



International  
Labour  
Organization

# Annual Progress Report

REPORTING PERIOD

1 OCTOBER 2019 – 30 SEPTEMBER 2020

VISION  
ZERO  
FUND







# Annual Progress Report

**REPORTING PERIOD**

1 OCTOBER 2019 – 30 SEPTEMBER 2020





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# FOREWORD

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As a multi-stakeholder initiative focused on collective action, Vision Zero Fund (VZF) is committed to keeping all stakeholders working at the crossroads of occupational safety and health and global supply chains fully informed about the Fund's goals, accomplishments, lessons learned, and future opportunities. This Annual Progress Report reflects this commitment.

During a period of unprecedented challenges for workers, employers, governments worldwide – and the Fund itself – we were able to make real progress toward advancing goal of zero severe and fatal work-related accidents, injuries and diseases. In fact, the COVID-19 pandemic

served to underscore the appropriateness of our approach: engaging multiple stakeholders to look beyond conventional methods to find innovative new ways to address the urgent challenge of worker safety and health.

We thank you for your continued support and look forward to collaborating with you to ensure that safe and health workplaces become a reality for all workers around the world.

**Ockert Dupper**  
Global Programme Manager  
Vision Zero Fund



Coffee worker in Lao PDR, ILO 2018

## OVERVIEW

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In just about every sector of society and across the globe, 2020 was a challenging year. The COVID-19 pandemic caused dramatic suffering and led to major disruptions, not only in health systems, but in many other areas, including the world of work. Vision Zero Fund was able to respond swiftly and efficiently to the challenges in global supply chains, thanks to its expertise and the trust it built with stakeholders over the years.

During the period under review, Vision Zero Fund implemented projects in seven countries, focusing on the garment and agriculture supply chains. Since the inception of the Fund in 2016, VZF projects have directly or indirectly benefitted almost 5.7 million workers through our work with over 40,000 government officials, employers and, workers and their organizations. During that period, the Fund invested almost US \$23 million in improving occupational safety and health (OSH) and in helping prevent and reduce the unacceptable number of workplace-related deaths, injuries and diseases.



# Our Mission: GETTING TO ZERO



Every year, 2.78 million workers die from occupational accidents and work-related diseases, and an additional 374 million suffer from non-fatal occupational accidents and illnesses.<sup>1</sup> Most of these are preventable. Vision Zero Funds aims to advance towards the vision of zero severe and fatal work-related accidents, injuries and diseases.

An initiative of the G7, endorsed by the G20, and operational since 2016, the Fund seeks to address the root causes of the most serious OSH deficits in GSCs.

The Fund brings together governments, employers' and workers' organizations, companies, and other stakeholders and works at global, country and workplace levels. The Fund is part of the ILO's Flagship Programme Safety + Health for All and is situated within the Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH) Branch of the ILO.



**Every year**  
**2.78 million**  
**WORKERS**  
DIE FROM OCCUPATIONAL  
ACCIDENTS AND WORK-  
RELATED DISEASES

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<sup>1</sup> Safety + Health for All, An ILO Flagship Programme, Key facts and figures (2016-2020) [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---lab\\_admin/documents/publication/wcms\\_764208.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_764208.pdf)

# OUR RESPONSE TO COVID-19

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When the COVID-19 pandemic struck, Vision Zero Fund swiftly sprang into action to strengthen OSH measures and protect workers, employers and their families. These measures also contributed to global efforts to build back better after the pandemic. To do so, the Fund reallocated global funding and secured new financial support to respond to requests for assistance from constituents and partners.

Working with the ILO's LABADMIN/OSH, its Social Protection Department, [Better Work](#) and [SCORE, the Fund](#) helped mobilize US\$20 million for implementing comprehensive responses to COVID-19. It secured fresh donor funding, for short-term COVID-19-related activities in the garment sector in Myanmar, Lao PDR, Ethiopia and Madagascar.

It also collaborated with Better Work to implement relief measures for factory workers in Bangladesh, Cambodia, Indonesia and Vietnam. With the support of its donors, the Fund rapidly reallocated existing funding to support COVID-19-related activities in the agriculture supply chain in VZF countries, primarily in Asia and Latin America.

Vision Zero Fund country teams implemented a variety of tailor-made actions to mitigate the consequences of COVID-19 and limit disruptions to global supply chains in the garment sector, and in the agriculture sector. Given the choice of sectors, actions tend to reach large number of women and informal workers.

The Fund developed and widely disseminated technical tools for constituents to help prevent and mitigate COVID-19. These included:

- A COVID-19 [checklist for SME's](#), produced together with ILO OSH and enterprise specialists, which was translated into seven languages, including Chinese, Bahasa Indonesia, Hindi, Japanese and Vietnamese.
- A [practical guide for the prevention and mitigation of COVID-19 in agriculture](#), which was widely disseminated and implemented by constituents in Latin America, Asia and Europe.
- A COVID-19 rapid needs assessment tool that helped numerous countries around the

world assess the needs of constituents and establish responses to address the safety and health dimensions of the pandemic.

Vision Zero Fund also designed measures to provide support to workers and their families through employment injury insurance systems, and conducted awareness-raising campaigns that, in Myanmar alone, reached five million people.

Vision Zero Fund was able to respond rapidly and effectively to emerging challenges and requests made by constituents, thanks in large part to the trust it has built throughout the years with constituents and partners – governments, social partners and donors. The Fund was also able to draw on the strong technical expertise of LABADMIN/OSH.

Even as we worked to prevent and mitigate the impact of COVID-19 on constituents, the Fund's own work was impacted by the pandemic. All country programmes were disrupted – each in its own way– and work plans had to be revised and adapted according to the new global reality and the specific situation of each country. Project design, oversight and support were conducted remotely, governance meetings were held virtually and some planned activities, in which the Fund intended to participate, were delayed or cancelled – as was the case with the International Labour Conference and the OSH World Congress in Canada.

At the country level, several activities, and in particular training, had to be redesigned so they could be conducted remotely. Programme staff adapted to virtual working practices, which meant visits to the field had to be called off. Activities were further impacted as partners shifted their attention to the pandemic response.







# OUR WORK AT THE GLOBAL LEVEL

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While the pandemic led to a change in priorities and some replanning in several areas, real progress was made in advancing planned work at both global and country levels.

The Secretariat further strengthened Vision Zero Fund's results measurement framework, and reviewed the Fund's sector assessment methodology through a gender-mainstreaming lens. Guidance for integrating gender into assessments, project design, and monitoring and reporting were prepared for distribution in 2021. An independent mid-term cluster evaluation was conducted as initially foreseen, and the findings were presented to the Steering Committee in November 2020.

Vision Zero Fund also made significant progress in devising a comprehensive private sector engagement strategy and a set of guidelines for implementation.

## Generating and disseminating knowledge

The Secretariat continued to contribute to OSH knowledge generation and distribution, conducting research, and producing training and awareness tools. These activities included:

- Contributing to efforts, led by the WHO and the ILO, to produce new global estimates on work-related injuries and diseases, which will be available in 2021.
- Developing a comprehensive [research plan](#) on OSH and GSCs.
- Working on a global toolkit on OSH in the coffee supply chain, so that stakeholders can access resources developed and tested by VZF projects in Lao PDR, Colombia, Honduras, and Mexico. The toolkit will be available in 2021.

## Being heard and building support

VZF organized or participated in several high-level events, including:

- An information session for G20 countries organized by Vision Zero Fund (Geneva, October 2019).
- [A+A 36th International Congress for Safety and Health](#) (Düsseldorf, November 2019).
- [Vision Zero Summit](#) (Helsinki, November 2019), where the Fund coordinated a panel on OSG in global supply chains.
- ILO-ITC seminar on Decent Work and Inclusive Growth in Global Supply Chains (Johannesburg, November 2019).
- Stakeholder event, organized by the Fund, to improve worker wellbeing in Ethiopia's garment industry through the model of shared responsibility (Addis Ababa, December 2019).

The Fund prepared for its first [High-Level Forum](#), (to be held virtually in February 2021) to share knowledge, experiences, tools and innovative approaches to improving OSH in global supply chains.<sup>2</sup>

Vision Zero Fund received a number of high-level political endorsements:

- The G20 welcomed the Fund's work to mitigate the impact of COVID-19 on OSH and to better prepare for future public emergencies.<sup>3</sup>

<sup>2</sup> [Collective Action for Safe and Healthy Supply Chains: A Vision Zero Fund High Level Virtual Forum](#)

<sup>3</sup> G20 Labour and Employment Ministerial Declaration, September 10, 2020



- The ILO and the European Commission reaffirmed the role of the Fund in efforts to promote OSH in developing countries and in global supply chains.<sup>4</sup>
- An ILO report acknowledged the Fund as one of the “most prominent” programmes in global supply chains that “have helped improve compliance with core ILO standards and national legislation, while also increasing the competitiveness of enterprises.”<sup>5</sup>

## Expanding and extending

The design of a four-year US Department of Labor (USDOL)-funded project in Mexico was being finalized during this reporting period.

The project aims at increasing prevention and mitigation of COVID-19, and adherence to OSH laws and policies, in a select number of global supply chains. The project will start activities in 2021.

The Steering Committee asked the Fund’s Secretariat to design a new project in Vietnam, focusing on the coffee supply chain. It approved funding for a second phase of the projects in Madagascar and in Myanmar to continue working in the agriculture and garment/textile value chains, and start the Fund’s first activities in the construction sector. In addition, the German government provided additional financial support to the Fund for short-term COVID-19 related activities in the garment supply chain in Asia and Africa.

4 [Conclusions of the 15th High-level meeting between the European Commission and the International Labour Organization \(2020\)](#)

5 [Mid-term report on the implementation of the ILO programme of action on decent work in global supply chains](#)



Coffee farmer in Lao PDR, ILO 2019



## Governance

In June 2020, the Steering Committee approved the establishment of an Advisory Committee after social partners expressed interest in closer engagement with Vision Zero Fund. The Fund's governance structure now consists of:

- The Fund's Steering Committee, the decision-making body.
- The Advisory Committee, giving a voice to employers' and workers' representatives.
- At country level, national Tripartite Project Consultative Committees (PCC).

As part of the Flagship Programme Safety and Health for All, Vision Zero Fund also participates in and receives guidance from the Flagship's Global Tripartite Advisory Committee (G-TAC).

## Funding

Since its inception in 2016, Vision Zero Fund has received US\$22,819,187 in direct and indirect funding. An additional US\$6,169,591 (one million euros from BMAS and five million US dollars from USDOL) was pledged for the next year, bringing direct, indirect and pledged funds to a total of US\$28,988,778. The combined global delivery rate to date is 66 percent. At the country level, delivery rates are on track in relation to projects' start/end dates.

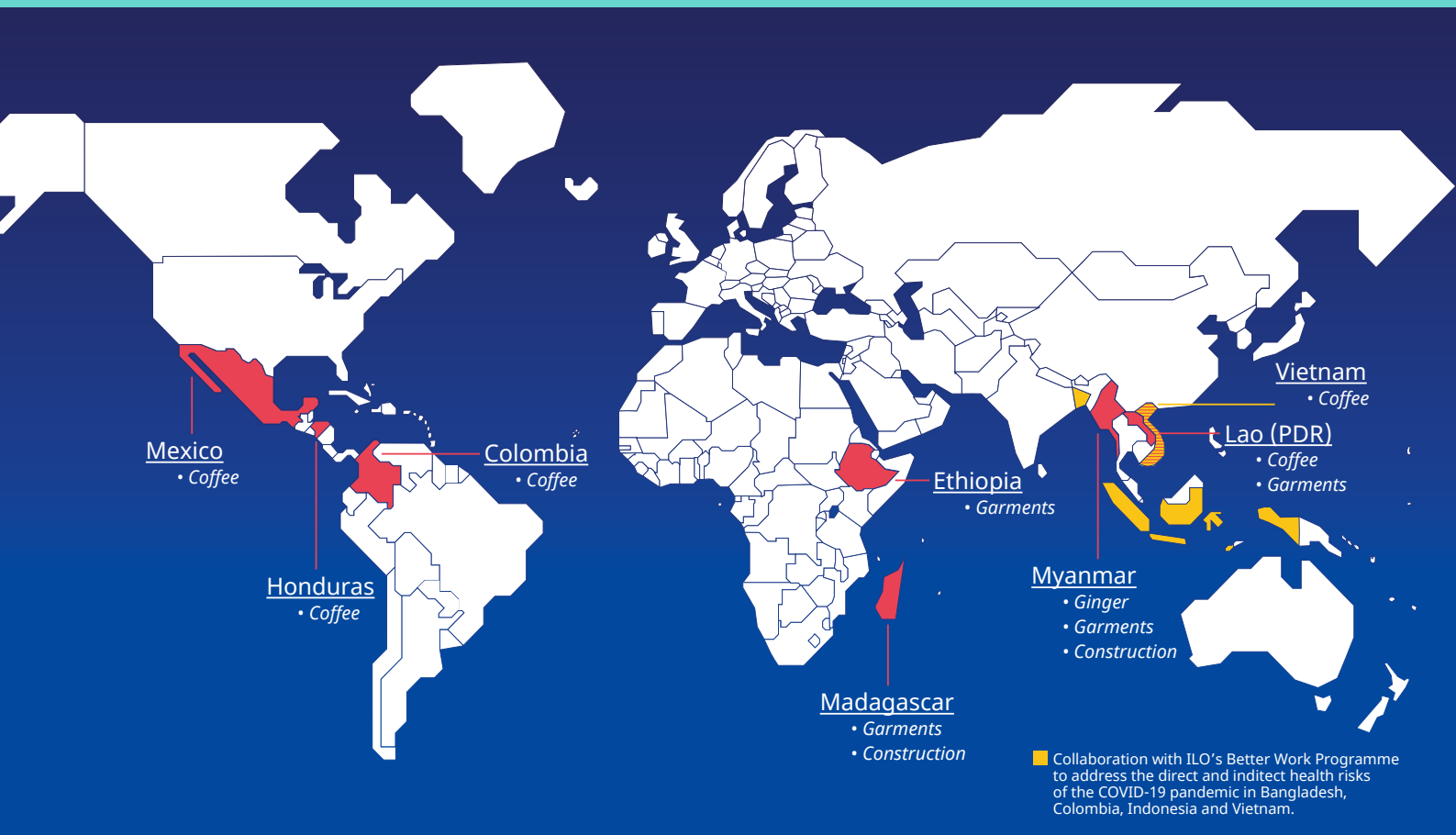
In 2020, one new government donor, the German Ministry for Economic Cooperation and Development (BMZ), joined the Fund, and four established donors, BMAS, EC DG Employment, France and USDOL, renewed their commitment through additional financial contributions. During the reporting period, VZF secured more than ten million US dollars in new funding, which will primarily support its COVID-19 project and the new country projects in Vietnam and Mexico.





# WHERE WE WORK

During the reporting period, VZF operated in seven countries, while a new project was designed, focusing on coffee supply chain in Vietnam. The new German supported COVID-19 response project will further expand VZF's footprint, as work on OSH components will be implemented – in collaboration with Better Work – in Bangladesh, Indonesia, Cambodia and Vietnam.



# COUNTRY LEVEL OPERATIONS

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## Africa

### Ethiopia

VZF Ethiopia is part of a comprehensive ILO programme – [SIRAYE: A programme on Advancing Decent Work and inclusive industrialization in Ethiopia](#) – and works closely with the Better Work and SCORE programmes to maximize the impact of its work on OSH. The programme focuses on the garment sector.

#### COVID-19

VZF Ethiopia provided financial support for labour inspections to enforce compliance with laws and regulations on COVID-19, and provided support for awareness-raising activities. It also conducted disinfection training for 86 cleaning crews in factories that cover a total of 331,494 square metres of production floor.

Because of the shift of focus on the COVID-19 response, some activities had to be rescheduled to 2021.

#### Factory visits

Despite the pandemic, VZF Ethiopia recorded an increase in the number of registered factories benefitting from the ONE ILO programme, from 23 to 38. A total of 40,593 workers (including 35,333 women) were reached, and 22 unannounced assessments and 121 advisory visits were conducted. This resulted in the development of 22 improvement plans that will help factories address non-compliance issues.

#### Events

A high-level one-day event was held in Addis Ababa in December 2019 to discuss steps to address decent work deficits in Ethiopia's garment industry, which were identified in [a report commissioned by the Fund earlier that same year](#). About 60 people, including

A woman with dark hair, wearing a pink and blue top, stands with her arms crossed in front of a large, tilted, light-brown sign. The sign has the words "MADE IN" on the top line and "ETHIOPIA" on the bottom line, both in a bold, dark blue, serif font. The sign is set against a dark, textured background that looks like wood paneling. A small red triangle is visible on the left edge of the frame.

**MADE IN  
ETHIOPIA**





Stakeholders' roundtable in Ethiopia, ILO 2019

ILO constituents, representatives from major international buyers, investors, the World Bank, development partners, NGO's and academics, participated in the event. Ethiopia's Minister for Labour and Social Affairs, Ergogie Tesfaye, Germany's Minister of Labour and Social Affairs, Hubertus Heil, and Germany's Minister for Economic Cooperation and Development, Gerd Muller addressed the event. A two-day roundtable with the tripartite constituents was held in February 2020 to follow up on the recommendations of the report. The workshop served as a pilot for the operationalization of Vision Zero Fund's collective action approach, and informed the development of the "Collective Action for Safe and Healthy Supply Chains: Guidelines for Designing and Implementing Vision Zero Fund Projects". Participants in the Addis Ababa event agreed to establish a task force made up of workers', employers' and government representatives to develop and implement a road map.

### Generating and disseminating knowledge

An ILO [methodology on strategic planning for labour inspectorates](#) was introduced to assist the labour inspectorate in improving compliance outcomes despite resource constraints. Five Bureaus of Labour and Social Affairs (BoLSAs) developed strategic compliance plans. In

addition, VZF Ethiopia developed five easy-to-understand guidance documents on OSH, which were distributed by labour inspectors to workers in targeted enterprises.

VZF Ethiopia assisted authorities in developing a labour inspection information and knowledge management system to make enforcement more efficient, effective and transparent.

An assessment of the IT system capacity of the social security agencies for private organizations employees (POESSA) and public servants (PSSSA) was presented to management of the institutions.

A total of 936 line supervisors, team leaders, HR and production managers and operators received training on OSH, supervisory skills, workplace cooperation, and labour law orientation. More than 360 workers (including 300 women) received training focused on their rights and responsibilities.

The Fund's team and partners designed online training aimed at strengthening constituents' capacity to improve Ethiopia's Employment Injury Insurance system. The training was attended by 30 participants from the Ministry of Labour and Social Affairs, BoLSA, and the Confederation of Ethiopian Trade Unions.



Construction workers in Madagascar, ILO 2019

## Madagascar

### COVID-19

Vision Zero Fund supported visits to production units to help strengthen safety and hygiene measures. Visits were conducted to 687 businesses with more than 19,000 workers. The visits mainly focused on raising awareness and providing information and advice on managing and addressing COVID-19 in the workplace.

### Labour inspection

Vision Zero Fund provided safety equipment and protective gear, including helmets, face shields, visors, gloves, safety vests and shoes, to labour inspectors.

An OSH training curriculum developed by the ILO was delivered to a 12-person strong labour inspectors' task force, seven of whom are women. In turn, the task force trained the rest of the 245 labour inspectors and controllers. The curriculum was included in the foundational training curriculum that the National School of Administration (ENAM) offers to prospective labour inspectors. The Task Force also received training on OSH in the construction sector from a French labour inspector from Réunion Island.

Vision Zero Fund conducted an inventory of the Labour Inspectorate's logistical resources, which highlighted the need to continuously and periodically take stock of resource gaps and needs.



### Occupational health services

The results of an assessment of occupational health services (OHS) were validated at a workshop with stakeholders in March 2020, after which VZF Madagascar recommended the following:

- Establishing a mechanism to coordinate actions on occupational health;
- Extending coverage of OHS;
- Promoting a culture of prevention;
- Strengthening capacities and increasing availability of personnel;
- Strengthening the collection, analysis and sharing of data.

Based on the results of the study, VZF Madagascar will support expanding and implementing a tripartite strategy to strengthen and extend coverage of OHS to informal workers.

### Garment and textile sector

Labour inspectors and the National Social Security Fund (CNAPS) set up joint “social protection task forces” to carry out visits to garment factories, in line with a five-year plan for OSH coordination. During three months of joint visits to enterprises in late 2019, 558 employers and 12,172 workers registered with CNAPS.

Agreement was reached to train members of the OSH committees of the 56 companies that are members of the Group of Export Processing Companies and Partners (GEFP).

Forty employers (including 28 women) were briefed on how OSH can help improve economic performance and address social and environmental responsibility challenges.

An [Assessment of Drivers and Constraints for OSH Improvements in the Global Textile Supply Chain from Madagascar](#) was published and translated into English.

### Lychee sector

Employers registered 1,335 seasonal workers with local inter-enterprise medical services (SMIE) in the 2019 harvest season, which compares favourably with 1,100 seasonal workers registered during the previous year.

Measures were adopted to strengthen OSH, including deploying nursing staff during the harvest season, training managerial staff on OSH, using improved baskets and safer ropes, and training in safe tree planting, pruning and felling methods.

VZF Madagascar conducted a qualitative risk assessment that focused on the hazardous chemicals used by cotton growers and the major causes of exposure. The assessment also included recommendations for improved control measures. The report will inform further actions that the Fund will support, and that will be used for training purposes.

As the Fund wrapped up its work in the lychee supply chain, an assessment workshop was held in November 2019. The 30 participants (including 11 women) identified good practices that emerged from the interventions, including access to OHS for seasonal workers, workplace risk assessments, and OSH training. Stakeholders also noted the importance of social dialogue for OSH improvement, the need to involve exporters from the start, and the importance of involving the support function – including the Labour Inspectorate, CNAPS and SMIE – throughout the process.

Following a proposal by the Labour Inspectorate, the ILO is planning to provide a model “good conduct code” to promote OSH in the lychee value chain.

# Asia

## Lao PDR

### COVID-19

The pandemic had a limited impact on VZF Lao PDR, though it led to the cancellation of the 2020 ASEAN OSHNET Conference and the World Coffee Expo in Poland, which the project planned to support.

### Labour inspection

VZF Lao PDR helped build the capacity of labour inspectors on OSH hazards and risks in the garment and agriculture sectors, and provided training on OSH inspection skills and on a national OSH Decree that went into force in February 2019.

In November 2019, the project, through the Ministry of Labour and Social Welfare, organised a training of trainers (ToT) on OSH inspections in agriculture in Champasak province.

### Social security

VZF Lao PDR, together with the ILO, assisted the Lao Social Security Organisation (LSSO) in reforming its inspection practices, including adopting new guidelines and establishing a social security inspection task team.

VZF Lao PDR conducted an analysis of the Employment Injury Insurance (EII) scheme and private sector social security coverage. It showed that only 2,307 out of about 200,000 private businesses had registered with the LSSO, with coverage particularly low in the coffee sector. It also showed a lack of enforcement of registration requirements and an overall lack of awareness of social security benefits.

### Coffee sector

After receiving training, farmers in Champasak province implemented measures such as using covers for pulping machines, improving management of waste from coffee processing, and proper tool storage and labelling.



Coffee farmer in Lao PDR, ILO 2019

VZF Lao PDR, through the Lao Coffee Association (LCA), organised a training of trainer (ToT) on OSH in agriculture for coffee cooperatives and plantations in November 2019.

VZF Lao PDR distributed learning posters on OSH to 324 coffee farmer villages and six plantations, as well as 15 project partner organisations from the government, the employers and workers. The posters will be the main training material to support the OSH training at the community level.

VZF Lao PDR helped the LSSO raise awareness on social security benefits, in a bid to address low coverage in the coffee sector. To date, only six of the 36 formal workplaces engaged in coffee cultivation and processing in Champasak have registered their workers with the LSSO.

### Garment sector

Visits by labour inspectors to monitor OSH improvements in pilot factories showed that eight out of ten factories implemented at least one improvement measure, such as installing fire alarm systems or providing masks to workers. All ten pilot factories established bipartite workplace OSH committees.

In October 2019, VZF Lao PDR conducted a ToT on OSH foundational principles for 26 people (seven women). In August 2020, the Lao National Chamber of Commerce and Industry conducted another OSH foundation training for 19 staff (including nine women) from factories. After the training, seven factories implemented further OSH improvements.



By the end of the period under review, 15,733 of the estimated 25,000 workers in the garment industry were registered with the LSSO, and numbers are expected to continue to grow significantly.

## Myanmar

### COVID-19

VZF Myanmar developed and rolled out an online training package on prevention and mitigation of COVID-19. Over 100 participants, representing trade unions and employers' organisations, benefitted from ToT and additional trainings.

VZF Myanmar worked with partners on a campaign focused on safely returning to work, which was launched during the annual Safeday celebrations. By late 2020, the campaign page had reached 4 million people. The campaign also produced an animated music video by popular Myanmar singer Mi Sandi. The video is featured on the artist's Facebook platform,

which has more than 1.3 million followers. It was added to the campaign's [Facebook page](#), and was broadcast 42 times on state channel MRTV.

VZF Myanmar recruited 74 master trainers (including 54 percent women) from several trade unions to start the retraining of 800 garment workers on COVID-19.

### OSH Law, 2019

VZF Myanmar conducted activities to support the Factories and General Labour Law Inspection Department (FGLLID) in drafting enabling regulations for the new 2019 OSH Law.

VZF Myanmar collaborated with global retailer H&M to promote the new OSH law. H&M suppliers provided inputs to the VZF team on the proposed enabling regulations, and allowed their safety officers to participate in ToTs.

### Labour inspection and workplace safety

Twenty-four electrical inspectors (including 42 percent women) were trained by electrical engineers from British multinational Arup,



and 21 boiler inspectors were trained by boiler engineers from the Ministry of Manpower of Singapore on safety procedures and inspection practices.

VZF Myanmar supported two officials from FGLID to attend the work planning session of the ASEAN [OSHNET conference](#) in Indonesia in November 2019,

VZF Myanmar supported the participation of a tripartite delegation in the Labour Inspection Conference organised by GIZ in Phnom Penh, Cambodia, in October 2019, and the participation of constituents in webinars on [workplace chemical safety](#) and [chemical safety and gender](#).

Fifty-seven people (including 44 percent women) participated in a workshop in January 2020, to initiate coordination activities of several inspectorates.

### Ginger sector

A training module on gender, OSH and agriculture, designed by the Fund's team, was used in ToTs and subsequent trainings. The sessions also included a ToT on Integrated Pest Management Training to extension staff from the Department of Agriculture (DoA) and to local field assistants from the UN Industrial Development Organization's (UNIDO). UNIDO has been identified as a new training partner to ensure replication of lessons learned in the ginger sector to other crops. DoA extension staff trained 101 ginger farmers (including 39 percent women) in Shan State on OSH and gender in agriculture.

VZF Myanmar developed a manual that mainstreams OSH into the operations and internal controls of cooperatives. The team conducted a workshop in February 2020, aimed at ensuring that farmers and buyers are in full agreement on OSH protocols, quality measures and other areas covered by the manual. Representatives from three ginger farmer groups and from the Snack Mandalay processing factory attended the workshop.

In March 2020, Vision Zero Fund, in collaboration with the German Cooperative and Raiffeisen Confederation (DGRV), conducted a workshop

with ginger farmer groups on cooperative registration. This resulted in the registration of the Shwe Chin Sein ginger farmer group as a cooperative.

One trading house adopted OSH measures in the workplace with the support of the Fund.

### Garment sector

VZF Myanmar implemented the Employment Injury Insurance (EII) pilot project in two townships between June and November 2019, benefitting 198,000 workers, including 141,000 garment workers (90 percent of them women). On average, the pilot helped cut processing time of employment injury insurance benefits in half. The pilot resulted in a more direct relationship between workers and the Social Security Board (SSB) by allowing workers to claim compensation and receive SSB ID cards, information, and benefits directly from the Board. Sixty-three tripartite constituents (including 63 percent women) attended a [workshop](#) in January 2020 to present the evaluation results and gather inputs for the scale-up strategy.

In the last quarter of 2019, trainers from the Union of Myanmar Federation of Chambers of Commerce (UMFCCI) used VZF Myanmar's materials to train nine managers at five garment factories on chemical safety and to train 25 managers at 12 factories on establishing OSH committees and on accident reporting and record keeping.

Thirty people (including 93 percent women) from trade unions and government departments received online training on effective OSH communication.

### Construction sector

A draft report on the definition and scope of the construction global supply chain in Myanmar was completed as part of an overall assessment of OSH drivers and constraints in the sector. The assessment will inform the identification and development of specific intervention models in the sector.





Coffee worker in Mexico, ILO 2020

# Latin America

## COVID-19

Vision Zero Fund played an important role in supporting the COVID-19 response in the region. In Mexico, [five OSH Protocols](#) with an emphasis on COVID-19 were developed in coordination with the Mexican Coffee Association (AMECAFE) and the National Association of Coffee Industries (ANICAFE). The Government adopted a [COVID-19 Prevention and Mitigation Guide for the Agricultural Sector](#) produced by Vision Zero Fund and the ILO. Video and radio spots were produced to ensure that the messages reached workers in the field.

In Honduras, a [Practical Guide for the Prevention and Mitigation of COVID-19 in Agriculture](#) and a [Practical Guide for the Prevention and Mitigation of COVID-19 in the Coffee Value Chain](#) were developed in coordination with the Honduran

Council of Private Companies (COHEP) and the Honduran Coffee Institute (IHCAFE). These formed the basis for developing [National Protocols against COVID-19](#) for the agricultural and coffee sectors.

In Colombia, Vision Zero Fund, with the support of the Colombian Safety Council, developed a virtual course on [OSH Management of the COVID-19 Pandemic](#). The course was delivered to 165 people, including agricultural technicians, coffee growers and exporters, and member of the Ministry of Labour. To promote south-south learning, the course was also delivered to 176 members of Peru's National Superintendence of Labour Inspection (SUNAFIL). In addition, the course will be delivered to trade unionists in the agricultural sector, and will be implemented in other Andean countries.



## Generating and disseminating knowledge

### Mexico

[Five virtual courses](#) to introduce OSH protocols were developed, and it is anticipated that they will be delivered to approximately 400 technical specialists in the coffee supply chain (including 40 percent women)

A study to identify drivers and constraints for OSH improvements in the coffee chain was published in [Spanish](#) and [English](#). It lists six priority intervention areas:

- Legal reform, regulatory adjustments, and the promotion of OSH policies at company level.
- Prevention of occupational accidents and diseases to be included in national development programmes.
- Creation of supply and demand for training services in OSH.
- Promotion of a preventive OSH culture.
- Promotion of good OSH practices for women producers.

- Raising awareness of the relationship between OSH and productivity.

The findings were validated by more than 200 participants in coffee-producing states and at the national level in a series of validation workshops. The study followed a [methodology](#) developed by the ILO and implemented in all Vision Zero Fund countries. It was expanded to ensure that gender, productivity and environmental considerations were also taken into account.

Vision Zero Fund is finalizing a methodology to measure the impact of OSH interventions on productivity in agriculture farms. The model will be piloted in 2021 on a coffee farm in close collaboration with ANICAFE.

A ToT package was developed, adapting relevant ILO OSH methodologies to the agricultural sector. The methodologies will be distributed to the Mexican Social Security Institute (IMSS) and to global buyers, who in turn will provide training to more than 5,000 coffee producers.

In August 2020, VZF Latin America started a process of mapping occupational health services (OHS) in Mexico, in close collaboration with IMSS and the National Federation of Occupational Health (FENASTAC). The results will inform new Mexican regulations on OHS.



Coffee farmer in Lao PDR, ILO 2019



## Honduras

A [virtual course](#) on OSH and COVID-19, with a focus on the agriculture and coffee sectors, was developed in coordination with COHEP and with the support of the Central American Technological University (UNITEC). Students representing 47 organizations, companies, and cooperatives successfully completed the course. The course is being promoted in other countries and will be adapted to other sectors.

Vision Zero Fund provided IHCAFE with a training package adapted for small agricultural producers. This will enable the Institute to offer the training to 15,000 coffee producers in the country.

A study of drivers and constraints for OSH improvement in the coffee supply chain was published in [Spanish](#) and [English](#), and five intervention models were agreed upon in consultation with constituents and stakeholders.

Intervention models were developed for the following areas:

- The scope of institutions responsible for OSH. This includes updating the regulatory framework and capacity building.
- Training processes for producers and workers. These should be driven by the request for OSH requirements made by final buyers, an ecosystem of training support participants, the strengthening of the institutional framework for OSH and the creation of a culture to promote this framework.
- Inclusion of OSH on the agenda of the participants in the value chain, with the authority to implement decisive action.
- Interventions on improving coffee quality to facilitate access to specialty markets.

The interventions were endorsed by IHCAFE and the National Coffee Council at a national tripartite meeting. The Fund will support the first three intervention models, which are in line with its strategy, scope, and available resources.



## Colombia

Vision Zero Fund published a [methodology for identifying OSH hazards and assessing risks](#) in the coffee sector and a study on [occupational accidents and illnesses perceptions and good practices in the Colombian coffee sector](#). They will inform the development of a policy brief to help shape sectoral discussions on strategies to improve OSH practices at the workplace level.

The Fund's team and partners are analysing the results of a 2019 OSH survey to assess the health and working conditions of temporary or seasonal workers, who are the most vulnerable workers in the coffee value chain. The survey will inform the development of national OSH action plans in 2021.

Between August and October 2019, three tripartite dialogue workshops were held with government representatives, employers' and workers' organisations, coffee stakeholders and universities in Bogotá, Nariño and Risaralda.

A total of 103 people (including 56 percent women) took part in discussions on whether current OSH regulations are appropriate for achieving its purpose, and to identify barriers, gaps and opportunities for improvement.

In August 2020, the Fund supported the National Federation of Coffee Growers of Colombia (FNC) in developing a virtual OSH course for trainers and coffee technicians. In addition, ten scholarships were offered to the leading coffee organizations in Honduras and Mexico.

The Fund trained 108 coffee growers (including 31 percent women) and National Federation of Coffee Growers of Colombia representatives in the city of Pereira on regulations of the General System of Occupational Risks.

The team delivered ToT to 60 FNC trainers, and 223 technicians affiliated with the National Federation of Coffee Growers of Colombia were subsequently trained (including 30 percent women).

An assessment of OSH training activities conducted by the National Federation of Coffee Growers of Colombia, with the Fund's support, was completed in December 2019, and is informing the development of proposals to strengthen training activities.

Vision Zero Fund, in collaboration with the National Federation of Coffee Growers of Colombia, is finalizing the development of 11 radio soap opera episodes to promote OSH issues in the coffee value chain, which will also be used in Mexico and Honduras.

## LESSONS LEARNED

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Vision Zero Fund is focused on making improvements in-country. At the same time, we provide the data-driven guidance and support of a global alliance of experts in worker safety and health. As importantly, we take lessons learned in-country and disseminate them globally. This approach is the only effective way to create real change locally to inform the global strategies and approaches.

A few examples of these lessons learned are included below.

In Lao PDR, the project team identified a need to promote decent work beyond OSH when it visited coffee and banana plantations. Interviews revealed that workers not only lacked protection against OSH risks, but also worked without employment contracts, were denied access to employment injury and occupational disease benefits, and were paid below the minimum wage.

In addition, an evaluation of VZF Lao PDR noted that an expanded range of partnerships – beyond the traditional tripartite structure – strengthens the ecosystem for impact and sustainability. In the coffee sector in particular, partners represented in the stakeholder working group are starting to embrace the advantages of such a multi-stakeholder approach.

In **Colombia, Honduras and Mexico**, working through existing tripartite OSH dialogue structures promoted ownership and sustainability of the projects, ensured participation of all relevant stakeholders, and helped prevent duplication and stakeholder fatigue.

In **Myanmar**, VZF-supported awareness-raising on COVID-19 illustrated the importance of having a single awareness platform validated by the authorities. The VZF's strong relationship with the SSB made it easier for the team to disseminate information on access to social security benefits, which is crucial in times of crisis.



# THE WAY FORWARD

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The period under review marks the first year of the Fund's consolidation phase, which is guided by the [Collective Action for Safe and Healthy Supply Chains 2019-2023](#). The strategy places an emphasis on linking country project implementation to generation and dissemination of knowledge.

We will take concrete steps to operationalize the model of collective action by expanding the network of Vision Zero Fund stakeholders and collaborators. This will extend to the private sector, under a private sector engagement strategy that the Fund will finalize and implement.

Vision Zero Fund's first High-Level Forum in February will provide an opportunity to promote the collective action approach at a global level. Participation in global events, such as the OECD Forum on Due Diligence in the Garment and Footwear Sector and the World Congress on Safety and Health, will also help raise VZF's visibility and provide opportunities to connect to a larger OSH community.

Vision Zero Fund will further strengthen its country-level COVID-19 response by leveraging the technical expertise of the ILO's LABADMIN/OSH Branch and by strengthening collaboration with other Flagships Programmes, including the Better Work Programme.

- In Myanmar and Madagascar, the Fund will expand its work to the construction sector. In line with the Fund's model, work will begin with an assessment of drivers and constraints for OSH improvement.
- In Ethiopia, an assessment of decent work deficits, including OSH, in the cotton value chain will be conducted in collaboration with the ILO. This will help identify opportunities for the expansion of activities to the cotton sector.
- In Mexico, the Fund will pilot an OSH training module for women in coffee cooperatives, using a ToT approach.
- In Vietnam, the project will provide a first opportunity for the Fund to integrate the collective action approach in the design phase. The Fund consulted with international coffee buyers, and will conduct a comprehensive mapping of major international and regional buyers.
- The VZF Lao will close in March 2021. During the final months, the project team will prioritize the sustainability of project interventions.

Vision Zero Fund will develop concrete guidance and tools to ensure that gender considerations are properly integrated throughout its work. Greater efforts will be expanded on disseminating the Fund's research outputs through the establishment of a learning platform and through a series of research webinars.

Vision Zero Fund brings together governments, employers' and workers' organizations, companies, and other stakeholders to advance towards the vision of achieving zero severe and fatal work-related accidents, injuries and diseases in global supply chains. The Fund works at global, country and workplace levels, and currently focuses on the agriculture and garment supply chains. It is an initiative of the G7, and has been endorsed by the G20. The International Labour Organization (ILO) administers the Fund and implements its projects.

## International Labour Organization

Labour Administration, Labour Inspection  
and Occupational Safety and Health Branch  
(LABADMIN/OSH)

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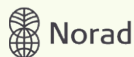
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