



International  
Labour  
Organization

VISION  
ZERO  
FUND

# ILO Vision Zero Fund in Review

Achievements and milestones

2016-2023

# **ILO Vision Zero Fund in Review**

**Achievements and  
milestones**

2016-2023

# Evolution of the ILO Vision Zero Fund 2016-2023

## 2016-2018

Initial global strategy: "Vision Zero: achieving a world without fatal or serious occupational accidents and diseases"

- Global programme performance measurement plan and project results framework developed
- Annual reporting cycles streamlined
- 2 evaluations conducted
- Global communication and visibility plan developed
- Global and country webpages developed on the [ILO website](#)
- Steering Committee and Steering Committee Plus (including social partners) established



- VZF established **first country project** in Myanmar in the garment / textile and ginger supply chains (2017)
- Work started in two additional countries (Lao PDR and Ethiopia), covering 2 supply chains: **garment and agriculture**



- 2 assessments on **drivers and constraints for OSH improvement** completed

- Five resource partners
- Siemens becomes the Fund's **first private sector donor** (2017)

- VZF endorsed by the G20
- Two **references to VZF in G7 and G20 communiques**



### Programmatic aspects, including M&E

### Communication and visibility

### Governance

### Expanded portfolio

### Knowledge generation and dissemination

### Partnerships / strategic alliances

### Highlights



## 2019-2023

Revised five-year global strategy: "collective action for safe and healthy supply chains"

- Strategic and programmatic alignment with the Safety+Health for All Flagship Programme (2019)
- Theory of change, M&E tools and templates adopted (2019)
- Private sector engagement strategy approved (2020)
- Operational guidelines on collective action and gender mainstreaming developed (2021)
- Integrated monitoring platform launched (2022)
- Nine evaluations conducted
- Rebranding completed, [new website](#) launched (2021)
- Launch of dedicated VZF LinkedIn channel (2023)
- Advisory Committee established (2020) (replaces Steering Committee Plus)
- VZF starts participating in the Safety+Health For All Global Tripartite Advisory Committee (GTAC)

**8+ million workers that have benefited from VZF interventions**

- Work in **14 countries** (through multi-country projects implemented by the Secretariat or country specific projects)
- Work expanded to cover 2 additional supply chains: construction and electronics, and new thematic areas (COVID-19, climate change, commuting safety)

**USD 35 million**

- Nine additional assessments of drivers and constraints for OSH improvement completed
- 100+ **knowledge and training** products developed
- VZF organized or participated in 45 global and regional events

- Four additional resource partners
- Four private sector donors
- Work implemented in collaboration with 80+ ILO constituents
- Collaboration with 11 ILO technical departments
- Seven strategic partnerships established
- Six additional public-private partnership agreements processed

- First VZF High-Level Forum attended by 18,000+ participants (2021)
- VZF re-endorsed by the G7, and mandate expanded to include the impact of climate change on worker safety and health (2022)
- VZF receives the ORP Foundation **award** for its work to improve OSH in supply chains
- First global campaign implemented, #CoffeePeople, reaching 25M people (2023)
- 11 references to VZF in ILC, ILO GB, G7, G20, and EU documents





The ILO's Vision Zero Fund is on a mission to reduce work-related accidents and diseases in supply chains.

Funded by a range of governments, intergovernmental organizations and the private sector, the Fund has embraced a collective action approach since its inception in 2016. Unsafe and unhealthy working conditions often result from a combination of underlying causes, such as governance gaps, a deficient legislative framework, insufficient knowledge and resources, and unsustainable business practices. One actor alone cannot address all these underlying conditions. All major stakeholders need to work together and assume responsibility (consistent with their respective mandates) to address systemic issues that lie at the root of poor OSH outcomes. That is why the Fund mobilizes all relevant stakeholders to act collectively to address the underlying root-causes of workplace accidents, injuries, and diseases.

To date, our work promoting safer and healthier workplaces has reached over eight million workers in three supply chains: agriculture, construction, and garment/textiles.

## KEY NUMBERS

Impacted  
**8+ million**  
workers

Participated in  
**45** global and  
regional events

Developed  
**100+**  
knowledge and  
training products

## Why is the Fund working in supply chains?

According to the [latest ILO estimates](#)<sup>1</sup>, in 2019, over 395 million workers sustained a non-fatal work injury, and around 2.93 million workers died because of their work. Almost 63% of global work-related deaths occurred in Asia and the Pacific, the region with the most sizable working population.

These are the people who make our clothes. Grow the beans for our coffee. Construct the buildings in which we live and work. They need safe, healthy working environments. We envision a world in which everyone can exercise their fundamental human right to work in a safe and healthy working environment, and in which severe or fatal work-related accidents, injuries and diseases in supply chains are reduced.

<sup>1</sup> [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_903140.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_903140.pdf)

Working in hazardous sectors such as agriculture, forestry and fishing, mining, construction, and manufacturing continues to represent the main risk to workers' lives and well-being. Each year, 200,000 fatal injuries occur in these sectors, representing 60% of all fatal occupational injuries.

A combination of factors, including governance gaps, inadequate legislative frameworks, and unsustainable business practices, contribute to the problem.

## What has the Fund achieved so far?

### GLOBAL COMMITMENT

#### Overview

In its pursuit of fostering commitment at the global and national levels to improve occupational safety and health (OSH) in supply chains, the Fund recognizes the critical need for coordinated efforts. The complex landscape of supply chains involves multiple public and private actors, countries, and sectors, often resulting in fragmented efforts to address

decent work deficits. The Fund aims to unite key stakeholders, encouraging collective action to identify priorities and advance the overarching goal of enhancing OSH in supply chains. Through strategic partnerships and initiatives, the Fund works to bridge gaps, enhance coordination, and drive commitment to international labour standards on OSH.

#### Activities and initiatives

##### Coordinated knowledge exchange:

- Facilitated global, regional, and country-level meetings involving academics, researchers, and policy institutions.
- Improved coordination among stakeholders through the design and implementation of industry and/or country-wide strategies for compliance with OSH standards.

##### Strengthened commitment:

- Facilitated industry, global, regional, and country-wide commitment to improve compliance with OSH standards in targeted supply chains.
- Advocated for the adoption and implementation of the ILO's fundamental OSH conventions, promoting a preventive approach to workplace safety.



**“We must continue to bring together global companies, national level suppliers, governments, workers and trade unions, civil society, and development agencies to design joint solutions. The Vision Zero Fund’s collective action approach holds great promise for a better, safer, and more sustainable future for those working in supply chains.”**

Vera Paquete-Perdigao, Director, Governance and Tripartism Branch, ILO

<sup>2</sup> <https://vzf.ilo.org/projects/global-coffee-supply-chain>



### **Example: The #CoffeePeople global communication campaign**

The Fund’s 2023 [#CoffeePeople<sup>2</sup>](#) communication campaign promoted the right to a safe and healthy working environment in the coffee supply chain. The campaign partnered with governments, employers’ and workers’ organizations, international organizations, and private sector companies to achieve its goals. Launched on 1 October 2023 International Coffee Day, the Fund traveled to the World Coffee Conference in Bengaluru, India, to promote messages related to building a safer and healthier coffee supply chain. The Fund hosted localization workshops in Brazil, Vietnam, and Uganda, and leveraged its partnership with the International Coffee Organization, the Global Coffee Platform, and the International Women’s Coffee Alliance, among others, successfully reaching 25 million people around the globe.



Learn more  
about the campaign



## Close knowledge gaps on occupational safety and health in supply chains

### Overview

The ILO notes that while there is an expanding literature on decent work in supply chains, there is a [general lack of studies](#)<sup>3</sup> specifically focused on what drives and inhibits occupational safety and health in supply chains. In its efforts to address this gap in the literature, the Fund implements a comprehensive, gender-sensitive [research strategy](#)<sup>4</sup> to improve the knowledge base on OSH and supply chains, particularly in the Fund's project countries and targeted supply chains. [Research findings](#)<sup>5</sup> serve to identify entry points for the development of effective strategies to ensure safer and healthier supply chains and identify persistent research gaps.

3 [https://www.ilo.org/wcmsp5/groups/public/---ed\\_dialogue/---lab\\_admin/documents/publication/wcms\\_593280.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_593280.pdf)

4 <https://vzf.ilo.org/knowledge-data/>

5 <https://vzf.ilo.org/insights/>

### Activities and initiatives

Over the years, the Fund has addressed global knowledge gaps on OSH in supply chains through the development of a wide range of research and guidelines. These include research papers, assessment reports, fact sheets, tools, and training materials (including comprehensive toolkits) that have all been made available on the Fund's website. In addition, the Fund implemented a dedicated research project entitled "Filling data and knowledge gaps on OSH in supply chains to strengthen the model of shared responsibility" that produced research on a range of topics, including COVID-19, climate change and OSH data, supported the development of the [WHO/ILO joint estimates](#)<sup>6</sup> on the work-related burden of disease and injury, and developed [actionable guides](#)<sup>7</sup> to improve reporting, recording and notification of occupational accidents, injuries and diseases.

6 [https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS\\_819788/lang-en/index.htm](https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS_819788/lang-en/index.htm)

7 <https://vzf.ilo.org/insights/occupational-safety-and-health-in-global-supply-chains-summary-of-key-findings-from-recent-research-conducted-by-vision-zero-fund/>





“Research conducted by the Vision Zero Fund has expanded ILO knowledge regarding occupational safety and health in supply chains in multiple countries, recently summarized in two synthesis reports on drivers and constraints for occupational safety and health improvements in global garment and agricultural supply chains. Work by the Vision Zero Fund includes research on the impact of COVID19- and climate change on occupational safety and health in these sectors.”

ILO, Final report on the implementation of the ILO programme of action on decent work in global supply chains 2017-2021, para 11.



**Example: Comprehensive assessments of drivers and constraints for OSH improvement to inform project interventions**

The Fund places great value on ensuring that its interventions are evidence-led, context specific, and responsive to stakeholder needs. That is why it conducts a comprehensive assessment of drivers and constraints prior to project implementation. All assessments follow the [ILO methodology for the assessment of drivers and constraints for OSH improvement in global supply chains](#)<sup>8</sup>.

In addition to ensuring ownership, promoting sustainability, and strengthening social dialogue, the assessment enables the Fund to gain an understanding of the structure of each targeted supply chains, an overview of OSH hazards and risks, OSH practices and OSH outcomes within them, with a special focus on women workers and workers in vulnerable conditions – in particular indigenous populations and migrant workers.

<sup>8</sup> [https://www.ilo.org/safework/projects/WCMS\\_635157/lang-en/index.htm](https://www.ilo.org/safework/projects/WCMS_635157/lang-en/index.htm).

To date, the Fund has conducted a total of 15 assessments of the drivers and constraints for OSH improvement in agricultural, construction and garment/textile supply chains in numerous countries that are all publicly available in the Fund’s website. In 2022, the Fund produced two synthesis reviews of all assessments conducted in the [garment](#)<sup>9</sup> and [agricultural supply chains](#)<sup>10</sup>, that, in each, identified: OSH vulnerability profiles; common drivers within the supply chain that could be leveraged; and the constraints that should be addressed to improve OSH.



Learn more  
about the ILO  
methodology

<sup>9</sup> <https://vzf.ilo.org/projects/protecting-garment-workers/index.htm>  
<sup>10</sup> <https://vzf.ilo.org/projects/agricultural-supply-chains/>



## Better laws and policies, and stronger institutions

### Overview

In line with the [ILO Global Strategy on Occupational Safety and Health 2024-2030](#)<sup>11</sup> and its plan of action, the Fund recognises that robust national safety and health frameworks are essential if improvements at workplace level are to be sustained. The Fund therefore promotes national occupational safety and health policies, programmes and systems that are in line with ILO's fundamental conventions on occupational safety and health, Conventions 155 and 187, as well as other relevant occupational safety and health standards and instruments. To that end, the Fund promotes and supports the ratification and implementation of these conventions, and strengthens labour inspection systems as the most effective means to ensure the

effective implementation of occupational safety and health standards in the workplace. It also strengthens national employment injury insurance schemes as the key mechanism to protect the incomes of employees who suffer work-related injuries and diseases and to cover medical costs.

### Activities and initiatives

#### National-level engagement:

- Promoted change in project countries through interventions at the institutional, legal, and policy levels.
- Used targeted supply chains as entry points to engage stakeholders at sectoral and national levels.
- Strengthened legal and policy frameworks, promoting changes with broad impact beyond the specific supply chain.



<sup>11</sup> [https://www.ilo.org/global/topics/safety-and-health-at-work/policy-documents/WCMS\\_897539/lang-en/index.htm](https://www.ilo.org/global/topics/safety-and-health-at-work/policy-documents/WCMS_897539/lang-en/index.htm)

“The Vision Zero Fund’s comprehensive framework explicitly seeks to make an impact beyond its targeted supply chains: country-level supply chains are an entry point to promote change at the (national) institutional and policy levels, which have a domino effect on the economy as a whole.”

ILO, Gap analysis of ILO normative and non-normative measures to ensure decent work in supply chains (2021)



#### Example: Ratifications of key conventions in Madagascar

In June 2023, the Fund aided, both financially and technically, the ratification process of ILO Conventions No. 155, 161, and 187 in Madagascar. After supporting the design of a national OSH profile, the Fund identified the ratification of these conventions as one of six priorities in the country. In collaboration with the ILO country office and the Government of Madagascar, the Fund’s work included preparing technical materials, providing capacity building activities, and supporting promotional activities. These three conventions aim to improve workplace safety and health standards, enhance the regulatory framework, and strengthen occupational health services, among other improvements.



Learn more  
about the project



## Accelerating workplace improvements

### Overview

The Fund's work has shown that OSH improvements often do not require large financial investments to drive improvements. Simple, low-cost solutions that are easy to implement and maintain can have a significant impact on workers' health and safety, as well as productivity. By piloting innovative and low-cost improvement models and building capacities through technical assistance, the Fund seeks to empower employers, workers, and worker organizations to actively promote OSH.

### Activities and initiatives

#### Capacity building activities:

- Conducted capacity development activities to enhance the capacities of employers, workers, and service providers in promoting OSH at the workplace.
- Supported initiatives to improve understanding and compliance with legal duties and responsibilities related to OSH.

#### Workplace-level mechanisms:

- Supported the establishment or strengthening of workplace-level mechanisms promoting OSH, including joint safety and health committees.
- Piloted small-scale improvement models to address specific OSH hazards in various economic units.

#### Engagement initiatives:

- Encouraged initiatives to engage both female and male workers actively in the promotion of OSH, emphasizing empowerment and awareness.





“Through capacity development activities and technical assistance, the Fund seeks to improve employers’ and workers’ and worker organizations’ capacities and mechanisms to promote OSH, and to empower workers to significantly engage in the promotion of such issues.”

Vision Zero Fund Strategy 2024-2028



#### Example: WIND training for coffee farmers in Vietnam

In Vietnam, among other countries, the Fund implemented the ILO Work Improvement in Neighbourhood Development (WIND) training manual. WIND offers practical approaches to enhance safety, health, and working conditions in agriculture, particularly targeting small-scale farmers and their families. The unique aspect of this approach lies in its emphasis on simple and locally accessible solutions, promoting a cost-effective means to address safety and health concerns. The VZF Vietnam team organized a WIND training of trainers course, which was then rolled out to coffee farmers. In just a few months, more than 150 farmers had been trained and collectively implemented more than 300 workplace improvements, as documented through before-and-after photos.



Learn more  
about the project



## Private sector engagement

### Overview

Private sector engagement is a pivotal part of the Fund's mission to enhance OSH in supply chains. Recognizing the significant leverage that multinational enterprises (MNEs) and global buyers have to improve workplace conditions, the Fund actively collaborates with the private sector to reduce accidents, injuries and diseases in supply chains. This engagement involves fostering partnerships, gaining access to knowledge and expertise, and promoting a shared commitment to creating healthy and safe workplaces.

### Activities and initiatives

#### Local collaboration:

- Engaged with local suppliers and global buyers at the country level, resulting in tangible improvements in OSH conditions.
- Fostered social dialogue, creating opportunities for private sector knowledge exchange and expertise.

#### Global partnerships:

- Formed public-private partnerships with prominent entities such as Siemens, Nike, and Nestle, demonstrating a commitment to a collective, global approach.
- Actively sought additional private sector donors and partners, expanding the network of collaborators.

#### Multi-stakeholder initiatives:

- Prioritized engagement with industry associations and multi-stakeholder initiatives, involving diverse private sector stakeholders, as exemplified through the Coffee campaign.
- Sought to unite with like-minded partners who share the vision of ensuring every worker's safety through collaborative efforts.



**“At Nike, we know a world-class supply chain is grounded in standards that demonstrate respect for the people who make and move our product, and the principles of a healthy and safe workplace. We look forward to expanding our collaboration with the Vision Zero Fund, which we feel will help Nike manufacturers be leaders in safety across the extended supply chain and beyond.”**

Sittichoke Huckuntod, Director for Health and Safety, Nike, Inc.

12 <https://vzf.ilo.org/insights/collective-action-for-a-safe-commute/>



#### **Example: Collaborating with Nike Inc. on commuting accidents**

The Vision Zero Fund, in collaboration with Nike Inc., is actively engaged in addressing commuting safety in the garment and footwear sector. Recognizing the significant impact of road accidents on workers, adding up to about 3% of the GDP in some countries, the initiative employs a collective action approach - involving governments, brands, factory owners, and workers - to tackle systemic issues contributing to commuting accidents. Key achievements include the development of a theory of change through extensive stakeholder consultation, the creation of a guidance document titled [“Collective Action for a Safe Commute”](#)<sup>12</sup>, piloted in Egypt and Ethiopia, and the production of evidence-based assessments on commuting safety in these countries. The Fund is currently in the process of designing an online training of trainers which will guide implementation of the guidance document for wider application.



Learn more  
about the project



## Climate change

### Overview

As disruptive forces, technological advancements, and climate change reshape supply chains, the Fund recognizes the profound implications for OSH. In response to the G7's call in 2022, the Fund quickly adapted to address the impact of climate change on worker safety and health. This action area acknowledges the critical need to proactively understand and address the connections between climate change and OSH in supply chains, recognizing both challenges and opportunities in ensuring safer and healthier working environments.

### Activities and initiatives

#### Rapid response to G7 call:

- Developed a framework for action to address the impact of climate change on worker safety and health.
- Developed pilot interventions in Madagascar, Mexico and Vietnam, leveraging existing project teams on the ground.

#### Adaptation and mitigation:

- Conducted evidence-led research to ensure the adaptation of measures tailored to specific labor markets and circumstances.
- Commenced the implementation of a methodology to assess the impact of increased temperatures on the safety and health of agricultural workers to identify and implement appropriate adaptation measures.
- Considered climate change mitigation efforts that positively impact the health and safety of workers, aligning with broader ILO initiatives.

#### Collaboration and partnerships:

- Collaborated with other ILO initiatives, including the ILO Research Department, Better Work Programme, and the Action Programme on Just Transition to ensure synergies and expand reach.
- Partnered with the private sector and recognized academic and research institutions to scale interventions and contribute to filling knowledge gaps.





**“We acknowledge the important contribution the Vision Zero Fund makes to improving OSH in supply chains. We express our renewed commitment to support the Fund’s work and welcome a greater focus on climate change and OSH in supply chains.”**

G7 Employment Ministerial Meeting  
Communiqué, Wolfsburg, Germany,  
24 May 2022



#### **Example: Measuring the effects of heat in Mexico**

In Jalisco, Mexico, the Fund is helping some of the most vulnerable agriculture workers in the tomato and chili peppers sectors. In collaboration with the University of Colorado and the Mexican Institute of Social Security, the Fund is measuring heat exposure and heat stress among those workers, as well as the perceived and direct impacts on their health and productivity. Findings will be used to design, implement and monitor workplace adaptation measures to reduce or mitigate workers' exposure to heat that can potentially result in heat stress. Proposals regarding possible regulatory and legal improvements to address occupational heat stress at the national level will also be developed.



Learn more  
about the project



## COVID-19

### Overview

During the COVID-19 pandemic, the Fund primarily responded to emerging needs and demands in seven garment-producing countries in Asia and Africa. With funding from Germany and in collaboration with the [ILO's Better Work programme](#)<sup>13</sup>, the Fund [strengthened safety and health measures](#)<sup>14</sup> to protect garment employers, workers, and their families at an unprecedented and extremely delicate time. The Fund supported more than 850 factories to comply with OSH guidelines issued by national governments, and provided protective equipment to over 50,000 service providers and vulnerable garment workers. In total, the Fund reached an estimated 4.3 million workers using both traditional and innovative methods to prevent COVID-19 transmission. In addition to this dedicated work, the Fund also provided support to a variety of global projects, conducted online training workshops, and developed products to increase knowledge and reduce workplace risks during the pandemic.

<sup>13</sup> <https://www.betterwork.org/>

### Activities and initiatives

#### Collective action approach:

- Facilitated a quick and effective response to the COVID-19 pandemic, especially in collaboration with the ILO's Better Work programme.
- Gathered lessons learned about the garment sector actions through five post-project participatory [workshops](#)<sup>15</sup> and documented the [results](#)<sup>16</sup>.

#### Rapid needs assessments:

- Developed rapid needs assessments to inform targeted interventions and response plans at the country level.

#### Mobilization of key stakeholders:

- Mobilized key stakeholders quickly, including constituents and the private sector.
- Facilitated the adjustment of project outputs and timelines to address urgent stakeholder needs through regular interaction and discussions.

<sup>14</sup> <https://vzf.ilo.org/insights/https-vzf-ilo-org-wp-content-uploads-2022-12-osh-in-the-context-of-covid-19-lessons-learned2/>

<sup>15</sup> <https://vzf.ilo.org/insights/improving-occupational-safety-and-health-in-the-garment-supply-chain-during-the-covid-19-pandemic-a-compilation-of-awareness-assessment-guidance-and-capacity-building-tools/>

<sup>16</sup> <https://vzf.ilo.org/insights/https-vzf-ilo-org-wp-content-uploads-2022-12-osh-in-the-context-of-covid-19-lessons-learned2/>



“The Fund’s ability to respond to the COVID19- pandemic demonstrates its flexibility and resiliency. Measures such as the reallocation of resources, identification of additional funding, development of training material, and training to ensure worker safety and strengthen knowledge around OSH, are relevant and timely responses.”

Vision Zero Fund Mid-term Independent  
Evaluation (2020)



**Example: A COVID-19 toolkit to raise awareness and build capacity**

The Fund compiled its COVID-19 knowledge products into a toolkit called “[Improving OSH in the garment supply chain during the COVID-19 pandemic](https://vzf.ilo.org/insights/improving-occupational-safety-and-health-in-the-garment-supply-chain-during-the-covid-19-pandemic-a-compilation-of-awareness-assessment-guidance-and-capacity-building-tools/).”<sup>17</sup> The toolkit includes materials such as a checklist to assess COVID-19 risks, a training manual on cleaning and disinfection, and posters on COVID-19 essentials. Although the toolkit was created to bring together information on OSH in the garment sector, these materials were adjusted for use in different sectors. They were also translated into local languages and adapted to various country contexts. For example, in Vietnam, the toolkit was adapted to fit the agriculture sector, and the coffee supply chain in particular, complementing the Fund’s work on COVID-19 prevention training workshops in that country.

This is just one example of how the Fund expanded its work on COVID-19 beyond the dedicated project on the garment supply chain, working alongside project partners and ILO constituents.



Learn more  
about the project

<sup>17</sup> <https://vzf.ilo.org/insights/improving-occupational-safety-and-health-in-the-garment-supply-chain-during-the-covid-19-pandemic-a-compilation-of-awareness-assessment-guidance-and-capacity-building-tools/>



## Gender responsiveness

### Overview

The importance of mainstreaming gender considerations in the Fund's programming was identified as a key area for improvement in various country and global-level evaluations. Recognizing the unique challenges women face in the workforce, the Fund immediately went to work addressing gender-specific risks and ensuring that interventions are responsive to the needs of both women and men. A team of gender experts reviewed its methodology to assess drivers and constraints for OSH improvement, which resulted in two guidance documents. Simultaneously, the Fund's country teams gathered gender-specific data in target supply chains and used that information to develop gender-responsive interventions. The goal is to foster a workplace environment that is inclusive, safe, and supportive of gender equality.

18 <https://vzf.ilo.org/insights/a-systemic-approach-to-integrating-gender-into-vzf-methodology/>

19 <https://vzf.ilo.org/insights/vision-zero-fund-approach-to-gender-equality/>

### Activities and initiatives

#### Guidance documents:

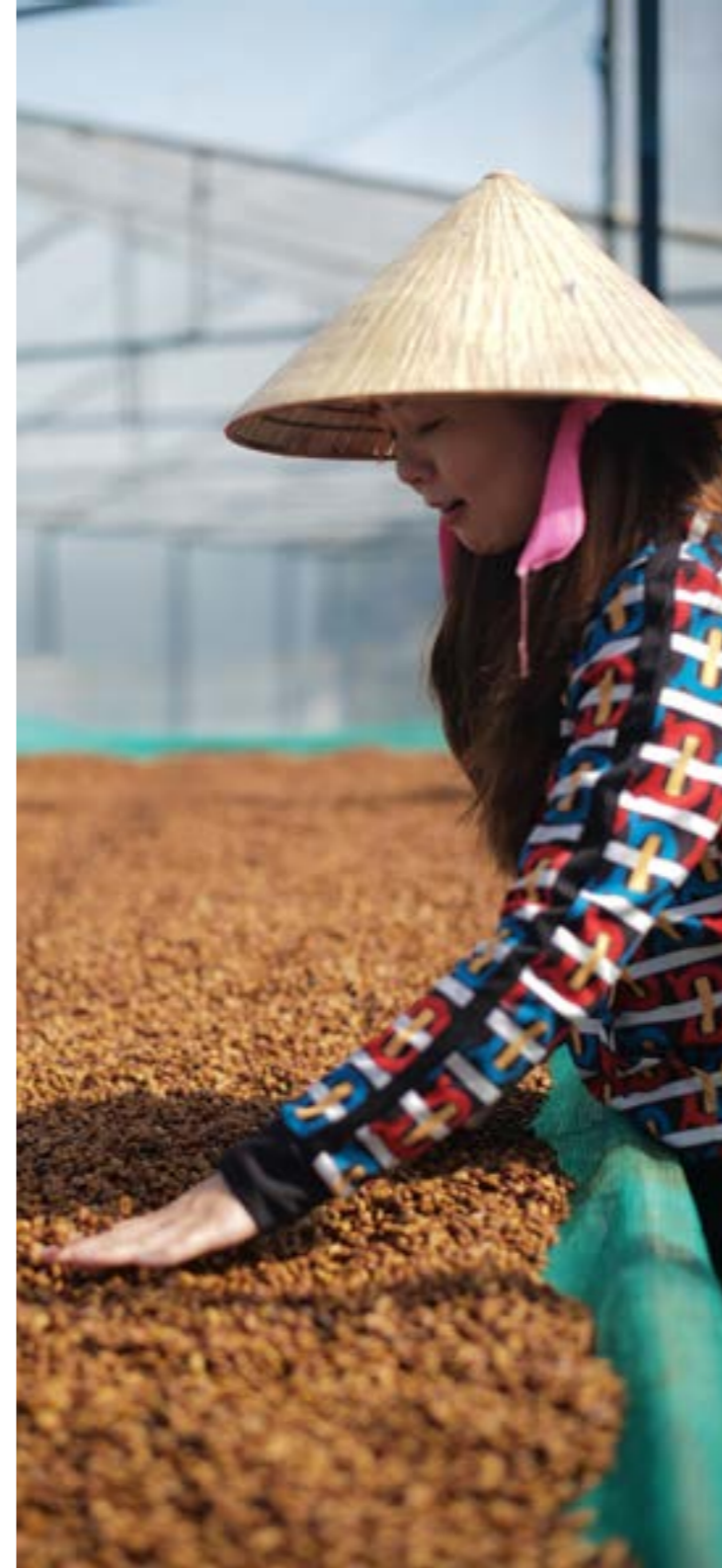
- Developed practical guidance on implementing the Fund's assessment [methodology](#)<sup>18</sup> to consider gender differences and risks during assessments and intervention design.
- Created a [thematic brief](#)<sup>19</sup> offering clear guidance on designing, implementing, and monitoring gender-responsive projects.

#### Gender-specific data:

- Gathered gender-specific data in the Fund's target supply chains (garment, construction, agriculture, and electronics) to inform the development of gender-responsive interventions.
- Recognized the importance of partnerships with organizations specializing in gender and women's empowerment, exemplified by the collaboration with the International Women's Coffee Alliance (IWCA).

#### Ongoing gender sensitivity:

- Ensured ongoing gender sensitivity by designing gender-responsive projects with corresponding outcomes, outputs, and indicators.



- Conducted OSH research and assessments in a gender-responsive manner.

#### Awareness and training:

- Raised awareness in the workplace and beyond, taking a comprehensive approach to OSH.
- Organized OSH gender-responsive learning activities addressing the rights of both women and men.
- Delivered training on OSH gender-related issues and gender sensitivity, including violence and harassment at work.

#### Women's voice and representation:

- Boosted women's voice, representation, and leadership related to OSH to influence decisions at the factory, sector, and policy levels.
- Promoted dialogue on gender equality and OSH with social partners, such as through targeted interventions on gender issues and gender sensitivity in Mexico.



**“Certainly the safety of women’s work within all tasks in the coffee value chain has been underestimated for decades. Now is time to change parameters and correct course. Families and communities of the coffee sector will benefit from new practices and IWCA is ready to support Vision Zero Fund strategies that will help make these changes real in the coffee industry.”**

Blanca María Castro, Executive Director  
International Women’s Coffee Alliance  
(IWCA)



#### Example: Promoting gender equality in Mexico

The Fund is committed to leadership on gender equality, aiming to eliminate discrimination in OSH everywhere it works. In Mexico, the Fund identified structural safety and health issues for women coffee producers, and collected data on the frequency of exposure to OSH hazards. This data was used to inform targeted interventions, considering local socioeconomic needs and connected divisions of labour. In addition to its technical work, the Fund consolidated its key findings in [fact sheets](#)<sup>20</sup> that were posted in areas frequented by coffee producers.



Learn more  
about the project

<sup>20</sup> <https://vzf.ilo.org/insights/safety-and-health-issues-faced-by-women-producing-coffee-in-mexico/>



## Conclusion

In conclusion, the ILO's Vision Zero Fund has made significant progress in its mission to eliminate work-related accidents and diseases in supply chains. Since its inception in 2016, the Fund, supported by various international partners, has impacted over eight million workers across key sectors, including garment, construction, agriculture, and electronics. The latest statistics on occupational accidents and fatalities underline the importance of the Fund's collective action approach, aiming to ensure safe and healthy workplaces for those producing our everyday products and infrastructure.

The Fund's achievements are evident in its multifaceted initiatives, ranging from the enhancement of legal frameworks to private sector engagement. Notably, the Fund has responded in dynamic and innovative ways to emerging challenges, such as the COVID-19 pandemic and the intersection of climate change with OSH.

Its collaborative efforts with partners like Nike and initiatives like the #CoffeePeople campaign highlights the Fund's dedication to a safer and more sustainable future. Emphasizing gender responsiveness, the Fund has integrated a comprehensive approach to address the unique challenges faced by women in the workforce, aiming for inclusive and equitable workplaces.

By building upon the solid foundation of our achievements, the Fund's new five year strategy 2024-2028 ("Realizing the right to a safe and healthy working environment in supply chains through collective action") aims to amplify the Fund's strengths, leverage invaluable lessons learned, and address new and emerging work-related safety and health risks and challenges. As the Vision Zero Fund continues its impactful journey, it will strive to remain a leader of collective efforts toward the goal of zero work-related accidents and diseases in supply chains.

## VZF in numbers 2016-2023

- Number of workers that have benefited directly and indirectly from VZF interventions: **More than 8 million**
- Number of donors: **10**
- Resources mobilized: **More than USD 35 million**
- Countries in which the Fund implemented projects or activities: **14**
- Number of supply chains: **4**
- Number of sub-sectors in agriculture covered by the Fund: **6**
- Number of global and regional events in which the Fund participated: **45**
- Number of knowledge and training products developed: **100+**
- Number of workers reached through training, capacity building and awareness raising activities: **Almost 3 million**
- Number of workers trained by VZF partners using VZF methodologies or tools: **More than 18,000**



## The Exhibition

The following photos were a part of the Photo Exhibition on display during the 2024 Vision Zero Fund Forum, held from 9-10 April at the ILO in Geneva. The photos depict key moments and stories of success from the Fund's past work, starting from its establishment in 2016, and concludes with a glimpse toward its future activities. The Fund's ambitious mission, however, remains unchanged: Together, we can achieve zero severe or fatal work accidents, injuries, or diseases in agriculture, construction, and garment and textile supply chains. Enjoy the photo journey!



## THE MAP



# Collective action where it's needed most

Between 2016 and 2023, the Fund implemented activities in 14 **countries** and three **supply chains**: agriculture, construction, and garment and textiles. The mandate to **achieve** zero severe or fatal work accidents, injuries, or diseases in these supply chains is **ambitious**, and close **collaboration** among stakeholders is essential.

The Fund's model of **collective action** clearly outlines each stakeholder's role, so that each can meet its responsibilities. This model is the key to the **success** of the Fund's work to date.



Learn more about where the Fund works

- Mexico
- Colombia
- Honduras
- Brazil
- Egypt
- Ethiopia
- Uganda
- Madagascar
- Bangladesh
- Myanmar
- Cambodia
- Indonesia
- Lao PDR
- Vietnam

## Every worker, everywhere, has the right to a safe and healthy working environment

Did you know that 60% of international trade is organized within supply chains? That nearly 3 million workers die every year due to work-related accidents and diseases?

While supply chains contribute to economic growth and employment opportunities, they can also pose **challenges** to workers' **safety** and **health**. These can include unsafe working conditions, long working hours, exposure to hazardous chemicals and machinery, lack of access to occupational health services, among others.

That's why the ILO's Vision Zero Fund, part of the ILO's Safety & Health for All flagship programme, aims to make those supply chains safer. The Fund addresses **root causes**, like governance gaps, inadequate legislation, and unsustainable practices, to **improve** occupational safety and health for millions of workers around the world, so that each can meet its responsibilities. This model is the key to the **success** of the Fund's work to date.



Watch a video to  
learn more





## A turning point for occupational safety and health in supply chains

Everything started on the morning of 24 April 2013. Workers at the eight-story Rana Plaza garment building, in Bangladesh's Dhaka District, had been fearful for their safety even before it happened. Cracks appeared on the walls up to two days before the event. And then, in the span of 90 seconds, the Rana Plaza building collapsed, taking with it 1,134 lives. In that moment, the site transformed into a **symbol** and a rallying cry for occupational safety and health standards.

After the disaster, the global **fight** for labour rights, decent working conditions, and environmental protection in supply chains was re-energized. Rana Plaza left a mark on **history** - a stark reminder of the importance of prioritizing human lives and **dignity** in the pursuit of profit and economic growth.





## G7 leaders agree on new ILO initiative to improve safety and health

In 2015, the Group of 7 countries (G7) established the Vision Zero Fund, recognizing the shared responsibility of **governments** and **businesses** in addressing occupational safety and health concerns across global supply chains. Two years later, the Group of 20 countries (G20) expressed its support as well.

As stated in the G7 Leaders' Declaration, "the Fund will ... add value to existing ILO **projects** with its aim of preventing and reducing workplace-related deaths and serious injuries by strengthening public frameworks and establishing sustainable business practices." Since its establishment in 2016, the Fund has made good on that mandate by working with tripartite partners, including governments, **workers** and trade unions, **employers** and their organizations, multilateral organizations, civil society and development agencies to mobilize collective action both globally and locally.



Visit the Fund's  
website





## Reducing the risks for one billion workers

Agriculture employs one billion **people** worldwide, especially women in Africa and Asia. That's more than a third of the world's labour force. It is one of the largest, and also one of the most hazardous, of all economic sectors. Agricultural workers are more likely to be exposed to **various** hazards and risks, and to have a lower capacity of coping with the consequences of exposure, than any other sector.

The Fund's work in agriculture has so far covered 9 countries (Brazil, Colombia, Honduras, Lao PDR, Madagascar, Mexico, Myanmar, Uganda, and Viet Nam) and reached over 4 million workers across four agricultural sub-sectors: coffee, cotton, ginger, and lychee. Working with **stakeholders** at multiple levels, the Fund has piloted low-cost **solutions** that are easy to implement and maintain - and have had a significant **impact** on workers' health and safety, as well as productivity.



Learn more about  
the Fund's work in  
agriculture





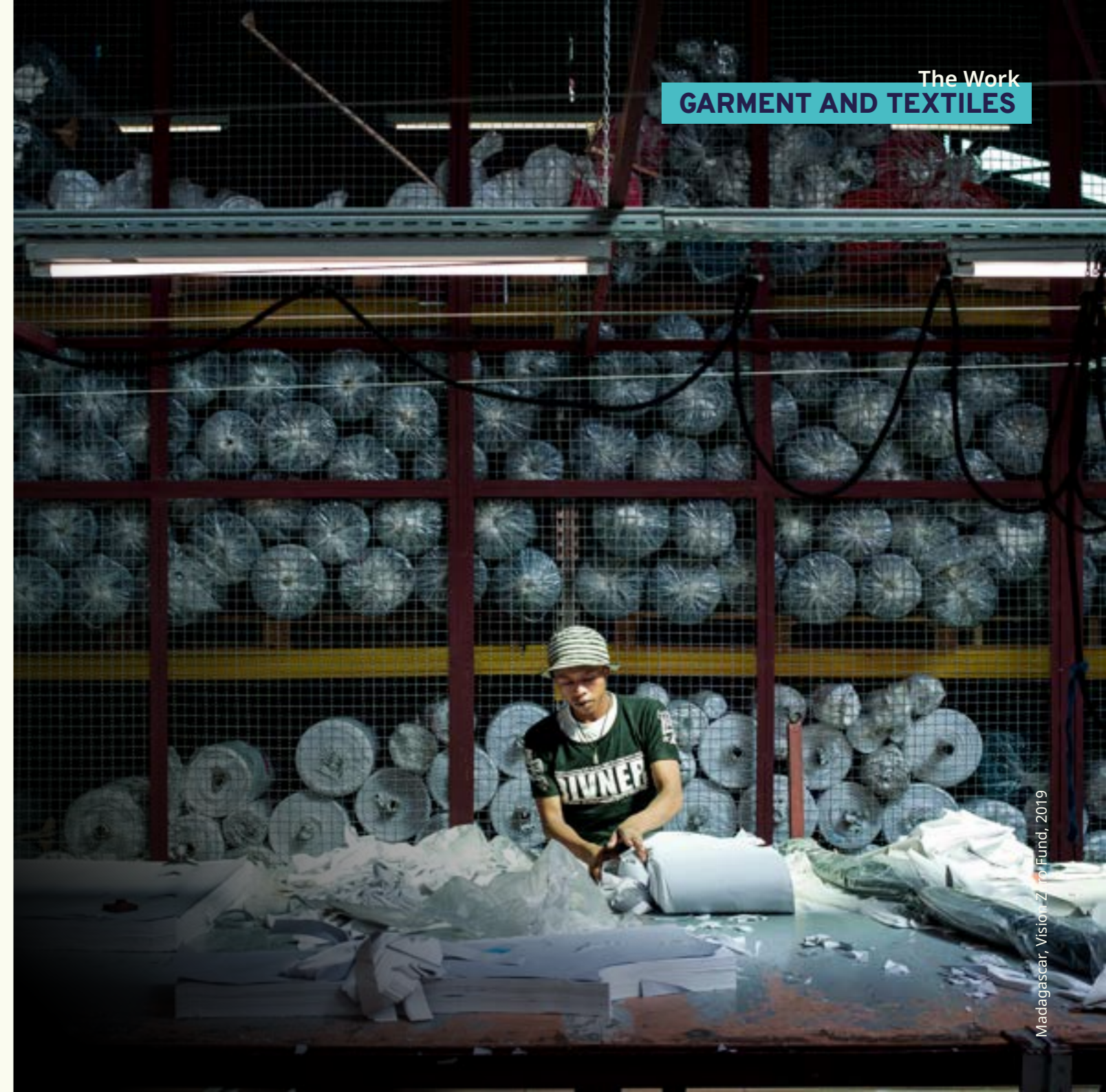
## Improving safety in a supply chain primarily employing women

The garment and textile industry is a major **global** player, employing millions of people worldwide. **Women**, in particular, account for the largest share of the workforce. While these workers drive economic growth in their countries, failures at all levels within these supply chains contribute to decent work deficits, including in occupational safety and health.

To date, the Fund has conducted assessments of drivers and constraints for safety and health improvement within the garment supply chain in four countries (Ethiopia, Lao PDR, Madagascar and Myanmar) and continues to implement **customized**, country-based **activities** to improve occupational safety and health in supply chains.



Learn more about  
the Fund's work in  
garment and textiles





## Mitigating risks in one of the most hazardous industries

The construction industry employs a significant number of mostly unskilled workers worldwide. However, the jobs are extremely **hazardous** compared with other jobs. Construction companies often outsource much of the **work** done in the production **process**, posing additional challenges to managing safety and health on construction sites, and along the entire supply chain.

The Fund's work in Myanmar and Madagascar supported the development of research and tools to **promote** relevant ILO instruments for construction workers.

In Madagascar, for example, the Fund conducted a study on the impact of masculinity on occupational safety and health in construction. This research helped **inform** new interventions that **reduce** discrimination against women in the sector, and improve working conditions more generally.



Learn more about  
the Fund's work in  
construction



## Genet is monitoring safety and health in an Ethiopian garment factory

Genet, a 27-year-old safety officer at Ashton Apparel Manufacturing in Ethiopia, plays a crucial role in ensuring workplace safety in the garment industry. With the garment sector booming and employing predominantly women, Genet's responsibilities **include** maintaining a safe working environment and overseeing the correct usage of personal protective equipment. Despite challenges such as low wages and inadequate safety measures, initiatives like the SIRAYE (Amharic for "my job") programme, implemented through the Fund, aim to improve working **conditions**.

Genet's journey reflects the **transformative** impact of occupational safety and health training, which not only addresses physical hazards but also educates on issues like sexual harassment. Looking ahead, Genet aspires to **advance** in her career and eventually launch her own fashion company, empowered by her experiences in the factory and her **commitment** to workplace safety.



Read Genet's  
full story





## Sengchanh is improving safety and health on Lao PDR coffee farms

Sengchanh Khammountha, the 52-year-old Vice President of the Lao Coffee Association, has integrated occupational safety and health (OSH) principles into his daily life and work routine in Champasak province. Despite the sector's growth and economic significance, OSH **awareness** among farmers was lacking. Through the Fund, Sengchanh underwent transformative training that equipped him not only with **knowledge** about proper tool usage and safe chemical handling but also with the ability to disseminate this **information** effectively.

The Fund's impact extended beyond Sengchanh's personal **practices** to improve safety measures across the coffee supply chain, fostering closer relationships between employers and workers. While the project concluded in 2021, Sengchanh remains committed to advocating for continued OSH training and investment in worker safety and health within the coffee industry, emphasizing the importance of collaboration among stakeholders for **sustainable** progress.



Read Sengchanh's  
full story





## A rapid and effective response to a global crisis

The COVID-19 pandemic was an **unprecedented** health emergency and a significant **threat** to workers' safety and health around the world. In response, the Fund addressed **urgent** needs in seven garment-producing nations across Asia and Africa. It strengthened safety and health measures to protect garment industry employers, employees, and their families during a **critical** and **challenging** period.

The Fund ensured that more than 850 factories received assistance on occupational safety and health **standards** set by national governments. Over 50,000 service providers and vulnerable garment workers received essential personal protective gear. In total, the Fund's efforts impacted an estimated 4.3 million workers, using both **traditional** and **innovative** strategies to reduce the spread of COVID-19.



Learn more about  
the Fund's work on  
COVID-19





## Protecting some of the most vulnerable workers

In response to the G7's 2022 directive, the Fund moved to directly address the impact of climate change on worker safety and health. This work includes researching and addressing the **connection** between climate change and occupational safety and health within supply chains, as well as recognizing the array of challenges and **opportunities** inherent in fostering safer and healthier work environments.

For example, in Mexico, the Fund is collaborating with the Mexican Institute for Social Security and the University of Colorado to assess the impact of rising temperatures on the safety and health of agricultural workers. The goal is to **design, implement** and **monitor** workplace adaptation measures to reduce or mitigate workers' exposure to heat that can **potentially** result in heat stress.



Learn more about the  
Fund's work on climate  
change



## Improving safety and health in the coffee supply chain

In 2023, the Fund launched a global **communication** campaign to advocate for the right to a safe and healthy work environment in the coffee supply chain. Named the #CoffeePeople campaign, this **effort** urged governments, employers' and workers' organizations, international organizations, and private enterprises to take tangible **steps** towards fostering a safer and healthier coffee supply chain for all.

The campaign was launched on 1 October, International Coffee Day, at the World Coffee Conference in Bengaluru, India, and through a social media challenge mobilized over 25 million people worldwide with its key **messages** and calls-to-action for safety and health for coffee workers everywhere. In addition, the Fund headed a **series** of global webinars and targeted workshops in Brazil, Viet Nam, and Uganda, and 15 key stakeholders pledged to **implement** concrete actions to improve the safety and health of coffee workers.



Visit the #CoffeePeople  
campaign website





## Working together to address commuting safety

The Fund **partners** with Nike Inc. to address commuting safety concerns in the garment and footwear sector. Road accidents can have a significant economic impact, amounting to 3% of the GDP in some countries. To **address** the issue, the Fund engaged governments, brands, factory owners, and workers to **identify** root causes, **develop** a theory of change, and **pilot** an Action Manual in Egypt and Ethiopia.

In addition, the Fund is designing an online **training** of trainers to disseminate the **guidance** document on a larger scale. Private sector involvement - through partnerships, knowledge sharing, and collective commitment - is key to the Fund's **mission** of reducing accidents, injuries, and diseases within supply chains.



Learn more about the  
Fund's work with Nike Inc.





## Enhancing working conditions for coffee farmers

The Fund partners with Nestlé on improving **workplace** and social conditions for coffee farmers in Viet Nam. The collaboration focuses on conducting research on working conditions on farms and **among** collectors, as well as designing **measures** to address the identified **areas** for improvement. Plus, farmers and collectors benefit from awareness-raising and training opportunities.

So far, more than 18,000 farmers have completed the occupational safety and health training activities, and seasonal workers have signed regular **labour** contracts. In 2024, the partnership expanded to include Indonesia, **specifically** in the South Sumatra region



Learn more about the  
Fund's work with Nestlé





## Creating coalitions for impactful, sector-wide change

As the challenge continues, the Fund remains committed to leading collective endeavors that promote **decent work** and **social justice**. Its new five-year strategy (2024-28) is poised to build upon its successes, **harness** insights, and continue to **confront** emerging risks. The Fund will continue to contribute to the effective realization of the right to a safe and healthy working environment, namely by supporting the implementation of the ILO Strategy on Occupational Safety and Health and its Plan of Action 2024-2030.

Advancing the Fund's mission requires **ongoing** collective action from all stakeholders. Join us as we look forward to a **future** of zero severe or fatal work accidents, injuries, or diseases in supply chains.



Join the Fund's global efforts on safety and health in supply chains!







# VISION ZERO FUND

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

Route des Morillons 4  
CH-1211 Geneva 22  
Switzerland

[ilo.org/vzf](http://ilo.org/vzf)  
[vzf@ilo.org](mailto:vzf@ilo.org)

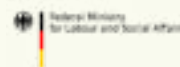


International  
Labour  
Organization

+ SAFETY  
HEALTH  
FOR ALL

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

## Current and Past Donors



**SIEMENS**  
*Ingenuity for Life.*

