

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 Munsyovann 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](#).

Published by:

Deutsche Gesellschaft für Internationale
Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn, Germany

FABRIC Asia
No. 27, Street 302, Boeung Keng Kang 1
Phnom Penh, Cambodia

ahmad.tasneem@giz.de
www.giz.de

Author: Margot Offerijns
CNV Internationaal is responsible for the content of this publication.

Layout: Alsharq

On behalf of the Federal Ministry for Economic
Cooperation and Development (BMZ)

As of 06 Nov 2024



FABRIC Asia

CNV Internationaal