



January 2024

# Collective Action for a Safer Commute

## The Cambodia Transportation Working Group - A Case Study

### The challenge

According to the World Health Organization (WHO), **1.19 million people died as a result of a road traffic accident in 2021, while it is estimated that an additional 20 to 50 million people suffer non-fatal injuries yearly, often leading to disabilities.** Some 92 per cent of the world's fatalities on the roads occur in low- and middle-income countries. In terms of absolute numbers, the highest number of fatalities occur in the South-East Asia Region (330 222 deaths, or 28% of the global burden). Some estimates put the global cost of road traffic injuries roughly equivalent to 10–12% of global gross domestic product.<sup>1</sup>

**The International Labour Organization (ILO) recognizes commuting accidents as an integral component of occupational safety and health (OSH). The ILO Protocol to the Occupational Safety and Health Convention, 1981 (No. 155) defines a commuting accident as “an accident resulting in death or personal injury occurring on the direct way between the place of work and (a) the worker’s principal or secondary residence; (b) the place where the worker usually takes his or her meals; or (c) the place where the worker usually receives his or her remuneration.”** The protocol requires that governments, in consultation with social partners, establish and periodically review requirements and procedures for the recording and notification of occupational

accidents and diseases and as appropriate, commuting accidents. Promoting decent work and road safety is the collaborative responsibility of governments, social partners, and road transport chain parties.<sup>2</sup>

**Cambodia’s garment and footwear industry employs more than 830,000 workers across 1,200 exporting factories. Of these workers, 80 per cent are under the age of 35 and approximately 80-85 per cent are women.**<sup>3</sup>

**The daily commute poses significant hazards for garment and footwear workers.** The underlying causes of these commuting risks go beyond poor driving behaviour. Drivers often incur substantial debts from buying flatbed trucks used to transport commuters.<sup>4</sup> These drivers often lack the financial means to purchase or upgrade to safer vehicles like buses or to improve the conditions of their transportation services. Commuters are often unable to afford bus tickets and therefore have to rely on this unsafe mode of transport. Many factory owners limit their responsibility to the factory premises, and therefore pay insufficient attention to the issue of commuting safety. As a result, most drivers operate independently.

**National and local government and enforcement agencies** (e.g., the local police or the Transport Department) **struggle to invest time and effort into the**

1 WHO, 2023. Accessed here: <https://iris.who.int/bitstream/handle/10665/375016/9789240086517-eng.pdf?sequence=1>; and WHO, 2022. Accessed here: <https://www.who.int/news-room/fact-sheets/detail/road-traffic-injuries>

2 ILO, Guidelines on the promotion of decent work and road safety in the transport sector, 2019.

3 Road Safety Fund, 2023. Accessed here: <https://roadsafetyfund.un.org/news/info-session-commuting-safety-cambodia>

4 Flatbed trucks are not suitable for transporting passengers. Typically, they are used to transport heavy loads. They do not have seats or seat belts, and factory workers commute by standing in the back of the trucks. See [here](#) and [here](#) for more information.

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**issue.** Factories are often based around Phnom Penh and workers reside in rural, hard to reach areas. The problem is described as “cyclical”, with attention and awareness peaking in the aftermath of a tragic incident but quickly dissipating when relative calm returns to the roads.

According to the United Nations Development Programme (UNDP) **an average of 5.4 people die every day from road accidents in Cambodia, making it the sixth leading cause of mortality.**<sup>5</sup> The impact and burden of road traffic crashes are more acute for low and average-income households, which includes garment and footwear factory workers. In 2022, Cambodia’s National Social Security Fund (NSSF) reported that 2,989 collective transport vehicles carry nearly 300,000 garment and footwear factory workers daily. More than 54 per cent of these vehicles are flatbed trucks, many of which are poorly maintained, overloaded, and were not designed to transport passengers.

**The considerable exposure to road safety risks among garment and footwear workers is concerning to both national road safety actors and garment and footwear sector stakeholders, including global brands sourcing from the country.** In 2016, the [Gesellschaft für Internationale Zusammenarbeit \(GIZ\)](#) and [Solidarity Centre](#) took action, jointly with the [ILO-IFC’s Better Factories Cambodia](#) to establish a Transportation Working Group (TWG) in the country. The aim of the working group was to leverage the power, knowledge and influence of a wide range of industry stakeholders to address the issue of commuting safety.

**This document details the process by which the TWG was established, including its functions and the main results achieved to date. It also highlights good practices and lessons learned throughout the pilot project. Furthermore, the case study aims to provide a blueprint for stakeholders seeking to improve garment and footwear workers’ commuting safety in their respective countries.**

## The response

### 1. Establishing the Transportation Working Group

**Established in September 2016, the Transportation Working Group (TWG)** brought together committed brands and stakeholders to improve transportation safety for garment and footwear workers in Cambodia. At the

request of working group members, Better Factories Cambodia (BFC) was appointed to coordinate and convene the TWG. Its vision was that “all garment and footwear workers travel safely to and from work, all the time”.

The TWG aimed to collaboratively address commuting accidents in Cambodia through research, engagement, and actions. All members agreed upon a robust Terms of Reference detailing the terms of their engagement, including expectations and commitments related to the TWG.

Brands committed to the TWG were expected to actively contribute to the development and implementation of a strategy to address the issue of road safety in Cambodia. They further agreed to jointly monitor and support interventions. Brands were also requested to use their networks, knowledge, and financial resources to contribute to the development and implementation of the strategy and its short- and long-term goals.

As coordinator of the TWG, BFC acted as the working group’s secretariat and organized working group meetings. This included setting priorities for discussion; leading on strategy development; engaging with main stakeholders to foster collaboration on implementing the strategy; and encouraging more brands to join the working group. A BFC staff member was designated as group coordinator, which helped to facilitate open and transparent discussions in the working group since all of the brands were members of BFC and sourced from many of the same factories. Meetings of the TWG took place monthly.

### 2. Taking stock: The factory management survey

The first action of the TWG **was to commission a factory management survey in 2017.** The purpose of the survey was to gain a better understanding of the key stakeholders, identify the patterns and prevalence of road traffic accidents among garment and footwear workers, and to create a baseline for recommendations to improve transportation of workers to and from their workplaces.<sup>6</sup>

Each TWG brand representative distributed the survey to its supplying factories, and a total of 233 factories responded– which included:

(1) a supplier, factory-level survey facilitated through BFC, so brands could develop a transport profile of each factory

5 UNDP 2021 Accessed here: [https://www.undp.org/sites/g/files/zskgke326/files/migration/kh/UNDP\\_KH\\_ROAD-TRAFFIC-ACCIDENT-REPORT.pdf](https://www.undp.org/sites/g/files/zskgke326/files/migration/kh/UNDP_KH_ROAD-TRAFFIC-ACCIDENT-REPORT.pdf)

6 The Centre for Policy Studies (CPS), an independent, non-partisan, not-for-profit and autonomous think tank, based in Cambodia, supported the research (website available here).

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workforce and better understand the frequency and impact of traffic accidents on factory workers, funded by brands, Solidarity Centre and GIZ.

(2) a survey of transport drivers, including data on their working hours, working conditions, and recommendations for improvement; the survey was funded by Solidarity Centre; and

(3) a road or geographic mapping of the sector through GPS/GIS to gather data about transport, including modes of transport and locations or areas where the highest number of road accidents occur; the survey was funded by Solidarity Centre and implemented by AIP Foundation.

The survey revealed that there was no one single action that would reduce commuting accidents in the sector. Instead, the implementation of a multi-pronged approach would be required, in which brands, factories, social partners (employers' and workers' organisations), and the Cambodian government would all implement (individual and joint) actions to achieve the desired safety outcomes.

### 3. Developing the Garment and Footwear Sector Road Safety Strategy (2017-2018)

The research findings informed the development of the **Garment and Footwear Sector Road Safety Strategy (2017-2018)**. The strategy was developed by AIP Foundation, who had significant knowledge and experience on road safety in Cambodia.<sup>7</sup> The strategy was aligned with the [National Road Safety Policy adopted by the Council of Ministers in February 2014](#), the [International Decade for Road Safety Action Plan 2011-2020](#), and the [2030 Agenda for Sustainable Development Goals](#).

The strategy was developed through participatory engagement with a wide range of stakeholders across six provinces, including government and industry representatives, provincial authorities and factory management. Several workshops and forums involving a broad range of garment and footwear stakeholders and road safety actors were organized to elicit feedback on the challenges and opportunities to address transportation safety.

The strategy was adopted by the TWG, and centred around four objectives:

#### ► Strategic Objectives

SO 1	Road Safety Management & Accountability	Improve the transparency, accountability and management of road safety issues affecting garment and footwear workers, among all actors and relevant industry and other road safety responsible stakeholders.
SO 2	Safer Infrastructure & Planning	Improve road and ancillary transportation infrastructure used and relied upon by garment and footwear workers to get to and from their places of work.
SO 3	Safer Vehicles and Modes of Transport	Improve the safety and quality of all vehicles used for the transportation of garment and footwear workers and transition to safer modes of transport.
SO 4	Safer Road Users	To raise awareness and improve the road safety knowledge, behaviour and practice of garment and footwear workers, drivers, and other relevant stakeholders to improve the transportation safety of garment and footwear workers.

The strategy was formally launched in January 2018 in a meeting attended by the Cambodian Government, including the Minister of Labour who launched the strategy, along with employers' and workers' organizations, and high-level industry representatives.

### 4. Implementing the Strategy: Pilot Programme to Improve Transport Safety for Commuting Workers

The main output of the strategy was the implementation of a *Pilot Programme to Improve Transport Safety for Commuting Workers* that was aligned with all four strategy outcomes.

The pilot programme was funded by 9 out of the 24 TWG member brands and was implemented by AIP Foundation, under the oversight of the TWG. The TWG selected five factories in three different provinces in which to implement the pilot programme. Combined, these factories employed approximately 8,000 workers.

Through the pilot programme, the following activities were implemented:

**1. Road safety management & accountability:** The pilot programme established tripartite Road Safety Working Groups (RSWG) at the five target factories to facilitate collective action. The RSWGs were tasked to provide inputs on addressing localized road safety issues and developing factory road safety policies. They were also tasked with creating, implementing, and monitoring factory road safety action plans. Additionally, the RSWG

<sup>7</sup> This included its participation in the National Social Security Fund (NSSF) working group since 2006, which helped AIP Foundation build its credibility in the sector.

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advocated for and championed road safety, acting as a vital link between the AIP Foundation programme team and the factory.

2. **Safer infrastructure & planning:** The programme mapped out and promoted safer traffic management and road infrastructure improvements around factories. It aimed to phase out the use of flatbed, trucks for garment and footwear worker transportation, and to replace them with safer buses or other collective transport vehicles.
3. **Safer vehicles and modes of transport:** The pilot project sought to educate and encourage workers and collective transport drivers to switch to safer vehicles and modes of transport. The emphasis was placed on improving safety and accessibility around Factories and Factory Zones.
4. **Safer road users:** The pilot aimed to enhance road user safety through awareness building, education and training. This included improving workers and collective transport drivers' road safety knowledge, attitude, practice and behaviours, and by increasing the distribution of road safety awareness and educational materials.

## Summary of results

Between 2018 and 2019, the pilot programme was implemented with the funding and under the guidance of the TWG. It successfully reached nearly 25,000 beneficiaries, with 10,400 beneficiaries directly engaged through trainings, information sessions, meetings and workshops. An additional 14,400 beneficiaries were reached through the dissemination of awareness materials. All workers received briefings from factories about transport safety policy and completed acknowledgement forms. Beyond the factory setting, more than 700 participants were engaged through meetings, workshops, and training sessions, and over 200,000 people were reached through social media campaigns.

At the **output level**, the following results were achieved:

- **Organized awareness raising campaigns.** More than 1,200 posters, stickers, banners, and billboards, covering a range of topics, were distributed at factories during the pilot programme. These materials addressed subjects such as safe road user behaviours, selecting safe transport, helmet use, speeding, and the risks associated with distracted and drunk driving. To extend the reach of the pilot programme beyond the factories, [video case studies](#) of unsafe commuting were produced and shared online, which received more than 200,000 views on social media.



Garment workers Cambodia, Better Factories Cambodia, ILO 2019.

Workers were also engaged through a **Speak Up campaign and workshops to support workers raising concerns**. Workshops, offered to 300 participants, across five factories, identified ways to support and encourage workers to “Speak Up” about commuting and transport safety concerns. This formed the basis of the “Speak Up” awareness campaign at factories. Two factories also participated in the 5th UN Global Road Safety Week “Speak Up” campaign in May 2019.

- **Increased road safety training and information sessions targeting workers, RSWG members, supervisors and drivers.** During the programme, more than 8,500 people took part in a variety of factory-based road safety training and information sessions. These sessions included training for supervisors on Road User Behaviours and instruction for workers on Motorcycle Skills and promoted the use of quality helmets among both drivers and passengers. Criteria for safe transport and driver selection among workers were also developed.
- **Enhanced engagement between factories, collective transport drivers and local authorities.** The programme organised workshops to explore ways to support workers in raising commuting safety and transport concerns. Workshop participants included officials from the Ministry of Labour, the Ministry of Transport, the Ministry of Interior and Land Management and the Ministry of Women’s Affairs. The sessions highlighted the cross-sectoral dimension of commuting safety. Additionally, AIP Foundation collaborated with the NSSF to deliver road traffic law training, reaching 218 drivers.

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- **Delivered Training-of-Trainer programmes to national road safety trainers and factory representatives.** In collaboration with Australia's Monash University Accident Research Centre (MUARC), 45 representatives from the National Road Safety Committee, Traffic Police, National Social Security Fund, factories, trade union and brands were trained as road safety trainers. These trainings equipped participants with knowledge and skills on road safety, principles of behaviour change, adult learning, and facilitation skills.
- **Developed tools.** A road safety infrastructure and traffic management tool was developed and piloted by AIP Foundation. The tool included a checklist to guide factory representatives in assessing road safety, infrastructure, and traffic management.<sup>7</sup> To further enhance institutional learning and sustainability, the pilot developed a Training of Trainers Manual for the National Social Security Fund (NSSF) road safety training programme.
- **The RSWG's collaborated with local authorities and government to address commuting safety issues.** This included meeting with NRSC (National Road Safety Committee) to present findings in the initial stages of the pilot, and to invite the Cambodian government to participate in to the TWG work. AIP Foundation met with RSWGs on at least five occasions between August 2018 and April 2019 to review and finalize road safety policy, provide training on road safety behaviour, develop action plans, prepare to implement factory-based activities, and monitor progress. AIP Foundation and RSWGs maintained regular contact and shared information via Facebook messenger groups. During the pilot programme, RSWGs reached a total of 6,141 participants.

At the **outcome level**, the following results were achieved:

- **Improved knowledge**
  - In surveys conducted at the target factories, 85 per cent of workers and 84 per cent of drivers reported sharing their road safety knowledge with others during the preceding six months.
  - Among the surveyed participants, 85 per cent of workers and 95 per cent of drivers expressed interest in receiving additional road safety information and knowledge in the future.
- **Improved attitudes and behaviours**
  - Of those surveyed, 85 percent of workers and 28 per cent of drivers reported that their own driving attitudes and behaviours had improved.

- There was a 22 per cent reduction in the drunk-driving rates among collective transport providers.
- Speeding among workers decreased by 18 per cent overall and by 7 per cent among collective transport drivers.
- Workers reported an increased willingness to switch to safer collective transport, with 9 per cent of surveyed workers said they changed their mode of transportation from a flatbed truck to bus or van for improved safety and comfort.
- Additionally, 68 per cent of collective transport users expressed a willingness to pay more (up to US\$2) for safer transport, representing a 33 per cent increase from the baseline.

► **Improved practices**

- The percentage of drivers driving with a valid license increased from 64 to 79 per cent, and drivers with a valid professional license, which allowed them to transport more than 20 passengers, increased from 26 to 40 per cent.
- Vehicle overloading was reduced: 20 per cent fewer workers and 9 per cent fewer drivers reported seeing passenger overloading on collective transport.
- Self-reported helmet usage among workers improved by 34 per cent. The average observed helmet-wearing rate at the five target factories increased from 29 to 53 per cent. In one factory, helmet use was regularly enforced at the gate, which increased use to more than 72 per cent.
- Out of the 5 targeted factories, 3 reported changes in the type of passenger vehicles used, totalling 15 new buses and 30 new vans.

During the pilot project implementation period, road accidents were reduced in three monitored factories from 254 accidents in 2018 to 57 accidents in 2019, with one factory reporting zero accidents that year.

**Beyond the pilot**, the following notable impact was achieved:

The TWG influence extended beyond the monitored factories to other stakeholders. For example, VF Corporation, one of the working group's brands, implemented its own commuting safety programme in supplier factories, in partnership with AIP Foundation. The VF programme adopted the four outcomes of the pilot programme with a fifth pillar added to focus on post-crash care for workers who had sustained disabilities from commuting accidents. GIZ also developed a mobile app in partnership with VF to improve safety behaviour

<sup>7</sup> Further information about AIP Foundation and key activities is available here: <https://www.aip-foundation.org/what-we-do/our-issue-areas/>

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among drivers and record their speeding and fuel efficiency practices. In parallel, AIP Foundation and Solidarity Centre received funding to implement the Commuting Safety for Cambodian Workers project, which replicated the activities carried out in the five original pilot factories in another 30 factories over 3 years.<sup>8</sup>



Garment workers Cambodia, Better Factories Cambodia, ILO 2019.

The pilot also impacted positively on government engagement and advocacy. The NSSF actively collaborated in campaign activities, primarily in partnership with AIP Foundation. Recognizing that road accidents are a burden on the national social security

fund, conversations with the NSSF highlighted access to health schemes and driver registration. The government issued the “*Road Safety to National Garment Industry Strategy 2021-2022*” in collaboration with Solidarity Center and BFC. In addition, the Cambodian Government also recently announced that the use of flatbed trucks would be phased-out by 2027.<sup>9</sup> TWG members noted increased government commitment over time, which can partially be attributed to TWG’s efforts. However, there is an understanding that more needs to be done to strengthen and enforce existing road safety laws and policies.

In 2023, ILO Cambodia and the AIP Foundation received a US\$500,000 grant from the United Nations Road Safety Trust Fund to implement project titled: *Policy reform for safe journeys for Cambodian factory workers in Cambodia*. The project, which will run between 2024 and 2026, aims to reduce road crash injuries and fatalities for factory workers and young people by scaling up the development, implementation and enforcement of road safety policies and procedural frameworks.

At the global level, drawing on the Cambodia experience, ILO Vision Zero Fund entered into partnership with Nike Inc. in 2021 to carry out research on commuting safety in the garment sectors in Ethiopia and Egypt, and developed an [Action manual and checklist for employers and workers in the garment and footwear sector to enhance workers’ commuting safety](#). The collaboration with Nike is ongoing.

## Lessons learned and recommendations on how to improve commuting safety

### The TWG model stresses the importance of:

► **Agreeing on a common vision:** When establishing a model like the TWG, members need sufficient time to agree on a common vision and on the root causes of the challenges associated with commuting accidents. This includes fostering tripartite dialogue and collaboration with non-traditional ILO stakeholders. The root causes of commuting accidents often lie beyond the sphere of influence of ILO’s traditional constituents, namely employers, workers, and Ministries of Labour. It is essential,

therefore, to involve global brands and non-traditional government partners (such as Ministries of Transport), and to do so at various levels (national, regional, and local). Fostering collaboration between the relevant government entities, brands, factories and workers and their organizations is essential to ensuring the sustainability of interventions such as training, establishment of regulations, and enforcement of road safety rules.

► **Adopting a collective action approach:** A complex problem like road safety requires a multi-stakeholder approach that involves governments, workers and trade unions, employers and their organizations, multilateral organizations, civil

<sup>8</sup> See: <https://www.aip-foundation.org/commuting-safety-for-cambodian-workers-cscw-to-reach-30-factories-over-three-year-period/>

<sup>9</sup> See: <https://cambojanews.com/ngos-urge-to-form-factory-level-workers-commuting-safety-policy/>

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society and development agencies, working together so that each meets its responsibilities consistent with organizational roles. In the case of the TWG, it was key that all stakeholders were involved in the development, implementation, and feedback process. An important component was the development of a strategy, which helped in building trust, coherence, and alignment between stakeholders. A best practice was the inclusion of workers' voices in that process.

- **Using an evidence-based approach:** The experience of the TWG showed that interventions need to be based on evidence, which require research and continuous monitoring. Key to the TWGs success was allocating sufficient time to identify and analyse the root causes of the problem to ensure targeted and context-specific interventions. It was essential to share the gathered evidence (on the routes and factories that experienced the highest number of accidents, for example) in an open and transparent manner within the TWG. This required building trust among TWG members and fostering a common commitment to collaboratively addressing the identified root causes, including the sharing of financial and human resources. The latter became particularly important in situations in which numerous brands sourced from the same at-risk factories.
- **Getting sectoral buy-in:** Trust between brands is built over time, and active dialogue and transparent procedures had to be fostered within the TWG. Having a neutral third party (BFC) as the coordinator of the TWG was helpful in that respect.
- **Setting out clear procedures and a modus operandi for the TWG:** This involved adopting Terms of Reference for the TWG that included a clear vision and objectives. In addition, the appointment of a full-time dedicated Road Safety Coordinator - whose responsibilities involved liaising with key stakeholders implementation and facilitating communication between brands and factory management on commuting safety issues and implementing activities - was key to the TWG's success.
- **Managing changing stakeholders' priorities:** The TWG continuously adapted to changing circumstances, which included high worker turnover in factories and fluctuating governmental priorities. These factors affected TWG-member engagement, and often made it challenging to maintain momentum.

## Improving commuting safety in the garment sector: what works?

**Encouraging factories to adopt and implement a road safety policy and incorporate commuting and transport safety information into workplace OSH and HR policies is challenging.** In the case of Cambodia, the TWG provided a platform for direct dialogue between the brands and government decision-makers, which resulted in improved collaboration and coordination to address priorities and ensure compliance with relevant laws and regulations.

**These are some of the actions that helped to encourage change:**

- **Involving Sectoral Employers' Associations:** In this instance, TAFTAC,<sup>10</sup> composed of factories of foreign owners and managers, had a powerful impact on the government's willingness to implement change in the sector.
- **Using brand's collective leverage:** Collective leverage is much more powerful than individual action, especially since brands often source from the same factories. Joint brand-backed initiatives were most successful because they could leverage contractual arrangements in promoting commuting safety.
- **Facilitating worker engagement through trade unions:** Trade unions played a crucial role in raising awareness among their members and promoting and facilitating worker engagement and participation in activities, including training. This also provided an avenue for social dialogue outcomes at enterprise level, allowing trade unions to advocate for the development and implementation of effective road safety policies at factory level.
- **Engaging Civil Society Organizations:** Civil Society organizations have a vital role to play in raising awareness and imparting knowledge about local stakeholders. In the case of AIP Foundation, their insights and relationship with diverse government officials were instrumental in strengthening advocacy both at the factory level and advocating on commuter safety issues.
- **Sharing Good Practices Among Factory Operators:** Facilitating engagement between factories, collective transport drivers and local authorities to address transport safety concerns was a key element of success.

<sup>10</sup> Textile, Apparel, Footwear and Travel Goods and Bag Association in Cambodia.

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**Creating a clear strategy for securing the government's commitment to play a role in improving the situation.**

- Governments play a vital role in driving change. They **have the power to adopt regulations and policies** aimed at ensuring safer transportations options for all workers.
- Governments often do not want to impede on activities of their large industries, as such developing the **business case** for investing on commuting safety and galvanising cross-sectoral dialogue over time is essential.
- As a UN agency, the ILO is ideally placed to **convene private and public sector stakeholders**.

**Going beyond collective transportation, factories should provide regulated and safe transportation.** At the factory level, good practices include:

- Regulating and formalizing existing and new driver-factory relationships (both for individual owners of vehicles and transportation companies in the immediate term). This helps factories maintain control over the **quality and consistency** of its driver workforce.<sup>11</sup> Factories should also make sure that the commuting vehicles are insured to cover the compensation for workers in case of accidents.
- Designing **appropriate road safety policies and minimum requirements for safe transportation** for workers at factory level.
- Encouraging **factories to invest in safer transportation** for workers themselves rather than providing workers with a transport allowance in cash.<sup>12</sup> The former has proven to be more effective and can also better support workers and drivers alike.

- Strengthening the **monitoring of driver compliance with key road safety issues**, including appropriate driver licensing, vehicle registration and vehicle overloading. Delivering training to drivers on driving behaviours and road awareness has also proved to be beneficial.
- Enhancing factories' **capacity to support injured workers to safely return to work after injury** and become disability inclusive workplaces through supporting workers' access to social security benefits, the development of appropriate workplace policies and guidelines, and identifying referral pathways to quality health and rehabilitation services.

**Worker-level interventions required a combination of training and awareness-raising campaigns. Lessons learned included the following:**

- Offering regular **high quality training** aligned with national and local traffic road safety policies and factory guidelines. Key training topics included road rules, traffic law, road safety awareness. Traffic-accident risk awareness and traffic laws and regulations are also essential topics for workers.
- Reducing **time constraints** on factory supervisors enabled them to better, engage in road safety initiatives and disseminate commuting safety information to workers.
- Bringing about individual change in driver behaviour, and empowering workers to understand their rights and duties, required **awareness raising**. These initiatives can include public awareness campaigns, murals outside of factories, public signs inside factories and helmet use campaigns.

<sup>11</sup> In the case of Cambodia, next to no agreements exist between factory management and drivers, currently drivers operate independently.

<sup>12</sup> Although this was highlighted as a best practice, it is worth noting that in Cambodia the law prescribes this cash allowance to workers as housing and transportation subsidies.



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► About Better Factories Cambodia

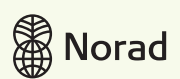
Better Factories Cambodia (BFC) started in 2001 as the foundational programme of Better Work, which is a joint programme between the International Labour Organization (ILO) and the International Finance Corporation (IFC). BFC has been instrumental in improving working conditions in the garment sector while increasing the competitiveness of Cambodia as a smart sourcing destination. With over 660 participating factories, employing more than 645,000 workers of which approximately 80% are women, BFC is committed to gender equity and empowerment in the workplace and aims to improve the lives of workers, their families, and communities as well as the competitiveness of Cambodian garment, travel goods and bag sector and footwear factories in the global market. Find more information [here](#).



About ILO Vision Zero Fund

The International Labour Organization's (ILO) Vision Zero Fund brings together ILO's tripartite constituents as well as companies and other stakeholders to jointly advance towards the vision of achieving zero severe and fatal work-related accidents, injuries and diseases in global supply chains. Through a project funded by Nike Inc., in 2021 Vision Zero Fund started working on garment workers' commuting safety. The joint initiative aims to understand why garment and footwear workers are vulnerable to injuries and deaths resulting from commuting accidents and to lessen the adverse impact on workers, their families, and the sector as a whole. The goal is to work together to develop a common, standardized approach to reducing these accidents that can be adapted and replicated in different contexts. Find more information [here](#).

Donors



International Labour Organization



Vision Zero Fund is part of **Safety & Health for All**, an ILO flagship programme building a culture of safe, healthy work.

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