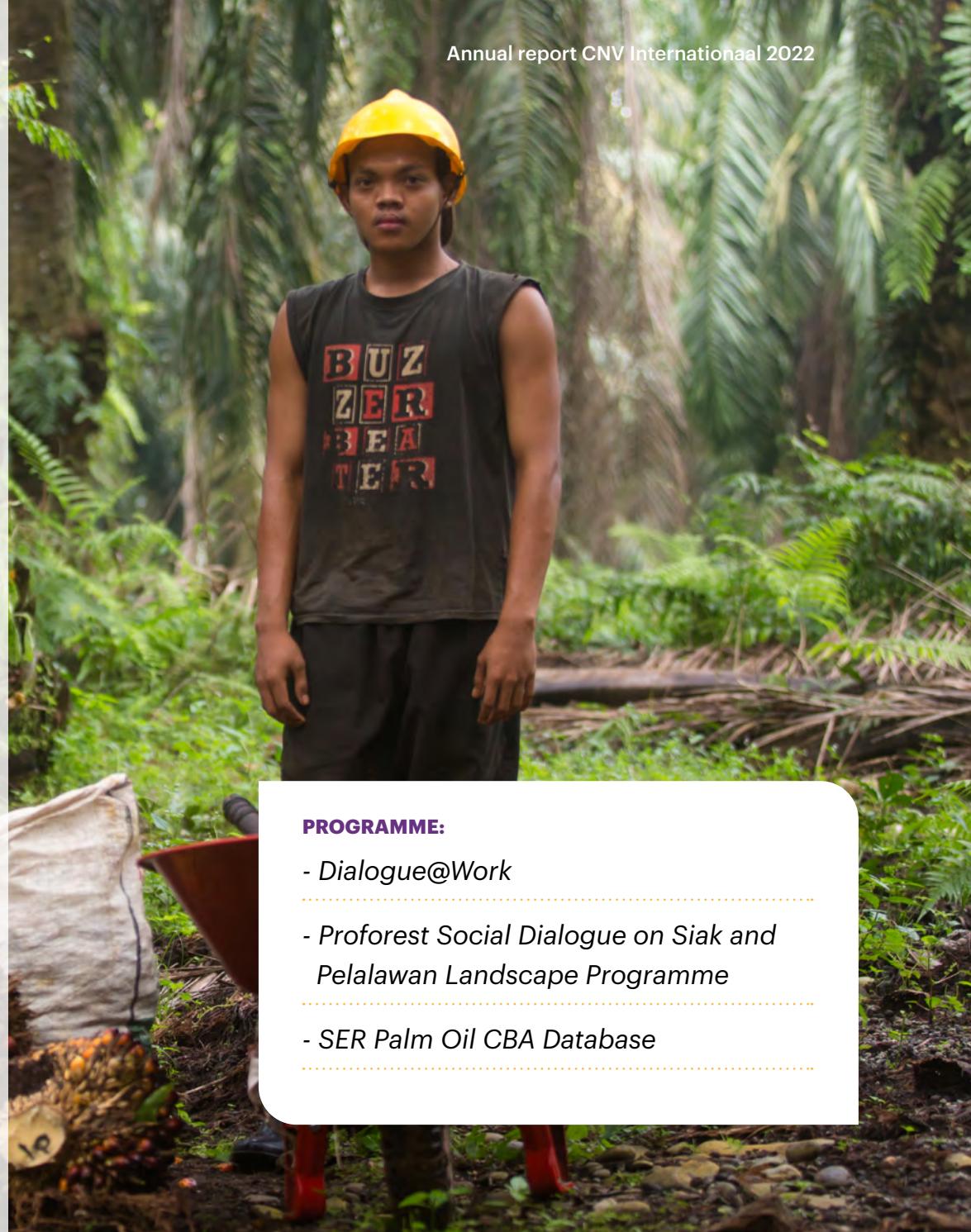
We then share the information from Step 1 with local unions, governments, employer organisations, and plantation representatives. We also encourage them to join us with their support.

Step 3: socialisation

We get the interested parties more involved, discuss the concept of social dialogue, identify areas that need to be worked on, and in general, work to build trust

Step 4: training

We provide training for stakeholders on social dialogue, gender, and communication and negotiation skills.



Safety shoes and paid time off for workers with temporary contracts

Unions on palm oil plantations gain new members thanks to young leader

Up until two years ago, the Hukatan palm oil trade union had very few members in Muara Bungo in Sumatra. No one dared to join the independent union due to threats and intimidation. Their membership fell dramatically from 200 to 37 members in a short period of time. A new young leader, Budi, has changed this.

A new leader is elected

Hukatan organised a meeting in Muara at the end of 2020 to oppose Omnibus legislation. Budi, who was 27 at the time, attended this meeting and became inspired to be more active in his union. One of the first things he did was lodge a complaint against the management of the Jamika Raya plantation. Not long after this, he was elected as Jamika Raya's union leader.

Paid time off and safety shoes

After being elected, Budi began to follow training programs set up by Hukatan on social dialogue and negotiating. He also took leadership development courses with CNV Internationaal. He then used his new skills to negotiate for paid time off for workers with temporary contracts. And he was successful! Now these workers are entitled to paid time off for national holidays and 12 vacation days a year. Moreover, Budi made sure that every employee received safety shoes from their employer.



Young union leader, Budi, is bringing about much needed changes on palm oil plantations.

Day workers and a new CBA

Budi is currently working on getting better wages and a new Collective Bargaining Agreement for day workers. "The current CBA was negotiated at a central level, where 'yellow unions' were involved." Yellow unions are unions set up by the government or the employer, which means they don't operate with independence. "If we can establish CBAs at the plantation level, we'll have more power to influence our working conditions." Hukatan in Muara Bongo currently has 700 members, thanks to Budi!



2.5 Cashew and Shea Nut Chains

In Benin, cashew and shea nut are grown and harvested mostly by small independent farmers in the informal sector. CNV Internationaal would like to help these farmers organise so they can join forces to obtain their rights. We also assist workers from the factories where these nuts are processed, to improve their labour conditions.

Training for Informal Workers

In 2022, we trained 136 informal workers in the cashew and shea nut sector on how to organise and defend their rights. People often don't even know what their rights are. This training gave them information about ILO Convention 87, 98, and 129, which cover the right to organise, trade union freedom, and labour inspections in agriculture. This kind of training is important for the informal agriculture sector, to mobilise workers and create better conditions, including a living wage.

Social dialogue with factories

COSI Benin, our partner union, held discussions with management from the cashew sector, including Afokantan, KNAR, and Fludor. Fludor ended up signing an agreement and further expressed a desire to improve conditions for their workers. In 2023, we are continuing the dialogue and trying to expand our partner's range of influence in the sector.

Investigation regarding ILO Convention 129

COSI Benin began an investigation regarding ILO 129 and labour inspections in the agriculture sector. This led to an announcement to their Cabinet, which will be followed by the ratification of the Convention. COSI also used radio and posters to inform the public about the importance of ratifying ILO 129, especially for farmers. By keeping the constituents involved, COSI strengthened the lobby for ratification.



Sustainable Cashews in the Food Products Agreement

The food products agreement would benefit from including a vision towards sustainability in the cashew industry. The Chairperson has developed a trajectory based on a sector analysis, focusing on increasing sustainability in the chain. It's for merchants, processing workers, supermarkets, and social partners. Production countries, like Benin, have a larger role.

PROGRAMME:

- *Dialogue@Work*
-
- *International CBA projects*
-



2.6 Decent Work in Timber and Construction Sector

In West Africa, CNV Internationaal advocates for decent work in the timber and construction sector, for both formal and informal workers. In a project with 3 European timber and construction unions, CNV Vakmensen (private sector union The Netherlands), ACV (Belgium), and CFDT (France) together with partner unions in Benin, Burkina Faso, and Senegal. The sector in those regions is important for improving the infrastructure and economy, especially in regard to sustainable development, urbanisation, and youth employment. This project has improved working conditions for workers in (multi)national companies in the timber and construction industries.

Working conditions in (multi)national enterprises

In Benin, our partner union succeeded in getting workers a 10% pay rise at CNERTP, a company that performs technical checks on engineering projects. In Senegal, we negotiated for workers at engineering company EIFFAGE to pay 50% less for their meals in the canteen. They will now also receive an annual bonus.

Following through with ILO Conventions

In 2022, we made a special effort to check on how companies were following through with ILO Conventions, particularly 87 (trade union



freedom), 98 (the right organise and do collective bargaining) and 155 (health and safety at work). We negotiated an agreement with timber company ATC BEKO in Benin to make Saturday a rest day. This applies to some 400 workers.

Informal workers and healthcare

In Senegal, we made sure 46 informal construction workers and carpenters got health insurance, making healthcare accessible to them.

Capacity Building

Training and guidance have strengthened the position of unions. Some specifics include the CNV Internationaal training in Burkina Faso where 56 union leaders learned about lobbying and negotiating techniques. We also taught 800 workers at the EBOMAF construction company about the role of unions. Strong unions get more members and are able to provide better services. The construction union in Benin got food prices lowered during school vacations. Many families do not earn living wages and cannot always feed their children when they're home during school holidays and breaks.

PROGRAMME:

- Decent work in the timber and construction sector. A 3 union cooperation:
Vakmensen (CNV private sector union),
ACV (Belgium), and CFDT (France)





3. Our donors and projects



3. Our donors and projects

CNV Internationaal is grateful for the funding of the following donors who make our work possible.



Ministry of Foreign Affairs



Netherlands Enterprise Agency



Intersnack



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

SECO State Secretariat for
Economic Affairs

Our projects and donors

CNV Internationaal is grateful to be able to perform their work due to the cooperation and support of a large number of parties.

Dialogue@Work

Through a multi-year grant from the special Trade Union Co-financing Programme, CNV International receives support from the Ministry of Foreign Affairs for the implementation of the Dialogue@Work programme.

Strategic partnership with STITCH

Furthermore CNV Internationaal participates in the strategic partnership STITCH, Sustainable Textile Initiative: Together for Change. Thanks to the Dutch Ministry of Foreign Affairs, we are able to work together with the Fair Wear Foundation, Mondiaal FNV, the Ethical Trading Initiative, the Centre for Development and Integration in Vietnam, and Cividep India, to improve the position of workers in the textile sector.

Other projects

CNV Internationaal also has a number of other collaborative projects which are made possible through the support of various entities:

- The Dutch Enterprise Agency (RVO) Beyond Coal
- RVO Shiraka training by the Hague Academy
- RVO Palm oil (Indonesia)
- Proforest Social Dialogue Landscape Programme in Siak and Pelalawan, Indonesia
- FACILIA: Training for Ukrainian refugees in Moldavia
- Regional Timber and Construction Fund for Africa and Latin America 2022
- PREP4Change La Isla/United States Department of Labor
- CSDD Awareness for Trade Unions and Employers of Cambodia and Vietnam
- RVO Occupational Health and Safety in Mining (Bolivia and Peru)

International solidarity among colleagues in cbas

Some of the CBAs negotiated by CNV in the Netherlands also contain agreements regarding contributions for projects abroad intended to support colleagues in those countries.

These include:

- Training for household workers, made possible by the RAS CBA. RAS is the Board of Labour Relations for Cleaners and Window Cleaning sectors.
- Job promotion for youth in Benin is made possible by the Animal Healthcare cba.
- Project for the ratification of ILO convention 190 regarding violence and harassment at work in Senegal is made possible by various cbas, including UWV, RAS, Smilde, Ferbine, and KPN.
- Support for bus drivers in Senegal is made possible by the cba for the Public Transportation sector.

Private donors

CNV Internationaal is also grateful for the support of a large number of loyal donors. We wouldn't be able to do our work without them.



4. Sustainability and risks

- > Sustainability
- > Risks



4. Sustainability and risks

Our international advocacy focuses on systemic change, the sustainable and continued implementation of social dialogue and labour rights in legislation and policy. Our interventions aim to make a lasting impact on workers.

4.1 Sustainability

Social dialogue

Sustainability and social dialogue are woven into all our work. CNV Internationaal and their partners invest in constructive social dialogue between workers, employers, and governments. This is how we create long-lasting collaborative relationships that help establish a systemically better position for workers in formal and informal sectors.

CBAs

CNV Internationaal's partner unions are involved in creating Collective Bargaining Agreements, also known as collective labour agreements. This takes place on various levels: factory, sector, and regional. CBAs give attention to all workers, whether they have temporary or permanent contracts, or are subcontracted.

Train the trainer

CNV Internationaal wants knowledge to be permanently anchored in their partner unions. Moreover, they want them to be able to grow, continually renewing and adjusting this knowledge. That's why we organise programmes to "train the trainer." This approach provides unions with the knowledge they need so they can share it and get it embedded into the social system.

Digital tool

The Fair Work Monitor is an innovative tool that provides the most current and up-to-date data. It is one of the ways we effectively equip our partner unions so they are stronger negotiators. CNV Internationaal trains them on how to use the monitor, so they can eventually work with it independently.

Smart Mix: Legislation and sectoral collaboration

Voluntary and mandatory frameworks are needed at both national and international levels in order to make sure labour rights are respected. This is why we work on both European and national IRBC legislation. Further, CNV Internationaal strongly believes in a tripartite form of sectoral collaboration, such as with covenants. We encourage a multi-stakeholder approach with social dialogue.



Genderaudits

CNV Internationaal has developed gender audits for our partner unions to use and check themselves. These audits are an effective way to find out how gender sensitive a union is. Because the union performs the audit on themselves, they also learn how to apply the process in practice, enabling them to carry out the same type of audit with other unions in the future.

Leadership and inclusivity

Our leadership programme is one of the ways we contribute to renewing and improving union work. The programme especially focuses on women and youth workers, as these groups remain underrepresented in leadership positions. We want to build newer ways of leading, with a strong emphasis on diversity and inclusivity.

Visibility

We want our partner unions to be able to show what they're doing. Visibility prevents (publicity) problems and maintains accountability when necessary. On the other hand, when people see success stories, unions can more easily gain support and new members. This strengthens their position, especially in negotiating.



A trainers pool for multi-company CBAs

In Vietnam, we worked with our partner VGCL to train 180 people in social dialogue, ILO conventions, and the new labour law. From this group, we selected several people to form a trainers pool. We will keep working with this group in a more intensive way. This trainers pool will set up regional task forces over the next few years. These taskforces will create multicompany CBAs in sectors and provinces. CNV Vakmensen, our Dutch union for the private sector, is assisting us with this trajectory.

Travel

In 2022, CNV Internationaal flew 26 times, for a total of 872,344 km. The emissions for these flights was 100.10 tons of CO2. This was compensated by sustainable energy projects which reduced the CO2 emissions of the Climate Neutral Group.

Our travel agency is one of the first to work with an airline that buys Self Sustainable Aviation Fuel to reduce plane emissions. This sustainable airline fuel is made from biomass or recycled carbon.



LEGRO Member administration programme

In 2022, CNV Internationaal introduced LEGRO, a member administration programme pilot, in Benin and Guatemala. LEGRO helps unions digitalise their membership administration. One of the benefits is that the unions can more easily collect dues. Moreover, it's a tool that shows the skills and talents of their members, so unions can see who fits certain positions. It also shows the union when board member terms or CBA agreements are up for renewal.



4.2 Risks

CNV Internationaal's work also comes with certain risks. Below is a list of such risks and how we deal with them.

- **Climate change**

Climate change makes some regions less accessible. This makes certain parts of our programmes difficult to carry out and/or implement. In the event of climate (natural) disaster, we find alternative ways to communicate, for example by Telegram. We also offer support from the CNV emergency fund.

- **Covid19**

Restrictive measures for the pandemic were still in place in 2022, making it difficult to carry out certain activities. This was especially true for Asia. We made adjustments when necessary.

- **Finances**

Inflation was on the rise in 2022. Everything was more expensive, including salaries. As a result, our budget didn't spread as far. We honed in on our activities and budgets to increase efficiency and eliminate excesses wherever possible.

- **Less space for civil society**

Many countries showed a decrease in space and attention for civil society. Union leaders and members were threatened. Governments in some countries became less willing to cooperate. We have adjusted our planning to make more time for getting permits and permissions. We have also combined efforts with other actors in the chains, so unions are not alone.

- **Elections**

Some countries will be holding elections over the next few years. This makes lobbying more difficult as politicians are focused on their election activities. In addition, governments sometimes forbid union activities during election times. Unions try to be as neutral as possible to keep governments from forbidding their activities. This applies to the Netherlands and Europe as well; decisions can be different after elections, especially in regard to RBC legislation.

- **Jihadism**

CNV Internationaal cannot visit or do trainings in certain areas in Africa due to the risk of jihadism. In such cases, we communicate primarily by telephone or internet. We keep a close eye on the situation and offer support when we can (through local unions).



- **Fraud**

In order to prevent fraud, CNV Internationaal has extensive anti-fraud policy. We train our partners on how to prevent it and they also turn in a narrative and financial report each quarter. We also perform an annual accounting check.

- **Bribery and corruption**

The political context of CNV Internationaal's work makes them susceptible to corruption and bribery. We try to avoid this by working with independent unions that aren't linked to any political parties.

- **Changing situations**

Programmes are often started with the assumption that improvement is possible. However, local situations can change. For example, a natural disaster can occur or food prices can dramatically rise. This can change the focus of the people in the area, causing programmes to be less effective or fail. We adapt the programme when possible.



Annexes

- > Annual Financial Report
Available on our website
cnvinternationaal.nl/annualreport
- > Publications
- > Abbreviations
- > Glossary

Publications

Here is a selection of the works we published in 2022. These publications are available on our website www.cnvinternationaal.nl/annualreport.

Theme	Title
Africa / SDG8 	<p>The future EU-Africa Partnership Agenda: No sustainable growth without decent work CNV Internationaal's contribution to the Round Table in the Lower House of Dutch parliament on the economic, trade and development aspects of the EU-Africa partnership agenda.</p>
Complaints mechanism Outsourcing Just Transition, Mining 	<p>The Unequal Treatment of Sub-contracted Workers in the Mining Sector Complaint filed against Colombia and Peru in relation to the Trade and Sustainable Development chapters of the EU-Latin America free trade agreement. Goal: Improve implementation of agreements.</p>
Food products 	<p>Questions to address Freedom of Association and social dialogue in the agrifood sector A guide with a list of questions for merchants, buyers, managers, brand representatives, and supermarkets about freedom of association and social dialogue in the agrifood sector. Published by Fair Trade, CNV Internationaal, the IRBC Agrifood covenant, FNV, and Global March against Child Labour.</p>
Just transition, mining 	<p>Towards a just energy transition: Labour rights risks in the Latin American mining sector A sector analysis showing the mineral supply chain in Bolivia, Peru, and Colombia in terms of international responsible business policy and conduct of the producers, merchants, European buyers, and financers and how the market can be affected.</p> <p>Towards a fair and sustainable energy transition A call for a fair transition for all workers.</p> <p>Study on violations of labour and union rights of outsourced workers at the Andaychagua Mine in Peru Summary of research on violations of labour and union rights of outsourced workers at Andaychagua mine in Peru.</p>
Palm oil 	<p>Guidance Paper on Social Dialogue, Freedom of Association and Collective Bargaining in the palm oil sector in Indonesia Guide on social dialogue, freedom of association, and CBA negotiations in the palm oil sector in Indonesia. By CNV Internationaal and Proforest.</p> <p>The CBA Data Tool: Labour rights in your supply chain The CBA database in the palm oil sector in Indonesia. CNV Internationaal and online platform SPOTT have created a CBA database giving an overview of palm oil plantations with CBAs and company regulations.</p>



Social Dialogue		Understanding and Building Effective Social Dialogue Social dialogue guidance by Indonesian Employers Organisation APINDO, Dutch Employers' Cooperation Programme DECP, CNV Internationaal, Indonesian union KSBSI
Sugar		Labour Rights Observatory - First annual report for the Latin American sugar cane sector Report on the results of the Fair Work Monitor in the sugar cane region of Latin America, conducted by CNV Internationaal and Profundo.
Textiles		<p>AMPLIFY: promoting freedom of association and social dialogue in the garment sector Lessons from AMPLIFY programme in the garment industry. AMPLIFY was an initiative of Mondiaal FNV, CNV Internationaal, and Dutch clothing brands within the IRBC covenant for sustainable garments and textiles.</p> <p>Garment Position Paper Position paper on the garment and textiles industry</p> <p>Multi-Company Collective Bargaining project Vietnam Call for clothing brands to stimulate their chains to participate in one of the multi-company CBA initiatives in Vietnam. Vietnamese union VGCL, CNV Internationaal, employer organisations, and governments work together to encourage social dialogue in the garment industry.</p>

Abbreviations

ASI	Alianza Sindical Independiente (union partner in Venezuela)
CBA	Collective bargaining agreement
CEPA	Comprehensive Economic Partnership Agreement
CISL	Confédération Ivoirienne des Syndicats Libres (union partner in Ivory Coast)
CLC	Cambodian Labour Confederation (union partner in Cambodia)
CNT	Confédération Nigérienne du Travail (union partner in Niger)
CNV	Christelijk Nationaal Vakverbond
CONDEG	Consejo Nacional de Desplazados de Guatemala
COSI	Confédération des Organisations Syndicales Indépendantes du Bénin (union partner in Benin)
CSTM	Confédération Syndicale des Travailleurs du Mali (union partner in Mali)
DAGs	Domestic Advisory Groups
DECP	Dutch Employers' Cooperation Programme (development programme of the Dutch Employers' Organisation VNO-NCW)
EU	European Union
HRDD	Human Rights Due Diligence
IDH	Initiatief Duurzame Handel (Sustainable Trade Initiative)
ILO	International Labour Organization (tripartite UN-organisation)
IRBC	International Responsible Business Conduct
ITUC	International Trade Union Confederation
KSBSI	Konfederasi Serikat Buruh Sejahtera Indonesia (union partner in Indonesia)
MNE	Multinational
RBC	Responsible Business Conduct



NGO	Non-governmental organisation
OECD	Organisation for Economic Development and Cooperation
RSPO	Roundtable of Sustainable Palm Oil
RVO	Rijksdienst voor Ondernemend Nederland
SDG	Sustainable Development Goal
SEP	Single Entry Point
SEC	Social and Economic Council of the Netherlands (SER)
UDTS	Union Démocratique des Travailleurs du Sénégal (union partner in Senegal)
UNTM	Union Nationale des Travailleurs du Mali (union partner in Mali)
VGCL	Vietnam General Confederation of Labour

Glossary

Labour rights

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

Capacity building

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

Collective Bargaining Agreements

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

DAG: Domestic Advisory Group

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

Decent work

Work that respects fundamental human rights and the rights of workers in terms of labour, safety, and financial compensation. Decent work pays enough for workers to provide for themselves

and their families. This fundamental right also includes showing respect for the worker's physical and psychological integrity as they perform their work.

Inter-union

A coalition of unions on a national level, in an economic sector or industry, called 'intersyndicale' in West-Africa.

Employability

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

ILO Conventions

The most important workers rights as established by the tripartite International Labour Organisation (ILO).

Core conventions:

- C87 Freedom of association and the protection of the right to organise (1948)
- C98 The right to organise and collectively bargain (1949)
- C29 Forced labour (1930 and protocol 2014)
- C105 Abolition of forced labour (1957)
- C138 Minimum age (1973)
- C182 Worst types of child labour (1999)
- C100 Equal pay (1951)



- C111 Discrimination (1958)
- C155 Health and safety at work (1981)
(core convention since 2022)
- C187 Framework for improved health and safety at work (2006)

Other agreements relevant to CNV Internationaal

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

Living wage (Definition by Global Living Wage Coalition).

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

Lobbying and advocacy

Strategic interventions which are intended to influence the behaviour of a specific actor. This can be a strike or demonstration (outsider approach) or organising seminars and round table discussions, consciousness raising, creating

alliances, and formal/informal lobby meetings (insider approach). The L&A approach of CNV Internationaal is to first use an insider approach and to only apply an outsider approach as a last resort if the insider approach is not achieving our lobby goals.

Minimum wage

The minimum amount of money an employer is legally obligated to pay.

Sustainable Development Goals SDG1, SDG5, SDG8, SDG10:
SDG1 is to end poverty in all its forms everywhere in the world.
SDG5 is to attain gender equality and encourage girls and women to use their voices more loudly.

SDG8 is about fair, decent, and continued work, inclusive and sustainable economic growth, and complete and productive employment.

SDG10 is about closing income gaps among countries.

SEP: Single Entry Point

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

Social Dialogue

All types of negotiating, advising, or exchanging information with or between government representatives, employers, and workers

regarding social questions/issues related to economic and social policy.

Social partners

When trade union organisations, employer organisations and associations and governments work together they are called "social partners." They work together to achieve mutual social goals, usually for the benefit of each party involved.

Social elections

The goal of social elections is to determine the representativeness of unions in a pluralistic union landscape. Workers elect the confederation they feel is the strongest, on a national level. Even workers who aren't union members can vote. Social elections usually take place every 4-5 years.

Supply chain

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

Tripartite

Tripartite in the context of social dialogue means it is based on a dialogue in which three parties, governments, employers, and workers are represented when dealing with labour matters.

TSD

Trade and sustainable development

Trade agreements are sets of agreements regarding decent work, usually divided into various chapters on trade and sustainable development (TSD).



Who we are and what we do

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

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

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