



Internationaal

Impact Overview 2024

Everyone deserves safe working conditions and a living wage — whether on a farm in Senegal, a mine in Peru, or a textile factory in Cambodia. Rooted in CNV, the Netherlands' second-largest trade union, our commitment to a just society where everyone is treated fairly, doesn't stop at the border. CNV Internationaal has been championing fair work worldwide for 58 years. We train local unions, promote inclusive agreements, and collect worker data through our Fair Work Monitor — empowering unions for change. We work with Dutch and global companies to improve labour conditions in global supply chains, both from our office and on the ground. Our new Fair Impact Programma offers tailored support for responsible business practices. Learn more in this impact overview.



Discover our work in progress

We are achieving results, particularly in the areas of:

A just transition for miners

Nickel and copper are vital to the global energy transition, driving demand for raw materials. We support trade unions in mining regions to ensure safe working conditions, freedom of association, and fair treatment during transition.



A living wage in agriculture and food chains

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



Improved labour rights in the textile industry

With our support unions negotiate robust collective bargaining agreements. This strengthens social dialogue in garment factories. We also engage with brands so they uphold their commitments to better working conditions.



The impact of our chain approach

We are go-getters focussing on:

Bottom-up engagement

We work directly with trade unions and workers — they know best what's needed and what challenges they face.



Collaboration

We partner with companies, unions, governments, and organisations, always seeking practical solutions. Together, we achieve more.



Sustainable change

We train unions to become strong, constructive negotiators, driving lasting improvements in their own countries.



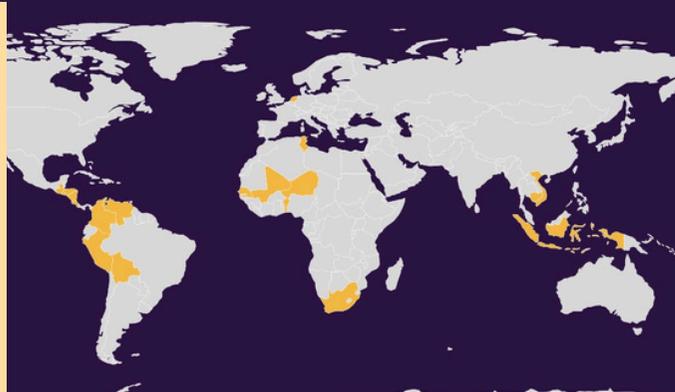
Worker-driven data

Through our Fair Work Monitor, we collect real data with local unions — directly from the working people themselves.





Reach



- ✓ Active in **16 countries** across Africa, Asia and Latin America
- ✓ Supporting **260 unions** representing 2,450,000 workers
- ✓ Active in the **supply chains** of horticulture, textiles, minerals, palm oil, sugar and cashew.



Agreements

- ✓ Facilitated **53 Collective Bargaining Agreements (CBA)**, benefiting **77,500 workers**.
- ✓ Contributed to **52 policy changes** on labour conditions.
- ✓ **7,800 workers benefit from 3 Multicompany CBAs**
Facilitated the renewal of 2 existing and 1 new Multicompany CBA for 7,800 workers.
- ✓ Facilitated the **first CBA agreement** that gives workers of closing mines a voice in energy transition decisions in Colombia.



Fair Work Monitor

Fair Work Monitor

- ✓ **Participative surveys provide data in supply chains**
Our Fair Work Monitor surveying workers in textile, mining and agriculture, providing reliable HRDD data on labour conditions in supply chains about health and safety at work, living wages, child labour forced labour and social security. We developed this participatory monitoring tool together with local unions.
- ✓ **73% of textile workers in debt**
The monitor in the Cambodian textile industry revealed a 41% gap between the average workers' income and the cost of living, which forces 73% of workers into debt to cover basic needs. 30% of Cambodian participants report they run out of food at the end of the month. The number of participating unions and factories has doubled.
- ✓ **13% wage increase in a sugar company**
The living wage gaps revealed by the Fair Work Monitor in the sugar industry support negotiations for a 13% wage increase at a sugar company in Nicaragua.



Trainings

- ✓ **7,500 participants in 27 training sessions**
Conducted 27 learning events, building capacity of 7,500 participants among worker representatives but often also employers. Capacity was built on collective bargaining, HRDD and social dialogue. More than 1,400 of participants were youth.
- ✓ **Developed a toolkit on HRDD for trade unions**
- ✓ **Strengthening inclusive leadership**
We facilitated capacity building of especially youth and women, leading to increased numbers in leadership positions of
 - 780 young people
 - 530 women

Map | Impact overview

This map highlights examples of impact in 2024



Netherlands

Promoting the role of trade unions in due diligence

Promoted the role of trade unions in due diligence and developed a future model for sectoral cooperation with employers and government in the SER.



Mali

Agreement towards RBC in the mango sector

Employers and unions agreed to promote dialogue after a workshop by CNV Internationaal and Dutch employers' organisation PUM.

Cambodia

CLC union contributes to advanced worker protection

Dialogue with the government led to extended pension regulations, healthcare schemes, and integration of informal workers into social protection.



Vietnam

Strengthened relationships with Dutch agrifood companies

CNV board members strengthened relationships with leaders of VGCL union, Ministry of Labour and employers associations, during Dutch trade mission. Contacts were built with Dutch companies doing business in Vietnam, in particular agri-food companies.



Indonesia

The unions' OSH survey provides recommendations for worker protection

Training sessions and OSH survey training led to 2 new company unions in the nickel industry.

Video ▶

Court follows trade unions' review petition of the Omnibus Law

Court ordered a new Employment Law, enhancing employment contracts, minimum wage standards, and job protection.



South Africa

Raising Labour issues awareness in metals mining in a webinar

Discussing labour issues with stakeholders in mining to raise awareness of the risks we identified in our research.

Webinar ▶

Senegal

Social dialogue networks in horticulture

Networks started to strengthen vulnerable workers by unions with employers and government.

Video ▶

Significant increase in youth employability 2022-2024

Union contributes to increased youth employability:

- 65,000 jobs created
- 4,000 training scholarships
- 1,365 employed through State-Employers agreement

Benin

Union COSI Benin advises Dutch Nuts2 subsidiary on RBC diagnosis

Cashew factory AFROCANTAN BC, asked union COSI Benin to advise for the development of their RBC policy.



Côte d'Ivoire

Stakeholders in the cashew chain committed to promoting freedom of association and decent work

A theory of change was adopted and action levers identified.

Nicaragua

Wage gains in collective bargaining agreements

13% wage increase for all workers at Montelimar Sugar Mill Union.



Guatemala

First union ever in palm oil

A union is established in REPSA palm oil plantation, enabling collective negotiation.

Colombia

Dialogue table for coal mine closure and scholarships

A new Collective Bargaining Agreement includes a dialogue table for mine closure and scholarships, benefiting 4,000+ workers.

Peru

Favorable rulings improve precarious working conditions for mine workers

Court rulings improved conditions, including higher salaries and permanent employment.



Bolivia

Tripartite dialogue table and collective agreement

Dialogue is established in the sugar sector following the 2024 Fair Work Monitor report.

Empowered to engage effectively in Vietnam

Train the trainer: Strengthening from within

“The CNV Internationaal course “Trade Union Organising and Social Dialogue” gave me the confidence to approach negotiations with company management more assertively, using improved dialogue and negotiation skills. I’ve learned to create win-win solutions that benefit workers while developing constructive relations with employers.”

Nguyen Huu Hiep, union leader at Vietnamese union VGCL, from Vietnam



From dangerous walks to a safe shuttle in Indonesia

Trade union convinces nickel factory management of the need for safe transportation

“The buses are vital for ensuring the safety of workers. When we showed management the route we had to walk to reach the workplace, they immediately recognised just how urgently these buses are needed. We’re also pleased that pregnant women and female workers are given priority when boarding.”

Fadhiah Liku, union leader of PT. IRNC, emphasises the importance of the shuttle buses, from Indonesia



Data strengthens voices in Cambodia

Fair Work Monitor provides first-hand information on actual wages and costs of living

“Before, we often lacked the data to back our negotiations. This tool has strengthened our position—we now have first-hand information on actual wages and living costs to support our arguments and demands.”

Som Chandy, garment worker and active member of the Coalition of Cambodian Apparel Workers’ Democratic Union (C.CAWDU)



The first step towards change in Guatemala

The establishment of the first union in palm oil in Guatemala

“The journey to create this union has been far from easy. It has required tireless dedication and unwavering courage from the workers, as well as support from civil society organisation CONDEG and CNV Internationaal. Despite considerable resistance and pushbacks, the determination of these workers has prevailed.”

Cesáreo Tiul, General Secretary of SITRAREPSA, the union within palm oil company REPSA



From extraction to empowerment in Colombia

Mining unions move towards a just transition

“CNV Internationaal has been instrumental from the start—none of this would have been possible without their support. They helped us work closely with communities and former workers to prove our capabilities.”

Jorge González, founder of Asoextramin



Recognition in the oil sector in Niger

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

“We learned to use social dialogue as a tool for change. CNV Internationaal and our national union CNT were key to SATRAP’s growth—offering training on collective bargaining and strategic support.”

Mr Tinni Amadou Maiga, leader of STATRAP union within CNPC/NP.



Women lead way in the Mali

Safer workplaces through training and anti-harassment focal points

“We’re no longer just supporters within the labour movement—we are agents of change. We analyse, propose solutions, and negotiate with policymakers. The Minister’s commitment truly moved me. I felt heard—as a woman and as a union member. The Minister took notes, asked questions, and promised to support us.”

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



Timeline | 2024

Work in progress

January

Urgent calls for safety in Indonesia's nickel industry

At the end of 2023, a fire at a Morowali nickel smelter kills 21 workers and severely injures 40 more. CNV Internationaal's partner KSBSI works with unions to present demands for urgent reforms, such as safety instructions in Indonesian language, not only in Chinese, and emergency response teams.



24 April

EU Adopts the CSDDD

CNV Internationaal contributes to the directive that holds companies accountable for labour rights and environmental sustainability.

April

Launch of Fair Work Monitor

During the sugar cane harvest, trade unions in Latin America start collecting data to monitor labour conditions and the lack of a living wage. Some must work 19 hours a day to make ends meet.

Video



16 May

Dutch EU candidates debate international trade and coöperation

Together with employers' organization VNO-NCW, we invite EU-candidates from 6 parties to debate European and international trade and foreign policy. The Netherlands earns one-third of its income from international trade.



12 July

Training with employer organisation PUM in Côte d'Ivoire

Our training in Côte d'Ivoire, opened by the Dutch Ambassador, with both employers and unions strengthens social dialogue and leads to improved sectoral negotiations.



JANUARI 2024

JULY

19-23 February

Pivotal ILO's tripartite expert meeting on wages reveals vital role of unions in identifying living wage discrepancies

Our perspectives on union participation in living wage discussions are recognised through collaborations with stakeholders, e.g. representatives from the Dutch government, ITUC, and ILO. Outcomes include the vital role of collective bargaining and minimum wage frameworks.

Agreement

15 March

CNV board exchange to Vietnam

CNV board members Daniëlle Woestenberg and Jan Pieter Daems visit Vietnam for an exchange with VGCL union leaders.



April

Action is needed in the cashew sector in Côte d'Ivoire

CNV Internationaal releases a report on the cashew sector, laying the groundwork to tackle informal work and low wages.

Report



June 4

5th Anniversary ILO Convention 190 For a world of work without violence and harassment

Some 200 participants, also representatives from the Dutch Government, join our session during the International Labour Conference to share experiences and challenges.

Video



4 July

Indonesia adopts new Maternal and Child Welfare Law

New law brings regulations for paid parental leave, support for childcare costs, and provisions for breast feeding. Partner union KSBSI provided input for this bill.



Timeline | 2024

Work in progress

August

Tegenlicht reveals hidden costs of nickel mining

VPRO Tegenlicht, published an article with input from CNV Internationaal, revealing hidden costs in the nickel industry.

News 



27 September BOOST HRDD training in Indonesia

Participants learn how to use new European CSDDD legislation to address labour issues in palm oil, textile, and nickel sectors.

13 November Contributing to enhanced RSPO principles and criteria

Most of our suggestions are adopted into the revision for more sustainable and equitable practices in the palm oil industry.



24 November – 10 December Orange the World Campaign

Union partners in many other countries denounce violence and harassment and fight for ratification of ILO Convention 190. Our partner in Cote d'Ivoire raises awareness among informal workers, women who work at markets.

2 December

Colombian government delegation visits Limburg and EU

CNV Internationaal hosts an exchange with the Colombian Ministries of Labour and Mining & Energy and the mining union network to discuss a just energy transition for miners and regional economies, with the Dutch government and the EU, also learning from Limburg's transition experiences.

News 



AUGUST

2024

DECEMBER

22 August

Bonsucro establishes a Human Rights task force after NY Times reveals severe abuse

Horrendous human rights violations against female sugar workers are revealed, motivating Bonsucro to establish a Human Rights Task Force. CNV Internationaal is interviewed and becomes a member of the task force.

News 

25 October

Union leader murdered in Guatemala

We mourn the death of Francisco Pop Ico, a 40-year-old trade union leader in the palm oil sector. The annual ITUC Index reveals Guatemala as one of the countries where workers' freedom is most at risk.

News 



1 November Workshop at he Afrikadag (Dutch Africa Day) on fair trade and robust food chains

CNV Internationaal organises a workshop with parliamentarian Lara Wolters on European HRDD legislation, focusing on fair trade and robust food chains in Senegal's horticulture sector.

Video 



19 November

Roundtable Advancing Living Wages in the Sugarcane Sector

Organised a buyers-only event to discuss fair wages in sugar supply chains with insights from Hershey's, IDH and PFLW, Platform Living Wage Financials

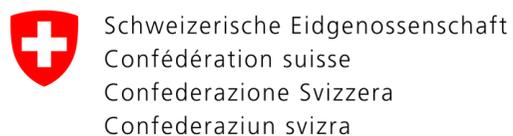


21-28 November

Palm oil multi-stakeholder visit The Netherlands to engage with private sector and unions

Bringing together different perspectives of employees and private sector companies, results in constructive dialogues on how to improve labour conditions in the palm oil sector. It also shows what responsibilities stakeholders have.

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



Ministry of Foreign Affairs of the
Netherlands



Netherlands Enterprise Agency



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