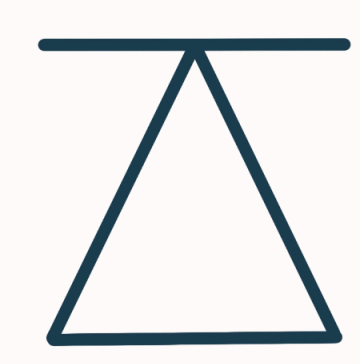




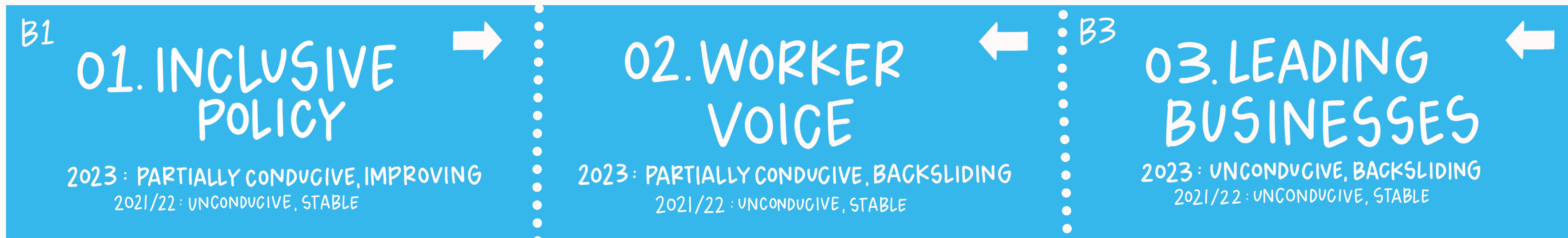
LABOUR RIGHTS

PROGRAMME IMPACT & LEARNING

our EVIDENCE SHOWS **STRONG PROGRESS**

IMPACT & PROGRESS

TOP THREE B RUBRIC RATINGS & JUSTIFICATIONS from EVIDENCE



KEY POCKETS of SUCCESS:

THE EU'S CSDDD MANDATES COMPANIES UNDERTAKE **HUMAN RIGHTS & ENVIRONMENTAL DUE DILIGENCE** in SUPPLY CHAINS, WHICH ADVANCES LABOUR RIGHTS and ACCOUNTABILITY.

THROUGH **COALITION BUILDING**, ADVISING BUSINESSES, CONDUCTING RESEARCH, GENERATING EVIDENCE, ENSURING ALIGNMENT with EXISTING INTERNATIONALLY AGREED FRAMEWORKS.

WITH CIVIL SOCIETY, BUSINESSES, FINANCIAL ACTORS & POLICYMAKERS - THE ACHIEVEMENTS CAN BE SEEN THROUGH the **ADOPTION of the DIRECTIVE**, AND the **RECOMMENDATION** FROM PARTNERS in the DIRECTIVE.

KEY AREAS of RESISTANCE

FRAGMENTED POLICIES & SHRINKING DEMOCRATIC SPACES in PRODUCER COUNTRIES HINDER PROGRESS. CONSERVATIVE **POLITICAL RESISTANCE** in EUROPE CHALLENGES REFORMS.

ENFORCEMENT ISSUES with CSDDD & **LOOPHOLES** LET BUSINESSES AVOID ACCOUNTABILITY.

LIMITED MARGINALISED VOICES & LACK of REMEDY SLOW INCLUSIVE POLICIES.

KEY POCKETS of SUCCESS:

WORKER VOICES ARE INCREASINGLY HEARD THROUGH **WAGE REFORMS** in TAMIL NADU and THE EII SCHEME in BANGLADESH.

OVER 5 MILLION INDIAN WORKERS GAINED **SOCIAL PROTECTIONS** in PARTNERSHIPS. **TRACEABILITY TOOLS** AID NEGOTIATIONS.

RECOGNITION of INTEGRATING SOCIAL PROTECTIONS INTO CLIMATE STRATEGIES IS GROWING, WITH COMMUNITY-LED EFFORTS **ADVANCING RIGHTS** in UNDERREPRESENTED SECTORS.

KEY AREAS of RESISTANCE

STRUCTURAL BARRIERS LIMIT WORKER INCLUSION in POLICY DECISIONS.

SHRINKING DEMOCRATIC SPACES HINDER LABOUR RIGHTS ADVOCACY.

PROFIT-DRIVEN SECTORS OVERLOOK WORKER INCLUSION.

PRODUCER COMMUNITIES REMAIN UNDER-REPRESENTED in CLIMATE ADAPTATION DIALOGUES.

TRANSITION INDUSTRIES **LACK WORKER INVOLVEMENT**, RISKING UNFAIR POLICIES.

KEY POCKETS of SUCCESS:

BRANDS LIKE H&M AND C&A HAVE JOINED BANGLADESH'S **EMPLOYEE INJURY INSURANCE (EII)**, PROTECTING MILLIONS of WORKERS.

THE FASHION TRANSPARENCY INDEX **MOTIVATES BRANDS** to **DISCLOSE** LABOUR & ENVIRONMENTAL DATA.

OVER 30 BRANDS PARTICIPATING in EII DEMONSTRATE **EFFECTIVE PUBLIC-PRIVATE COLLABORATION**, CREATING a BLUEPRINT for CORPORATE RESPONSIBILITY.

KEY AREAS of RESISTANCE

COST CONCERNS LEAD CORPORATIONS to SCALE BACK COMMITMENTS.

LOBBYING AIMS to WEAKEN HUMAN RIGHTS DUE DILIGENCE.

MOST BUSINESSES **LACK TRANSPARENT LABOUR PRACTICES**, HINDERING SYSTEMIC CHANGE.

ECONOMIC PRESSURES CAUSE COST-CUTTING THAT **OVERSHADOWS** LABOUR RIGHTS.

TOP 3 STORIES of CHANGE

1. LOCAL and NATIONAL-LEVEL IMPROVEMENTS in WORKING CONDITIONS

PROBLEM PRODUCING-COUNTRY WORKERS OFTEN BEAR the HIGHEST BURDEN of NEGATIVE SOCIAL & ENVIRONMENTAL CONDITIONS in the WORKPLACE.

WHAT HAPPENED? PARTNERS SUCH AS NAZDEEK, GIZ, and DIGNITY ALLIANCE INTERNATIONAL, THROUGH BUILDING ALLIANCES BETWEEN INDUSTRY, GOVERNMENT, BUSINESSES and CSOs HAVE HELPED to IMPROVE LABOUR CONDITIONS, INCREASE MINIMUM WAGES & ESTABLISH INJURY INSURANCE SCHEMES, and CREATE ACCESSIBLE SUPPORT SCHEMES for VULNERABLE WORKERS.

THESE SUCCESSSES ARE DUE to the STRONG COLLABORATION WITH LEADING BRANDS & BUSINESSES.

KEY OUTCOME THANKS to PARTNERS EFFORTS, the EMPLOYEE INJURY INSURANCE SCHEME of BANGLADESH WAS ESTABLISHED, MINIMUM WAGE for TEXTILE WORKERS in TAMIL NADU INCREASED by 48% AND INDUSTRY PARTNERSHIPS RESULTED in INCREASED LABOUR WELFARE in the CONSTRUCTION AND TEXTILE SECTOR.

2. OPEN DATA USED for SUPPLY CHAIN DUE DILIGENCE & ACCOUNTABILITY

PROBLEM LACK of TRANSPARENCY in SUPPLY CHAINS LIMITS ACCOUNTABILITY and GOOD PRACTICE in LABOUR & ENVIRONMENTAL PRACTICES FROM BEING MAINSTREAMED ACROSS INDUSTRIES.

WHAT HAPPENED? DATA GOES HAND in HAND with TRANSPARENCY and ACCOUNTABILITY in MANY DOMAINS, INCLUDING LABOUR RIGHTS. PARTNERS SUCH AS FASHION REVOLUTION, FRANK BOLD, WAGE INDICATOR, BRAC UNIVERSITY and OPEN SUPPLY HUB, ENGAGE WITH OTHERS ACROSS the TRANSPARENCY CYCLE, INCLUDING BRANDS, MANUFACTURERS, POLICY MAKERS, UNIONS and DIRECTLY WITH WORKERS, ALLOWING for THEM to LEVERAGE TECHNOLOGY and DATA.

THE RESULTS ARE INCREASING TRANSPARENCY in SUPPLY CHAINS, HARMONISED DATA DISCLOSURES, FACILITY IMPROVEMENTS at the LOCAL LEVEL and MAJOR POLICY WINS for the SECTOR.

KEY OUTCOME KEY SUPPLY CHAIN ACTORS ARE CONDUCTING DUE DILIGENCE in THEIR OWN SUPPLY CHAINS, OUTSIDE-IN ACCOUNTABILITY CAN TAKE PLACE THROUGH CIVIL SOCIETY and INVESTORS, and BOTTOM-UP DATA is EMPOWERING WORKERS & THEIR REPRESENTATIVES in NEGOTIATIONS. FOR EXAMPLE, WITHIN the ENERGY SECTOR, SUNROCK WERE the FIRST of THEIR PEERS to USE OPEN SUPPLY HUB to TRACE DEEPER in THEIR SUPPLY CHAIN. AS THEY BUILT OUT THEIR JUST TRANSITION STRATEGY, THEY REQUIRED VISIBILITY INTO THEIR SUPPLY CHAIN and the ABILITY to WORK COLLABORATIVELY & OPENLY on DUE DILIGENCE.

DIRECTION of TRAVEL

→ IMPROVING
↓ STABLE
← BACKSLIDING

COLOUR LEGEND

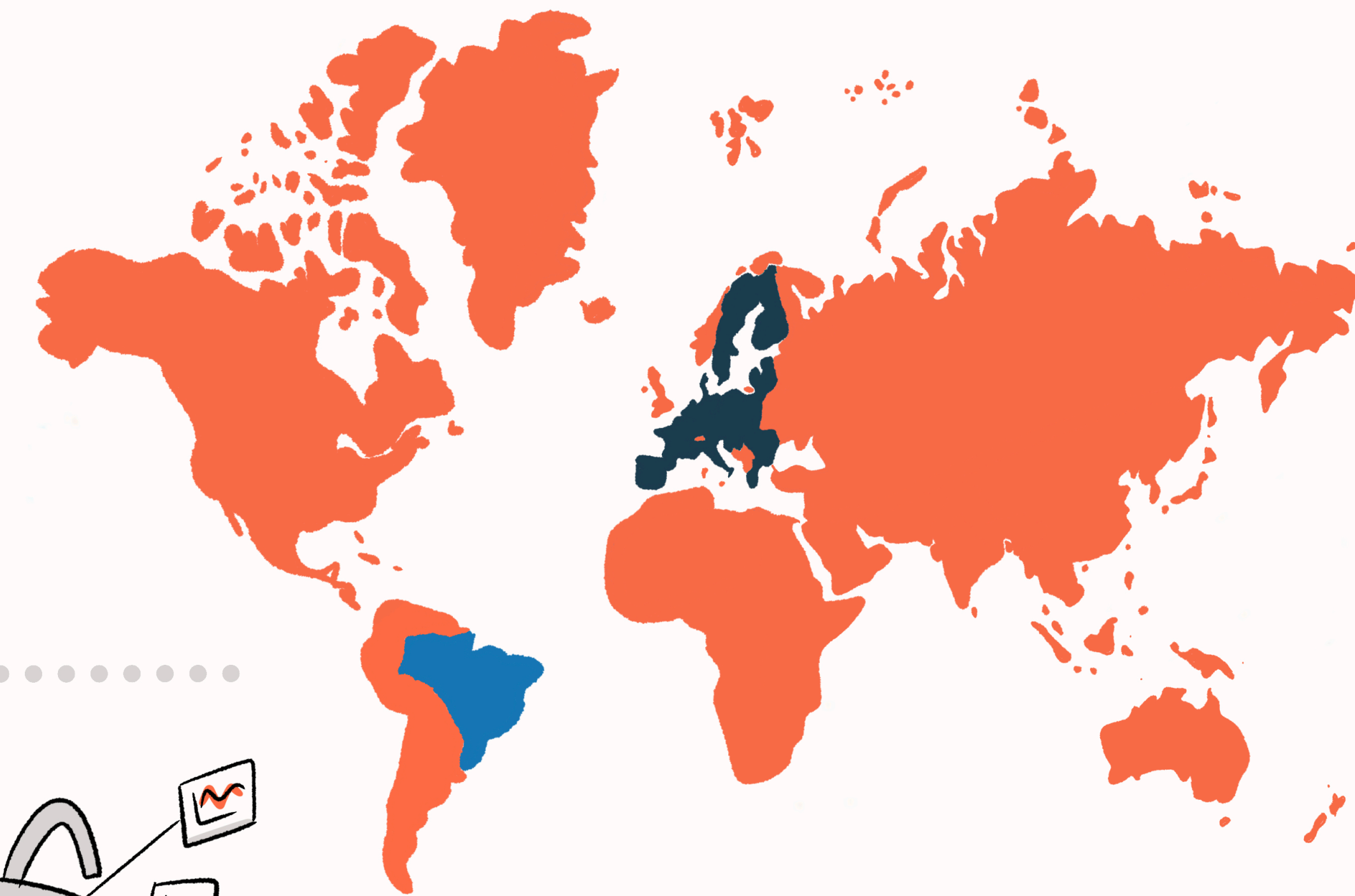
● HARMFUL
● UNCONDUCTIVE
● PARTIALLY CONDUCTIVE
● CONDUCTIVE & SUPPORTIVE
● THRIVABLE

527 **STORIES of CHANGE**

60 STORIES RANKED "MOST SIGNIFICANT" MEANING THEY HAVE a HIGH DEGREE of BREADTH, DEPTH, STICKINESS, STRATEGIC RELEVANCE and CONTRIBUTION FROM LAUDES

TOP 3 GEOGRAPHIES of IMPACT

GLOBAL EU BRASIL



3. SHAPING CORPORATE SUSTAINABILITY DUE DILIGENCE in EU POLICY

PROBLEM THE ABSENCE of SUPPLY-CHAIN LEVEL DUE DILIGENCE ACROSS INDUSTRIES ENABLES CORPORATES to UNKNOWNLY RELY on UNLAWFUL LABOUR PRACTICES FURTHER in the SUPPLY CHAIN.

WHAT HAPPENED? REGULATIONS CAN SET COMMON EXPECTATIONS of FOR COMPANY PERFORMANCE, REWARDING LEADERS and LIFTING LAGGARDS.

PARTNERS SUCH AS the EUROPEAN COALITION for CORPORATE JUSTICE (ECCJ), SHERPA, FRANK BOLD SOCIETY, SHIFT PROJECT Ltd., ANTI-SLAVERY INTERNATIONAL (ASI), ITUC, the DANISH INSTITUTE for HUMAN RIGHTS & the RUTGERS LAW SCHOOL HAVE BEEN ADVOCATING for & PROMOTING CORPORATE HUMAN RIGHTS and SUSTAINABILITY DUE DILIGENCE, SUCH AS the EUROPEAN CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE (CSDDD), APPROVED in DECEMBER 2023 for IMPLEMENTATION STARTING 2026.

KEY OUTCOME WITH CSDDD APPROVED, COALITIONS & STAKEHOLDERS ARE NOW PREPARING for IMPLEMENTATION of the DIRECTIVE.

INVESTMENT & FOCUS

TOTAL COMMITTED
€78.0M

€71.3M
LEVERAGED

JANUARY 2020 - DECEMBER 2023

97 PARTNERS
3 GEOGRAPHIES of STRATEGIC FOCUS
EU SOUTH ASIA SOUTH EAST ASIA

LEARNING

OUR CONTEXT is SHIFTING & WE ARE ADAPTING

OVERALL, WE SEE a MIX of CLOSED DOORS, OPEN DOORS and BRICK WALLS

OPEN DOORS

- ★ GLOBAL EFFORTS for JUST TRANSITION & CLIMATE RISK (HEAT) ADVANCE POLICIES PROTECTING WORKERS' RIGHTS.
- ★ EU REGULATIONS ENABLE BUSINESSES to LEAD in TRANSPARENCY & WELFARE.
- ★ COLLABORATION BETWEEN INDUSTRIES and WORKERS IS IMPROVING LABOUR CONDITIONS THROUGH ADVOCACY & a FOCUS on JUST INDUSTRY TRANSITIONS.

CLOSED DOORS

- ★ LACK of PRODUCER COUNTRY INVOLVEMENT LIMITS POLICIES for VULNERABLE WORKERS.
- ★ BUSINESSES ARE SLOW to INVEST in RESKILLING, SHOWING a GAP in LABOUR RIGHTS LEADERSHIP.
- ★ POLITICAL SHIFTS & CORPORATE RESISTANCE IMPEDE PROGRESS, WITH WEAK ENFORCEMENT of LABOUR PROTECTIONS.

BRICK WALLS

- ★ ENFORCEMENT GAPS and WEAK GOVERNANCE BLOCK PROGRESS on DECENT WORK.
- ★ HIGH COSTS DETER BUSINESSES FROM COMMITTING to WORKER WELFARE.
- ★ ENTRENCHED CORPORATE POWER and OPAQUE BUSINESS MODELS OBSTRUCT SYSTEMIC CHANGE and MARGINALISE WORKER VOICES.

ACCELERATING ADVOCACY, CULTIVATING ALLIANCES and STRENGTHENING ACCOUNTABILITY, are DRIVING CHANGE:

48 MOST SIGNIFICANT STORIES of CHANGE → ACCELERATING ADVOCACY → 358 (70%)

24 MOST SIGNIFICANT STORIES of CHANGE → CULTIVATING ALLIANCES → 307 (60%)

27 MOST SIGNIFICANT STORIES of CHANGE → STRENGTHENING ACCOUNTABILITY → 299 (58%)

6 MOST SIGNIFICANT STORIES of CHANGE → AMPLIFYING NARRATIVES → 97 (19%)

REDEFINING VALUE → 20 (4%)

6 MOST SIGNIFICANT STORIES of CHANGE → SCALING RESEARCH & INNOVATION → 18 (4%)

EXAMPLE: the WIKIRATE PROJECT AGGREGATED DATA from VARIOUS SOURCES to PROVIDE COMPREHENSIVE ASSESSMENTS of COMPANY PERFORMANCE, WHICH WERE THEN USED by UNIONS & CIVIL SOCIETY ORGANISATIONS to ADVOCATE for BETTER LABOUR CONDITIONS.

EXAMPLE: THE MIGRANT RESILIENCE INITIATIVE (MRC) SUCCESSFULLY BROUGHT TOGETHER VARIOUS STAKEHOLDERS to IMPROVE LABOUR CONDITIONS for MIGRANT WORKERS in INDIA, DEMONSTRATING the EFFECTIVENESS of COLLABORATIVE EFFORTS.