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About

This report has been researched and produced by the Open Data Institute (ODI), with support from Humanity United. It was published in June 2024. Its lead authors were Kanika Joshi and Elea Himmelsbach with support from Josh D’Addario. If you want to share feedback by email or would like to get in touch for collaborations, contact the impact lead Kanika kanika.joshi@theodi.org or the project lead Elea elea.himmelsbach@theodi.org.

To share feedback in the comments, highlight the relevant piece of text and click the ‘add a comment’ icon on the right-hand side of the page.
Data for workers’ rights peer learning network: Impact report

As our peer-learning network comes to a close, we evaluate its impact to understand how knowledge sharing and collaborations between data institutions in the labour rights and supply chain sectors can have a positive impact on the ecosystem.

Data is central to the labour rights and supply chain sector. It enables evidence-based decision-making to drive social, economic and political change. Despite this, data access and sharing remains a key challenge in the sector, making it difficult for many organisations to realise the full value of the data they steward to drive change. To address this, the Open Data Institute (ODI) partnered with Humanity United (HU) in 2023 to facilitate a peer-learning network (‘the network’) for organisations that use data to support workers’ rights across the supply chain.

The Data for workers’ rights peer learning network ran from October 2023 to May 2024 and supported seven organisations, recruited via an open call, to work towards the creation of a more open and integrated data ecosystem. Participating organisations included:

- **Bluenumber**, a non-profit organisation that promotes digital equity and data rights by enabling mechanisms for workers to create and licence data about their working conditions and practices across South and Southeast Asia, West Africa, Latin America and Australia.

- **CNV Internationaal**, a development organisation part of a trade union confederation in The Netherlands that supports unions on the ground to advocate for safe and fair working conditions in which each worker is paid a living wage working across Africa, Asia and Latin America. The organisation is unique in that it focuses on labour rights of both formal and informal workers.
• **International Transport Workers Federation** (ITF), a global union federation that represents 20 million transport workers across 149 countries. It is committed to using data-driven approaches to advance industrial relations and improve conditions for workers worldwide.

• **Issara Institute**, an independent NGO fighting forced labour and human trafficking in the global supply chain. It provides direct services to jobseekers, workers and trafficking survivors and invests in the sustainable development of local capacity to provide meaningful support to those at risk across Thailand, Malaysia, Cambodia, Myanmar and Nepal.

• **Open Supply Hub** (OSH), a non-profit platform powering the transition to safe and sustainable production, with the world’s most complete, open and accessible global supply chain map. With its users, it has mapped hundreds of thousands of production locations around the world, showing where global production is happening and who is connected to each location.

• **Trade Union Rights Center** (TURC), a think tank based in Indonesia that focuses on the study and advocacy of labour issues. It works collaboratively with unions to strengthen their capacity and to support them to advocate for rights and improve working conditions. It also works to improve labour policies that prioritise aspects of protection for workers.

• **Wikirate**, a non-profit organisation based in Germany that runs an open data platform powered by a global community that collects, analyses and shares data on company commitments, actions and impacts on people and the planet. It works to improve the accessibility of data that can be leveraged by workers’ rights groups to improve working conditions in different sectors including apparel sectors and tea plantations.

This report shares the baseline-to-endline insights from these participants and looks at how these insights may have influenced new approaches. The **assessment** weighs up the short-term impact across six indicators:

• Network reach and engagement
• Shared data challenges
• Data trustworthiness
• Knowledge sharing
• Network support and collaborations
• Data-driven impact
Data institutions and peer learning networks

All of the participating organisations are what the ODI refers to as data institutions – organisations that steward data on behalf of others, often with public, educational or charitable aims. At the network’s onset, its aim was to establish an enhanced data infrastructure that addresses shared global challenges in the labour rights sector and an inspired labour rights sector skilled in developing new approaches to collecting, maintaining and sharing data, and to equip data institutions in the labour rights sector with the guidance, tools and capital they need to fulfil their missions.

Stewarding data is the foundational activity in the lifecycle or value chain of data – collecting, maintaining and sharing it. Organisations that steward data make important decisions about who has access to it, for what purposes, and to whose benefit. How data is stewarded ultimately affects what types of products, services and insights it can be used to create, what decisions it can inform and which activities it can support. Stewarding data involves realising its value and limiting its potential harm.

In practice, data institutions steward data in different ways, including:

- Protecting sensitive data and granting access under restricted conditions.
- Combining or linking data from multiple sources, and providing insights and other services back to those that have contributed data.
- Creating open datasets that anyone can access, use and share to further a particular mission or cause.
- Acting as a gatekeeper for data held by other organisations.
- Developing and maintaining identifiers, standards and other infrastructure for a sector or field, such as by registering identifiers or publishing open standards.
- Enabling people to take a more active role in stewarding data about themselves and their communities.

This peer-learning network was designed to support emerging data institutions with a shared vision to support workers on the ground through data. This would be achieved by offering an opportunity to learn from each other, build lasting relationships, and inspire the sector to develop new approaches to collecting, maintaining and sharing data to benefit the wider ecosystem. We believe that the network has an important role to play in developing shared learning, building capacity, enabling collaboration, and developing new sustainable data stewardship models to advocate for a future in which data is used to benefit everyone.
Impact assessment overview

We embedded Monitoring, Evaluation, and Learning (MEL) as our impact assessment approach to plan for and measure the short-term impact of the network. MEL refers to the process of defining the intended impact, tracking progress towards achieving this impact, and learning as and when necessary from the process. Additionally, MEL involves generating and sharing insights to enhance accountability and meaningfully communicate it across stakeholders. When implemented successfully, it helps projects to have an ‘Impact by Design’ approach to how we deliver work.

We took the following steps to plan the impact of the network:

- Created a logic model for the network to define its outcome and impact
- Set proxy key performance indicators to outcome and impact, and segmented them to measure progress across: reach, data challenges, data trustworthiness, knowledge sharing, network support, and impact
- Conducted baseline and endline surveys to identify the short-term impact of participation in the network
- Ran a retrospective to add and validate some of our assumptions
- Produced the impact report for the network

It is worth noting that as network engagement is tracked only across an eight-month period, the report provides insights, and celebrates success, from a short-term perspective. Medium-term and long-term impacts can only be established after one year to five years of the engagement, which is beyond scope of this engagement.
Network reach and engagement

As part of our baseline assessment, we wanted to establish the network’s direct or indirect reach. In the baseline assessment, network participants reported reaching a total of 547,993 workers globally through their work and services. A large part of this reach can be attributed to the 339,493 workers connected through worker voice channels by Issara Institute, plus more than 200,000 workers connected by ITF. That being said, it still showcases the massive global nature and scale of impact that the network as a collaboration can reach and potentially influence.

In the endline assessment, we looked at how network participants use data to drive change on the ground, and whether participating in the network has helped increase their impact by enabling better service provision and deeper engagement. Our insights indicated that several network members of specific stakeholder groups, such as trade unions, did influence the development of new data sharing and access policies that benefit a large and diverse worker population. Participants reported that the network allowed them to improve the quality of their support by:

1. Increasing the impact of data through better data utilisation as reported by all seven participants;
2. Exploring new regions for active engagement by understanding worker needs better, as mentioned by Wikirate, to help drive data on its site;
3. Embedding FAIR data principles to ensure the long-term impact of data inspired by OSH;
4. Testing and validating new tools and services such as the Fair Work Monitor by CNV Internationaal and global data worker cooperative by Bluenumber.

1 Updated number after endline of workers connected to worker voice channels is 375,827
Did your participation allow you to deepen the reach or offer better quality of support to workers?

“...Yes, we have improved the quality of support we provide to workers by improving the Fair Work Monitor (in terms of, for example, data collection, data sharing, and safeguarding), thanks to the collaborations and lessons learned and enabled through the peer learning network.

— CNV Internationaal

**Highlight**

On an aggregate level, the seven network members reach more than half a million stakeholders, including workers, CSOs, partners, trade unions, job seekers and global brands.

**Shared data challenges**

At the beginning of the network, we sent out a baseline survey to identify shared data challenges and to shape our knowledge-sharing offer and identify any shared data challenges to explore as part of roundtable discussions. In the baseline assessment, four out of seven participants identified their primary data challenges and interest to explore in the network as data sharing, scaling of their services, and a need to realise the value of their data. Three out of seven participants were interested in looking at how to create and measure impact through data, and how to improve the management and use of their data.

To address these challenges, we curated five open roundtable discussions, each exploring a different data challenge as experienced by the participants.

- The first roundtable explored different data collection methodologies and challenges related to data management and governance, including data quality and validation.
● The second looked at data access and sharing models, the types of data being shared, data-sharing agreements – and how this may enhance equity and transparency.

● The third explored what it entails to work on the ground. We looked at engagement strategies, participation, advocacy and remediation processes, and the role of a trustworthy data steward.

● The fourth explored how to assess and increase the value of data through better data sharing. It also discussed individual business models.

● The final roundtable looked at how to create and measure impact through data to improve workers’ rights, and the methodologies that are adopted to plan for impact.

The network offered participants the opportunity to discuss and compare approaches to common data challenges, and to better understand stakeholders’ various needs. Shared learning and access to new insights influenced a shift of focus, for instance to review and embed new data-sharing opportunities tailored to specific stakeholder groups, or more critical thinking around data ownership and privacy and the unintended consequences of data projects.
Baseline data challenges

Endline data challenges

*Figure 1: Bar charts showing data challenges reported by participants before and after the network*
The endline assessment indicated a clear shift of focus in the data challenges reported earlier. While creating and measuring impact through data remained a significant challenge, only one reported that realising the value of data is a primary concern, compared to four in the baseline. Similarly, data access was reported by one participant in the baseline but did not show up in the endline, showcasing the value that the roundtables and collaborations around implementing APIs brought in addressing these issues.

**Did you develop any new projects, strategies, and/or policies to address data challenges?**

“...Yes, we realised that we have two big gaps in making our tool even more accessible: translation and mobile access. These are priorities for us as we look at future iterations of OS Hub. Also, discussions with other PLN participants are paving the way for further API integrations, such as our ongoing collaboration with Wikirate. We’re constantly building new resources and improvements to make this as seamless and easy as possible. We know interoperability isn’t something that one organisation can ensure alone. That’s why we’re a part of building a global supply chain data exchange standard."

— Open Supply Hub

**Highlight**

75% of participants reported improvement in their ability to realise the value of data they steward, showcasing the impact that the ‘value of data’-focused roundtable brought to the network.
Behaviour towards data trustworthiness

Data trustworthiness emerged as a critical theme throughout the network. In the baseline, we asked, ‘In what ways does your organisation ensure the trustworthiness and integrity of the data you collect and share?’ Validation checks and privacy policies were reported by four participants as methods to ensure data trustworthiness, while three identified transparency.

In the endline, we asked participants if they changed their behaviour, attitudes, policies and/or implementation regarding data trustworthiness. All seven participants mentioned a shift in behaviour and greater awareness of the importance of considering the unintended consequences of data projects, further influenced by thinking shared as part of an ODI Data Ethics Canvas workshop. Learnings from the network participants include:

- Increased awareness of the need for greater clarity on how data is collected and shared, and of the critical function of data ownership and data rights;
- Understanding the importance of capturing data about those who are often ‘missed out’, such as migrant workers with less access to education;
- A deeper understanding of the complex role of trade unions in different sectors and countries.

Endline data trustworthiness impact

![Pie chart of impact on data worthiness after the network](image)

Figure 2: Pie chart of impact on data worthiness after the network

Did any of the sessions or support from the network change your behaviour, attitudes, policies, and or implementation to data trustworthiness?
Yes, certainly. Our organisation is now more cautious about disseminating data to the public. We are also making efforts to establish a data hub infrastructure within the organisation, and this initiative is currently being proposed to donors.

— TURC

Highlight

100% of participants reported that the network had an impact on their behaviour and attitudes towards data trustworthiness. This ranged from simply gaining insights about data practices to focusing on a change in approach with their existing mindset, to influencing their projects to adapt to new ways of working, to exercising data privacy with more caution, inspired by the highly successful Data Ethics Canvas workshop.

Insights from knowledge sharing

Over eight months, participants had the opportunity to engage in critical discussions on shared data challenges, compare notes to learn from each other’s different approaches, test tools, participate in the ODI Data Ecosystem Mapping workshop, and identify collaboration opportunities. We recorded five common threads for joining the network:

- Six members wanted to use the network as an opportunity to expand, develop, test and validate (new) approaches/projects.
- Four members considered it as an opportunity to learn from others about how to tackle common data challenges at different scales.
- Four were interested in comparing notes on using data to advocate for workers’ rights.
- Three members stated long-term collaborations with partners was an explicit goal.
- Two wanted to deepen their understanding of existing data challenges on the ground.

The mix of critical discussions, as pursued through the roundtable discussions, tool testing opportunities, sharing of ODI methodologies and tools, and dedicated time to the network to deepen relationships offered as part of a three-day in-person meeting, all created new insights and learning. At the end of the network, all participants said
they had benefited from deepening their understanding of specific stakeholder groups and their needs, particularly unions, and from learning about other participants’ approaches. Common themes included:

- An increased awareness of different approaches to using data to tackle labour rights abuses;
- A greater awareness of how different stakeholders want to access and use data, such as via dashboards;
- Enabling better access to data by identifying for stakeholders’ purpose in using it, such as in negotiations;
- Identifying new and/or better data-sharing opportunities as a result of participating in the network;
- A greater awareness of different models to share data publicly;
- An improved understanding of different methods to analyse and disseminate data based on the target audience;
- Identifying new data points to include in open data repositories, such as wages and working hours;
- Exposure to different methodologies, such as how to overcome language barriers;
- Realising that existing data governance models are still designed to be discrete, bespoke and siloed, which makes it hard to interoperate with and make it useful for workers.
How did you benefit from the knowledge-sharing activities in the network?

“We learned a great deal about the on-the-ground-work of the trade union and worker voice networks. It was also very enlightening to understand the organisational data challenges and needs helping to frame our approach to data sharing. Understanding their work more deeply helped us to identify opportunities where public, open supply chain data could be useful in their work. There were also more challenging conversations about data ownership and data models for supply chain worker data. This has been interesting, as an open data platform, to be part of and it shaped our thinking around how we can enable safe sharing of data that doesn’t infringe worker rights.

— Wikirate

Highlight

Fourteen public outputs were published by participants to communicate insights and learnings from participating in the network with their audiences.
Network support and collaborations

Wider network support is essential for emerging data institutions to develop and thrive. We asked our participants in the baseline: ‘Who are the main actors that support your work?’ In the baseline survey, five participants mentioned foundations and funders and four mentioned trade unions as their biggest network supporters and three mentioned international NGOs.

![Pie charts of network support reported by participants before and after the network](image)

**Figure 3: Pie charts of network support reported by participants before and after the network**

The network had an explicit aim to build new relationships to benefit the wider ecosystem by enabling networked learning. The programmatic offer included monthly meetings, opportunities for 1:1 engagements, an open group chat channel, a digital channel, and opportunities to engage, build connections, and present in public events to increase awareness. It culminated in a **public event** in which participants discussed and shared data challenges and their vision for enabling better conditions for workers. The final event invited the wider ecosystem to engage and profit from shared learning and simultaneously exposed the participants to new opportunities. The event had 269 registrations, with 108 people attending from 23 countries, primarily the UK, India, the Netherlands, Indonesia and Thailand.

It is too early to identify the direct impact of such events and publications produced by participants. However, the expansion of the immediate network suggests that participants are engaged and are planning to engage in new partnerships. Before the network, some participants had existing data-sharing relationships, specifically with participating open data platforms OSH and Wikirate – both of which had been part of a previous ODI-run peer learning network for **open data leaders**. The network expanded these relationships and forged six new collaborations. When asked in the endline
survey, ‘Did you identify new data-sharing partners in the network?’ six out of seven participants said ‘yes’.

New partnerships and collaborations revolve around opportunities such as:

1. Exploring ideas for API integrations
2. Developing new use cases to understand the value of public corporate responsibility for the labour rights sector
3. Capacity building through shared learning
4. Network expansion by introducing peers to relevant trade union partners, brands and retailers to increase the impact.

Did you identify any new data-sharing partners in the network?

“Yes. Through the network, we have had the opportunity to start thinking about new ways to collaborate, such as exploring how to connect open data sources with locally based organisations, and how to make supply chain information more accessible to civil society organisations and trade unions working to empower and support workers in global supply chains. Participating in the PLN gave us a great opportunity to connect with like-minded NGOs and trade unions with whom we are exploring collaboration opportunities such as the expansion of the Inclusive Labor Monitoring Action Network, including the adoption of the ILM system, and how to make supply chain open data more accessible to local organisations and workers.

— Issara Institute

Highlight

A public event gathered interest from 269 people from 23 countries. Alongside this, six peer-to-peer active collaborations were reported in the endline assessment.
Data-driven impact

At the network’s onset, a baseline assessment identified three main areas in which participants aimed to make a difference: social indicators, such as human rights and gender equality; economic indicators, including fair work and livelihood; and legal indicators, such as recognising data rights as human rights.

Six out of seven participants said that participating in the network inspired them to review and/or create new impact strategies. Many participants reported that learning from others inspired them to adopt new approaches to increase the impact of their data. For instance, one reported that they had reviewed the analysis of their homegrown data to make it accessible to the public, and another member decided to invest in collecting use cases to enable them to showcase the impact of data better.

Baseline focus impact theme

![Pie chart of impact focus of participants as reported before the network](image)

*Figure 4: Pie chart of impact focus of participants as reported before the network*
Funding, learnings from roundtable discussions, tool testing, and the introduction of new methodologies changed the ways of working, to help test out new ideas and identify new opportunities:

- Peer-to-peer data cooperatives to catalyse worker-led markets (Bluenumber)
- Fair Work Monitor (CNV Internationaal)
- Seafarers’ rights project (ITF)
- Build upon network collaboration opportunities (Issara Institute, WikiRate)
- Publication of new datasets (ITF, TURC)
- Impact Hub and a new facility claim process (OSH)
- Case study database for labour rights unions (TURC)

Did network participation help in advancing the thinking and/or conversations in the data driven impact your organisation is having?

“Participating in the network enabled us to gauge how impactful our approach is compared to others within the parameters of our mission for worker data rights.”

— Bluenumber

Highlight

In baseline, all seven participants said they have a social impact focus, five said they have an economic and legal impact focus, and three said they have a political impact focus. Two highlighted technology and environmental impact as a focus.
Key learnings as facilitators

It was exciting to work with a diverse range of organisations as part of the Data for workers’ rights peer learning network. Participants were based in Europe, Asia and Southeast Asia, and many were also working with communities outside these regions.

We learned a lot about how individual organisations use data to drive change for those working on the ground, including organisations such TURC and CNV Internationaal, both of which work directly with unions to enable them to use data to advocate for fair work.

We learned that convening organisations with a shared vision to empower workers on the ground, but with different organisational models and data maturity, creates an opportune peer-learning environment that enables ongoing collaboration. For instance, including two open data organisations in the network, Wikirate and OSH, enabled useful discussions around the ethics of data collection and sharing, particularly around the benefits and limitations of open data for the sector. It helped to show how datasets from the public domain, such as corporate policies and commitment, can be useful for labour rights work.

In theory, digital infrastructure offers the opportunity to work with organisations globally across time-zones. However, we have found that selecting a group that is within seven/eight hours of each other furthers engagement, and that shared communication channels such as Slack, and in-depth person meetings, are vital to cementing close relationships. A three-day in-person meeting in Bangkok that ring fenced most of the time for 1:1 meetings between participating organisations was credited by all participants as a highlight that enabled them to deepen engagement and build longer-term relationships that led to collaboration.

Monthly roundtable discussions were a great way to keep the momentum going. They were credited for driving forth new thinking and enabling peers to understand specific data challenges and data availability better. Despite this, some participants found the roundtable a bit too long and would have liked to have more structured learning to accompany them, for instance by collaboratively analysing case studies. We will reflect on this for future networks and will also explore the potential benefit of a more collaborative approach in which participants may be asked to lead on certain aspects of the works – such as delivering a workshop to introduce members to a specific methodology.

Tool testing has been credited as useful to understand how organisations operate and use data at different scales. For instance, ITF cites Issara Institute’s presentation on using dashboards to report on impact as an...
inspiration to increase its own data use, while TURC mentions Bluenumber’s approach to data collection that adopts blockchain technology to ensure data provenance and promotes digital equity and data rights to workers as new learning. Similarly, participants reported that they found ODI tools and methodologies, such as the Data Ethics Canvas and data ecosystem mapping, useful for exploring unanticipated consequences and mapping out relatively tangible (including services and money) and intangible (such as knowledge and insights) value flows.

Based on the retrospective, the peer learning network has identified a need to ensure integrated efforts in the supply chain and labour rights sector, while simultaneously acknowledging that there is no one-size-fits-all approach to tackling the sector’s myriad systemic challenges. As a group we had many, at times heated, discussions in particular around data ownership and rights. We learned as facilitators that establishing a code of conduct and moderating roundtable discussions more tightly is important to create a safe space that enables open discussions on sensitive subjects.

While it is too early to evaluate the long-term impact of the network, we know from the high-quality responses to the open call and active engagement by participants throughout the network that there is a sector-wide interest in a peer learning network offer. Unanimously, all participants highlighted that the financial support provided as part of the peer learning network enabled them to invest time and resources needed to profit from their participation.
Conclusion

This report reviews the outcomes and learnings of the Data for workers' rights peer learning network to identify how shared learning and collaborations enabled participants to increase their impact and work together to build a more open and integrated data ecosystem. The report looked at the short-term impact across eight months surveying several indicators:

- **Network reach and engagement** identified the direct and indirect collaborative reach of all participants that extended to more than 500,000 stakeholders in the labour rights and supply chain sector. Network engagement directly influenced the quality of support provided to workers through an enhanced understanding of data user needs, such as trade unions, new insights, and data-sharing collaborations.

- There were improvements in addressing the **data challenges** around realising the value of data. The roundtable discussions proved pivotal in increasing awareness and presenting the participants with tools and ideas on starting new projects.

- The network significantly influenced participants’ attitudes towards **data trustworthiness** and **data ethics** with an increased awareness of data rights and privacy supported by roundtable discussions and the ODI Data Ethics Canvas workshop.

- Enabling **knowledge sharing** was a core function of the network that enabled learning from others' approaches and inspired new projects, particularly in relation to data utilisation and access.

- Developing and nurturing the growth of **a new network** between participants and associated stakeholders was critical to the thinking of the programme. All participants reported plans to engage, or a plan to engage, in collaboration. Our final public event had 269 registrations from 11 countries, showcasing a wider interest and the network’s potential for growth.

- Many participants reported that learning from others inspired them to adopt new approaches to increase the **impact of their data** and enabled them to use the participants to test out and validate new and existing approaches.
New regulations, such as the European Union Corporate sustainability due diligence directive (CS3D) that was passed in May 2024, right at the end of the network, emphasise the importance of data to hold actors to account, and ensure responsible supply chain, and fair working conditions. Robust data strategies, infrastructure and increased data sharing are required to enable adoption and ensure compliance.

Many organisations, including the International Labour Organization (ILO), provide crucial guidance and resources on international labour and data standards to enable a more integrated ecosystem. However, the sector is complex, and support at a grassroots level benefits from capacity building and knowledge sharing between diverse actors.

As facilitators, we believe that there is value in convening organisations with a shared vision and different organisational models and data maturity. We can learn from each other and identify opportunities for collaborations to realise the value of data through better data sharing and network growth. Efforts such as developing case studies, toolkits, and peer-to-peer mentorship models enable sectorial support to bridge the digital divide by making technology accessible in low- and middle-income countries and other digitally disadvantaged locations.

While it is too early to understand the long-term impact of offers such as the Data for workers’ right peer learning network, it is our hope that networks such as these can be useful to work toward a future that supports an open and trustworthy data ecosystem in which data works for everyone.
## Appendices

### Logic model

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<th>Activities</th>
<th>Outputs</th>
<th>Outcomes</th>
<th>Impact</th>
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</thead>
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<tr>
<td>Expertise, sector knowledge of ODI and HU partnership</td>
<td>Conduct desk research and user interviews</td>
<td>Assessment document of the current state of data institutions in the supply chain and labour rights sector</td>
<td>A robust network in the supply chain and labour rights sector designed to help data institutions improve their understanding and capacity to collect, maintain and share data effectively and sustainability</td>
<td>Enhanced data infrastructure that addresses shared global challenges of the supply chain and labour rights sector</td>
</tr>
<tr>
<td>Funding multidisciplinary team from across the ODI</td>
<td>Run an open call and select participants</td>
<td>Public output to showcase who the participants are and what we hope to achieve through the peer-learning network</td>
<td>Smooth rollout of network</td>
<td>Inspire the supply chain and labour rights sector to develop new approaches to collecting, maintaining and sharing data</td>
</tr>
<tr>
<td>Participants of the Data for workers’ rights peer learning network</td>
<td>Convene a panel of judges</td>
<td>Participants supported to exchange knowledge, learnings and best practice</td>
<td>Capacity built on core data skills</td>
<td>Data institutions in the supply chain and labour rights sector equipped with the guidance, tools and capital they need to fulfil their missions</td>
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<td></td>
<td>Host a meet with successful applicants</td>
<td>Published output that explores data topics around learnings and describes the participants’ reflections</td>
<td>A new community of data institutions in the sector</td>
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<td></td>
<td>Meaningfully convene the participants</td>
<td>Internal evaluation report documenting these learnings, along with agile and flexible recommendations for next steps</td>
<td>A better understanding among participants about how to navigate common challenges for data institutions</td>
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<td>Award grant funding</td>
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<td>Impact of network clearly communicated</td>
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Baseline and endline assessment

Data for workers’ rights peer learning network baseline assessment

Data for workers’ rights peer learning network endline assessment

Summary of roundtable programme and workshops

As part of the peer-learning network, we hosted monthly roundtable discussions to reflect on shared data challenges. These discussions provided a safe space to compare different approaches and share knowledge.

The knowledge exchanges offered an opportunity to deepen understanding of existing data challenges on the ground and what kind of data, and in what kind of format, is needed by different stakeholders.

Roundtable 1: Data collection, management and governance

Date: 26 October 2023

Primary contributors:
- CNV Internationaal
- Open Supply Hub

Description: This first roundtable of the peer-learning network explored the methodologies that each organisation adopts to collect and acquire data to support their, and other’s, work relating to improving workers’ rights. We discussed in more detail what data collection entails (working on the ground or as an open data platform), the challenges of working in different regions, and the methodologies for translation. We also discussed challenges relating to data validation, quality, management, and governance concerns, including methods to deduplicate data.
Discussion headlines:

- Data collection methods and tools, including training, planning, and costs
- Data collection indicators to assess the accuracy, completeness, consistency and validity of the data collection process
- Data collection biases, and how to manage them
- Identification and engagement with data subjects
- Data management processes, including data lifecycle control, metadata standards, deduplication of content
- Data governance frameworks, including roles and responsibilities and policies

Shared resources:

- Envisioning an Integrated and Open Labor Data Ecosystem Challenges and Opportunities
- Informing the Global Data Future: Benchmarking Data Governance Frameworks

Roundtable 2: Data sharing and access

Date: 5 December 2023

Primary contributors:
- Wikirate
- Bluenumber

Description: The second roundtable explored different data sharing and access models, including accessing data from third parties. We discussed the importance of standards for enabling data interoperability, stakeholder engagement, data-sharing agreements that reflect the rights of data subjects, and the importance of being clear about how data is shared and for what purpose.

Discussion headlines:

- The types of data being shared with other organisations
- The way data is being shared
- Data-sharing practices, including data-sharing agreements
- Identification and engagement with stakeholders
- Technical considerations
- Equity and transparency
- Measuring the value/impact and continuous improvement
Shared resources:

- Defining responsible data stewardship
- Assuring data practices
- The Data Sharing Risk Assessment (Private Beta)
- The Data Ethics Canvas
- The Data Spectrum
- Mapping the wide world of data sharing
- OECD guidelines for multinational enterprises
- Sedex

Roundtable 3: Working on the ground

Date: 22 January 2024

Primary contributors:
- Issara Institute
- TURC

Description: The third roundtable explored different approaches to participation and worker empowerment at a data level, by enabling the data subject to be involved in the collection; at an organisational level, by setting up steering committees; and at a policy level, by informing people how their data is used. We also discussed the importance of trust and we explored challenges related to data access and data literacy and the importance of building capacity to enable unions to use data to advocate for better working conditions.

Discussion headlines:

- Context and forms of engagement
- Establishing and maintaining trust with stakeholders
- Identifying trustworthy partners
- Enabling participation of workers to support, inform or steer decision-making in your organisation
- Inviting diverse perspectives and experiences to create inclusive and representative outcomes, promote social equity, and mitigate biases through your operations
- Worker interaction with your tools and services
- Supporting workers to better understand how data collection, access, use and sharing may impact them
- Data privacy and protection in different contexts
Balancing the need for transparency with the right to privacy
Experiences of expanding services to new contexts
Plans to expand service to new contexts
Challenges and barriers to working on the ground in different contexts

Shared resources:
- Participatory data

Roundtable 4: Value of data for labour rights

Date: 5 March 2024

Primary contributors:
- Wikirate
- TURC

Description: The fourth roundtable explored how different organisations understand and realise the value of the data they hold, and how that value could be distributed across the organisation and its data ecosystems. We discussed how the value of data increases by understanding how other organisations can use and complement it. We also discussed the importance of ensuring data accuracy, and the reliability of data collections to make it usable, and how data providing data analysis can help to increase data usability – particularly when data skills and literacy are lacking.

Discussion headlines:
- How does the data that you collect and share empower workers/what are the outcomes associated with sharing and using the data – do you have any examples/use cases?
- What kind of mechanisms do you use to incentivise businesses to increase access to data that is relevant for protecting workers’ rights?
- Are there any regulatory measures that can be taken to create the right incentives?
- What needs to happen if your data, or data that is collected on the ground more widely, is usable, accessible and available across the wider supply and labour rights sector?
● What additional uses could other actors in the sector or beyond give to your data?
● What risks could arise as a consequence of increasing access to your data?
● Do you think government investments and/or reforms to the data protection regulations can help or hinder value creation of data – for example, increasing access to relevant data?
● How can we ensure a balance between private and public value is obtained from data collection, sharing and use?
● How can data ecosystems adequately compensate for the costs incurred by data collectors and those providing access to data?
● How does collecting, managing, sharing and using data bring value to your own organisation? What is your business model to sustain your operation?
● What other challenges do you experience to realise the value of your data?

Shared resources:
● Policy to unlock the economic value of data
● Understanding the social and economic value of data
● The Value of Data Canvas

Roundtable 5: Impact of data for the labour rights sector

Date: 23 April 2024

Primary contributors:
● International Union Transport Federation
● Bluenumber

Description: The fifth roundtable explored how raw data can be turned into information and how this information can then be turned into insight to create behavioural change. We explored different methods to plan for impact, and considered how this looks for the various participants. We discussed the importance of measuring impact early on in the data collection process, and why it is key to publish this data without disclosing personal information. We also discussed the value of using verified, zero-party data to ensure fair treatment of workers and compliance with labour laws, and the use of and benefits of reporting tools such as dashboards.
Discussion headlines:

● What kind of insights is your data providing, and for whom?
● How can your data, used by yourself and others, improve workers’ rights across the supply chain – and how is it already doing so?
● At what point in your work do you consider impact and why?
● Do you use a methodology to plan for impact?
● What are the benefits and drawbacks of using an impact measurement framework?
● How do you track and measure behavioural change from the supply chain to improve workers’ rights?
● What key indicators do you collect, and why?
● How do you then use/share this data to achieve the desired outcomes?
● What are the challenges in using the data to increase the impact?
● How do you track and measure long-term impact through data?
● How do you share your data to make it more impactful
● What method works best for your stakeholders and why?
● Are you asked by funders to adopt an impact-driven approach?

Shared resources

● ODI: Our theory of change
● Power, ecology and diplomacy in critical data infrastructures
● Data as culture
● ImpactMapper
ODI tools and methodologies

The ODI delivered two workshops as part of the network programme to introduce two tools and methodologies designed to enable and increase ethical data sharing.

Data Ethics Canvas

The Data Ethics Canvas helps you identify and manage ethical issues in a data project. The tool can help anyone who collects, shares or uses data to identify and manage ethical issues at the start of a project that uses data, and throughout that project’s lifecycle.

It encourages you to ask important questions about projects that use data and to reflect on the responses. These might be:

- What is your primary purpose for using data in this project?
- Who could be negatively affected by this project?

The Data Ethics Canvas provides a framework to develop ethical guidance that suits any context, whatever the project’s size or scope.

Data Ecosystem Mapping Tool

Data Ecosystem Mapping Tool allows users to map the different actors in a data ecosystem, and to understand how data creates value. It identifies the data, its stewards, and its users; the different roles they play; and the relationships between them.

Data ecosystem mapping can be used as a practical tool to plan and visualise a data ecosystem, or to show opportunities for increasing value to particular parts of a data ecosystem.

This includes:

- Collaborating directly with other stakeholders for organisational/eco system change
- Exploring new sources of data to improve internal operations
- Exploiting existing data flows to drive new services or improve existing services
- Informing a project to build a data-enabled service
- Identifying where changes are needed, and what effects they might have
**Lightning talks**

Network participants present their organisational vision and mission on how data can support labour rights and ethical supply chains as part of the ODI Data works: strengthening workers across the supply chain event in May 2024.

- Wikrate, *lightning talk*, May 2024
- Trade Union Rights Center, *lightning talk*, May 2024
- Open Supply Hub, *lightning talk*, May 2024
- Issara Institute, *lightning talk*, May 2024
- International Transport Workers’ Federation, *lightning talk*, May 2024
- CNV Internationaal, *lightning talk*, May 2024
- Bluenumber, *lightning talk*, May 2024

**Data works: strengthening workers across the supply chain conference recording**

- [Data works: strengthening workers across the supply chain](#)

**Publications by network members**

Network members were asked to create two public outputs to share insights and learning from the network with their audiences

- CNV Internationaal and Wikirate, *Sharing and leveraging data to advance advocacy on labour rights*, 19 March 2024
- CNV Internationaal and Wikirate, *CNV Internationaal and Wikirate: Comparing worker experiences to brand commitments in fashion supply chains*, 11 June 2024
- Open Supply Hub, *Advancing Workers’ Rights through Open Data: 5 Lessons Sparked by the Open Data Institute Peer Learning Network*, February 2024
- Trade Union Rights Centre, *Data for workers’ Rights, Lembur, Lembar Buruh*, the official newsletter, Nol.02, March 2024
- Trade Union Rights Center, Didit Saleh, *Strengthening Trade Unions:*
Insights from data-driven advocacy in the textile, garment, and footwear sector, May 2024

- Issara Institute, Worker Voice, March 2024
- Issara Institute, Harnessing Data for Worker Rights: Insights & Reflections, 31 May 2024
- International Transport Workers’ Federation, Seth Payer, Data analytics in action: How ITF inspectorate data holds companies responsible for protecting rights in maritime supply chains, 15 April 2024
- International Transport Workers’ Federation, Seth Payer, From grievances to global insights: The ITF’s data-driven approach, June 2024
- Bluenumber, Puvan J Selvanathan, UDHR ex Machina: how data supports worker rights, April 2024
- Bluenumber, Puvan J Selvanathan, Pandora’s Box – The Story of CS3D, Trade and Data, 30 May 2024