

Elevating Worker's Voice in HREDD:

Launching the HREDD Training Toolkit for Trade Unions

11 Nov 2024

Upcoming HREDD legislation requires buyers to reach out to key stakeholders, especially rightsholders such as workers, throughout their supply chain and engage in meaningful stakeholder dialogue. However, this is easier said than done, as we see that companies often struggle to reach the workers themselves. At the same time, many workers in production countries are also unaware of HREDD legislation and the opportunities this could bring, thereby limiting their participation in these vital discussions.

During this event, a solution for this challenge was presented through the launch of the HREDD Training Toolkit for Trade Unions, developed by CNV Internationaal with the support of the German Federal Ministry for Economic Cooperation and Development (BMZ) through the FABRIC Cambodia project of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.

After a short welcome by Sophorn Chov from GIZ-FABRIC Cambodia and an introduction into the important role that trade unions can play in HREDD due to their position as representatives of the workers' voice, Margot Offerijns from CNV Internationaal presented the HREDD Training Toolkit for Trade Unions. This toolkit was developed after it became clear that more comprehensive capacity-building of trade unions in production countries on HREDD was necessary, as trade unions are too often not yet included in these kinds of workshops. The material is specifically developed to provide practical guidance to trade unions to strengthen their role in HREDD and equip them to actively engage in stakeholder dialogue. Based on this toolkit, multiple training courses and workshops have been organized in different countries, including Cambodia, so far. To scale up this work, the HREDD Training Toolkit for Trade Unions has now been made publicly available.

This presentation was followed by a panel discussion with Yot Seang, Munysovann Preap and Margot Offerijns. Both Yot Seang and Munysovann Preap have become trainers on the subject of HREDD and are now organizing HREDD worker sessions for their local trade union leaders themselves. The toolkit has been valuable to them and the trade union leaders they have trained in many ways:

- In general, it has made it clearer why HREDD legislation can be an important opportunity for trade unions as it can have a positive impact on improving working conditions. They now feel more ready and prepared to work with buyers, employers and other stakeholders to discuss how to make HREDD policies impactful.
- Specifically, it has helped build their understanding of the supply chain from beginning to end, including all the different stakeholders involved. This has strengthened their capacity to identify major human rights risks within their part of the supply chain and to effectively communicate about these, an important part of step 2 of the due diligence cycle.
- They also got a better understanding of how to collect information on cases happening on the work floor to strengthen their argument. Even more importantly, they understand what they can expect from other stakeholders (such as buyers) in terms of providing remedy for these cases. The responsibilities of all stakeholders under CSDDD have become much clearer, thereby making it easier for them to make use of these opportunities.

The panel then dived into a discussion on how this toolkit can also lead to improvements in interactions between buyers and trade unions, as this is often still challenging, as both Yot Seang and Munsyovann Preap highlighted as well. They explained that the toolkit could help in building capacity of trade unions to be better prepared to work with stakeholders, such as buyers and employers, on HREDD to together find solutions to preventing and mitigating the major human rights risks in the supply chain. They expressed hope that this toolkit would also raise the awareness of the buyers themselves that they are missing out on an important opportunity if they do not start engaging with trade unions on this important topic. As Munysovann Preap rightly mentioned, HREDD is important for buyers and employers, but without involvement of trade unions, the implementation will not be effective or sustainable.

The HREDD Training Toolkit for Trade Unions is now publicly available for everyone and can be downloaded at CNV Internationaal's website: www.cnvinternationaal.nl/hredd-training. All stakeholders interested in this topic (specifically trade unions, NGOs, companies, suppliers) are encouraged to access this valuable resource.

To learn more, watch the [recording of the Seminar](#). The slides presented in this seminar are attached below. For more online seminars on similar topics, check out the [Asian Dialogues Series](#).

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FABRIC Asia



Internationaal

Elevating worker's voices in HREDD



Program

Welcome and introduction

Welcome by GIZ

CNV and role of trade unions in HREDD

Launch of the HREDD Toolkit

Panel discussion

Questions



Panelists

Munysovann Preap

Secretary General of the Collective Union of Movement of Workers (CUMW) in Cambodia

Yot Seang

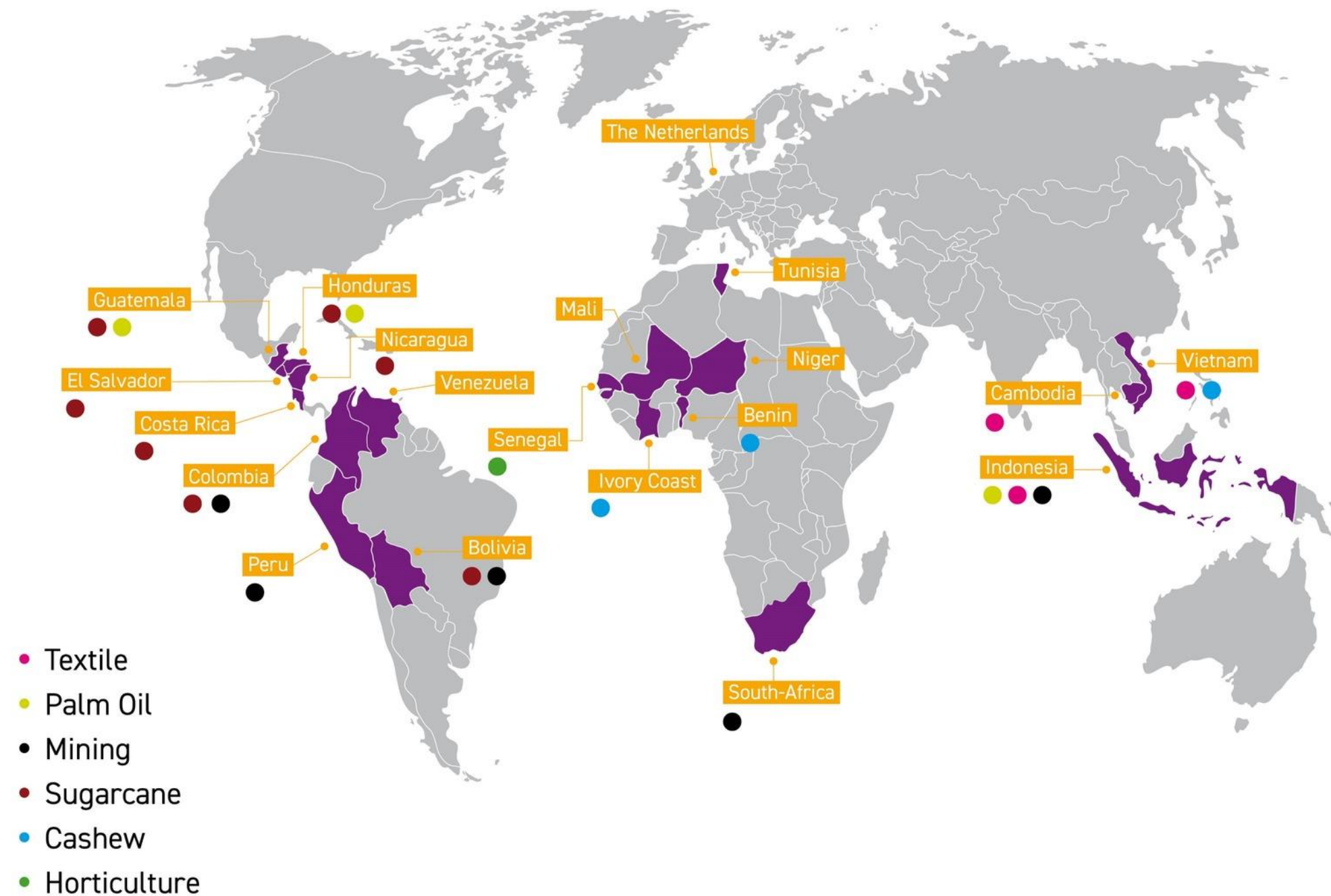
Dispute Settlement Manager of the Coalition of Cambodian Apparel Workers' Democratic Union (C.CAWDU) in Cambodia

Margot Offerijns

Programme Officer Asia at CNV Internationaal

CNV Internationaal: 100% Fair Work

2024



sociale dialoog



arbeidsrechten



eerlijke kansen



talenten versterken



Social dialogue

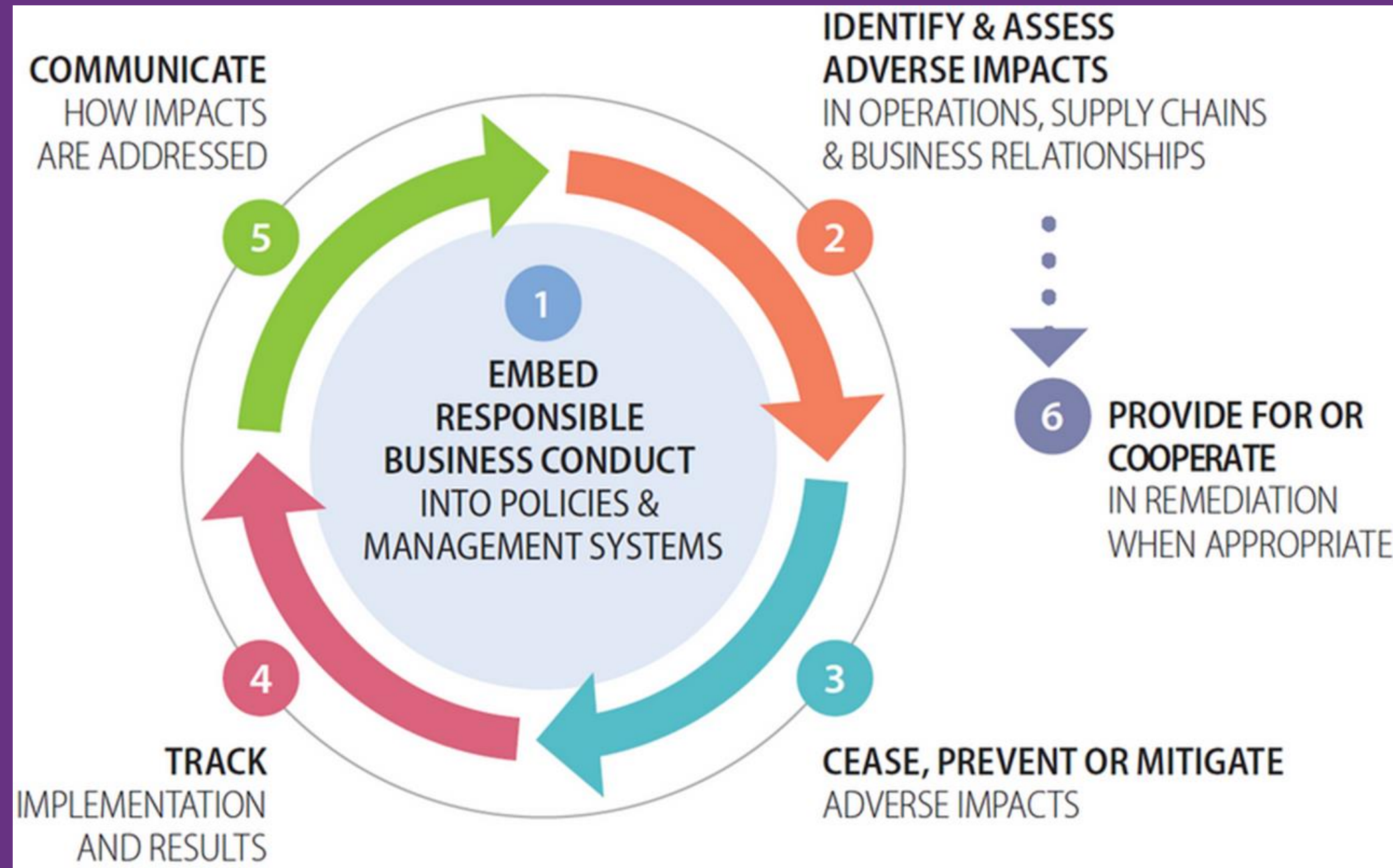
Youth employability

Gender

International Responsible Business Conduct



OECD Guidelines



Trade unions important stakeholder in HREDD



The HREDD process consists of 6 steps and in each, companies need to involve stakeholders.



Important stakeholders are rightsholders such as workers



Workers are best represented by trade unions



Engagement should be meaningful

Trade Unions and CSDDDD

Identifying and assessing actual and potential adverse impacts (step 2 HRDD/ art 8 CSDDDD)

Prioritization of identified actual and potential adverse impacts (step 2 HRDD/ art 9 CSDDDD)

Developing action plans to prevent or mitigate risks (step 3 HRDD/ art 10.2 and 11.3 CSDDDD)

Pausing or ending a business relationship as a last resort (step 3 HRDD/ art 10.6 and 11.7 CSDDDD)

Remediating of actual adverse impacts (step 6 HRDD/ art 12 CSDDDD)

Developing qualitative and quantitative indicators for monitoring of actions (step 4 HRDD/ art 15 CSDDDD)



Needs of Trade Unions



Solid understanding of HREDD
and their role in this

HREDD Training Toolkit for Trade Unions



Implemented by





Human Rights and Environmental Due Diligence Training Toolkit for Trade Unions



Implemented by



Content of the Toolkit

Package 1:

Intensive HREDD training

- 1.1 Instructions
- 1.2 Training material
- 1.3 Optional handout material
- 1.4 Cambodian case example
- 1.5 Good practice example
- 1.6 Action plan template

Package 2:

National Level Workshop

- 1.1 Instructions
- 1.2 Training material
- 1.3 Optional handout material
- 1.4 Cambodian case example
- 1.5 Good practice example
- 1.6 Action plan template

Package 3

Local Level Workshop

- 1.1 Instructions
- 1.2 Training material
- 1.3 Optional handout material
- 1.4 Cambodian case example
- 1.5 Good practice example
- 1.6 Action plan template

Day 1

**Human Rights and Environmental
Due Diligence
Training Toolkit for Trade Unions**

Goals of the training

An in-depth understanding of HREDD
(in line with OECD Guidelines and UNGPs)

An in-depth understanding of the role trade unions in
production countries can play in HREDD

To prepare on how to take an active role as
a trade union in HREDD processes

Programme training

DAY 1

- Introduction RBC & OECD Guidelines/HREDD
- Overview legislation
- Step 2 of HREDD

DAY 2

- Step 3, 6, 1 & 4 of HREDD

DAY 3

- Step 4 continued & 5 of HREDD
- Reflection and looking ahead

Programme training

Within each of the 6 steps of HREDD we will explain:



Theory



Group work



Plenary
discussion of
group work



Role of the
trade union



Specific
instrument for
certain step

Example



1	Cotton Farm		Low wage	Child Labor	Pesticides/OHS	Loss biodiversity	FoA	
2	Spinning Mill		Modern Slavery	Child Labor	Dust community	Low wage	OSH	
3	Dyeing Factory		OSH	Water Pollution	Low wage			
4	Garment Factory		Low Wage	FoA	GenderBVH	No contracts	OSH	Air pollution
5	Brand Warehouse		Low Wage	0-Hour contracts	OSH			
6	Store		Low Wage	0-Hour contracts				
7	Consumer		Chemical residue					
8	Recycler		Air pollution					
9	Transportation		OSH	Low wage	Water Pollution	Emissions	FoA	Long workdays
10	Subcontracting		No contracts	Low Wage	FoA	OSH	GenderBVH	Air pollution



Want to explore the **HREDD
Training Toolkit** yourself?

Download it here:

<https://www.cnvinternationaal.nl/en/topics/value-chains/labour-rights-in-supply-chains/hredd-training/>

