



International  
Labour  
Organization

**VISION  
ZERO  
FUND**



# VISION ZERO FUND FORUM

Geneva, 9-10 April 2024

June 2024





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## INTRODUCTION

The 2024 Vision Zero Fund Forum took place in Geneva from 9-10 April 2024. The Forum was held against the backdrop of ongoing global developments, including the recognition of occupational safety and health (OSH) as a fundamental principle and right at work (FPRW), dynamic changes in the world of work and supply chains, and the urgent need to address the impact of climate change on the safety and health of workers.

Vision Zero Fund aims to eliminate severe or fatal work-related accidents, injuries, and diseases in supply chains. An initiative of the G7, it has also been endorsed by the G20. The International Labour Organization (ILO) administers the Fund and implements its projects. Vision Zero Fund is an integral part of the ILO's Safety+ and Health for All flagship programme.

The Forum provided a unique opportunity to collectively shape the future of OSH in supply chains. It welcomed over 100 representatives from governments, employers' and workers' organizations, leading multinational enterprises, civil society organizations, academic and Geneva-based research institutions. In addition, more than 1,000 participants joined virtually.

The main goals of the Forum were:

- Addressing ongoing global developments to ensure that the Fund is well placed to address contemporary challenges in supply chains.
- Facilitating multistakeholder discussions anchored in the Fund's [new five-year strategy \(2024-2028\)](#).
- Examining the impact of climate change on worker safety and health and promote collaborative efforts to make a positive change.
- Highlighting the urgent need to improve occupational safety and health in supply chains and to foster commitment, support, and resources for the work of the Vision Zero Fund.

This report summarizes the discussions that took place within the various sessions, including the Première of the coffee campaign documentary, the high-level opening plenary, and the three thematic discussions. Links to the full recordings of the opening plenary and the thematic discussions are provided below.

## WELCOMING REMARKS

### Vera Paquete-Perdigao, Director of the ILO Governance and Tripartism Department

Ms Paquete-Perdigao reminded participants of the immense scale and challenge of protecting the safety and health of workers worldwide. According to most recent ILO estimates, 2.93 million workers continue to die every year due to work-related accidents and diseases. To support Member States to effectively respond to this challenge, the ILO developed a new ILO global strategy on OSH, which was approved by the ILO Governing Body in 2023.

In turn, the Fund developed its own five-year strategy as a means by which to implement the new OSH global strategy and its action plan.

Since its inception in June 2016, the Fund has made significant strides towards improving OSH. Practices at the workplace level have been improved; institutional, legal and policy frameworks have been strengthened, and supply chain actors have come together to jointly and collectively address safety and health challenges. The Forum served as a platform to reflect on the Fund's achievements, but also to consider its tremendous potential in shaping the future of OSH in supply chains.



# PREMIÈRE OF THE DOCUMENTARY

## From Beans to Brew: A Journey into the Lives of Coffee Workers



The Forum premiered the documentary film, “From Beans to Brew: A Journey into the Lives of Coffee Workers”. This film was produced as part of the Vision Zero Fund campaign promoting the right to a safe and healthy working environment in the coffee supply chain (#CoffeePeople). The documentary captured the lives, work struggles, and aspirations of the people behind our cup of coffee. It presented testimonies from a wide range of coffee stakeholders.

The screening of the documentary helped ground the conversation on the daily realities experienced by the Fund’s ultimate beneficiaries, namely the workers who produce our food, make our clothes, or construct the buildings in which we live and work.

The screening was followed by a panel discussion with representatives from the ILO, the International Training Centre of the ILO, the International Coffee Organization and the European Union. Speakers discussed their key takeaways from the film and provided context for how their organizations seek to address OSH-related challenges in the coffee industry.

### Speakers:

**Gerardo Patacconi**, Head of Operations, International Coffee Organization (ICO)

**Monica Alfaro Murcia**, Legal and International Relations Officer, European Commission’s Directorate General for Employment, Social Affairs and Inclusion (DG EMPL); Member of the ILO Vision Zero Fund Advisory and Steering Committees.

**Massimiliano Leone**, Senior Programme Officer, Digital Media and Design Learning Innovation, International Training Centre of the ILO (ITCILO)

**Katherine Torres**, Senior Programme and Operations Officer, Fundamental Principles and Rights at Work Branch (FUNDAMENTALS), ILO

### Moderator:

**Maria Munaretto**, Senior Programme and Operations Officer, Vision Zero Fund, ILO

### Key takeaways:

**Mr Gerardo Patacconi:** Raising **consumer awareness** could encourage OSH improvements for coffee workers throughout the supply chain.

Mr Gerardo Patacconi highlighted the critical importance of raising awareness about the working conditions of coffee workers. Bringing attention to the consumer about these issues could drive consumption patterns and as propel the whole industry forward.

Moreover, he further noted that, through its collaboration with Vision Zero Fund, the International Coffee Organization (ICO), an intergovernmental organisation established by the United Nations, demonstrated ICO’s strong commitment to improving working conditions and promoting a safe and healthy working environment for all coffee workers.

**Ms Monica Alfaro Murcia:** Challenges faced by workers in the coffee industry require **joint actions and partnerships** to solve.

Ms Monica Alfaro Murcia noted that the documentary was an important awareness raising tool for the coffee industry and its complex supply chain. Moreover, the documentary highlights the numerous challenges faced by workers in the coffee industry, including a lack of access to education, absence of prospects, the challenges resulting from informality, and the increased use of temporary migrant workers. The European Commission regards the Fund as essential actor in addressing these challenges and will continue to support the Fund’s efforts in the coffee sector and beyond.

The European Union (EU) recently enacted legislation that aims to promote decent work around the world. These include a regulation to ban products produced with forced labour from the EU market, which is combined with a strong enforcement mechanism. In addition, the EU Corporate Sustainability Due Diligence Directive (CSDDD) legally obliges large corporations to conduct human rights and environmental due diligence in their supply chains. Within the next few years, both instruments should enter into effect at the national level. The knowledge and experience acquired by Vision Zero Fund will help inform businesses on how to comply with the new EU regulatory framework.

**Mr Massimiliano Leone:** While the realities of working and living conditions for workers in the coffee sector can **vary greatly**, enhancing and prioritizing OSH is an overarching imperative.

Mr Massimiliano Leone pointed out that the documentary represents the varying reality of working and living conditions in the coffee sector while also engendering hope through positive examples and solutions. As shown in the documentary, social and labour conditions vary greatly between countries and farms, and priorities depend on the economic realities and the history of coffee production in each country. However, what remains clear across the three countries showcased is that OSH in the coffee sector needs to be enhanced and prioritized. This is why, in his view, the efforts of the VZF to raise awareness on OSH prevention among employers and to train workers on OSH risks are pivotal to improving the promotion, respect and realization of fundamental principles and rights at work in the supply chain.



**Ms Katherine Torres:** The Fund's initiatives **addressing OSH deficits** in the coffee sector paves the way for conversations regarding how all fundamental principles and rights at work are **interrelated**.

Ms Katherine Torres noted that the documentary illustrated how all fundamental principles and rights are interrelated, and how the work of the Fund in addressing OSH deficits serve as a catalyst for discussions on other fundamental principles and rights at work (FPRW). This was best exemplified in Uganda, where one of the coffee producers featured in the documentary emphasized the importance of an organized workforce to improve safety and health.

She noted that coffee has been an intergenerational business for many years, but that this is changing with migrant workers travelling great distances to fill labour shortages. Consumer demographics are also changing to include producing countries across Asia and Africa. Climate change is also an increasingly important factor that concerns the coffee industry.

The collaboration between the ILO's child labour projects and Vision Zero Fund has engendered a holistic and integrated approach to all FPRWs, which is creating systemic change. Priorities include facilitating conversations between exporting and importing countries to promote shared responsibility on addressing the root causes of human rights risks. It also includes engaging the private sector in ILO work to strengthen their role on implementing due diligence in supply chains. Migrant workers should continue to be a key focus of ILO's work in the sector. Moreover, training, strengthening cooperatives and trade unions, and ensuring that decent housing and working conditions remain key priorities are vital to addressing OSH challenges in the coffee sector.

**Mr Schneider Guataqui Cervera:** Recognizing **OSH as a FPRW** has been key to OSH advancements in Colombia.

Mr Schneider Guataqui Cervera (VZF Colombia): highlighted, **from the floor**, the important opportunities which have arisen in Colombia as a result of the recognition of OSH as a FPRW. For example, it boosted the importance of OSH in workplaces and brought stakeholders together to identify and implement new initiatives on OSH. This included the commitment by Colombia's Ministry of Labour to allocate additional resources to improve OSH.

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“This documentary serves as an excellent tool for promoting decent work and for highlighting the crucial importance of integrating occupational safety and health into responsible coffee production.”

Monica Alfaro Murcia, Legal and International Relations Officer, European Commission's Directorate General for Employment, Social Affairs and Inclusion (DG EMPL); Member of the ILO Vision Zero Fund Advisory and Steering Committees



Watch the  
trailer of the  
documentary





# SESSION 1

## Occupational safety and health in supply chains: Challenges and opportunities



Over the past few years, and especially since the last Vision Zero Fund Forum took place in 2021, notable developments have occurred around occupational safety and health, including the addition of the right to a safe and healthy working environment to ILO's framework of fundamental principles and rights at work by the International Labour Conference in June 2022.

This session focused on occupational safety and health in supply chains, highlighting key challenges and opportunities

### Speakers:

**Manuela Tomei**, Assistant Director-General, Governance, Rights and Dialogue, International Labour Organization (ILO)

**Lilian Tschan**, Permanent State Secretary, Federal Ministry of Labour and Social Affairs, Germany

**Tovar da Silva Nunes**, Ambassador to the United Nations Office and other international organizations in Geneva, Brazil

**Hanitra Fitiavana Razakaboana**, Minister of Labour, Employment and the Civil Service, Madagascar

**Luis Rodrigo Morales**, Director of Policy, International Organisation of Employers (IOE)

**Eric Manzi**, Deputy General Secretary, International Trade Union Confederation (ITUC)

### Moderator:

**Nozipho Tshabalala**, CEO, The Conversation Strategists

### Key takeaways:

**Ms Manuela Tomei:** The high number of **workplace injuries and fatalities** require the **participation and involvement** of workers and other marginalized groups in OSH conversations and solutions.

Ms Manuela Tomei reminded participants of the significant challenges related to OSH, including the unacceptably high number of workplace injuries and fatalities as highlighted in the most recent ILO estimates; challenges related to effectively realizing the right to a safe and healthy working environment (particularly the low ratification rates of OSH Conventions); and OSH challenges related to a changing world of work, including demographic changes, changes in work organization, technical changes, and the impact of disruptive forces, particularly climate change. She highlighted the work that the ILO was doing to address these challenges, such as the recognition of a safe and healthy working environment as a fundamental principle and right at work, the development of a new global [OSH strategy](#), and an increased focus on the impact of climate change and environmental degradation on worker safety and health.

She also noted that the Fund was fully integrated into the ILO and contributed directly to several of its strategic objectives. As a supply chain initiative, it contributed to ILO's [strategy on decent work in supply chains](#). To achieve its objectives of improving safety and health outcomes in supply chains, the Fund continues to leverage its status as a G7 initiative to channel necessary resources into improving safety and health outcomes in supply chains. The Fund also serves as a significant vehicle through which to implement the action plan of the new global OSH strategy.

**Ms Lilian Tschan:** The Fund was developed in the **response to tragedy** and continues to contribute measures to address **global OSH challenges**.

Ms Lilian Tschan highlighted that, as a response to the Rana Plaza tragedy, the G7, under Germany's presidency, helped to establish the Fund in 2015. She further noted the important role that the Fund played to address the health impacts of the COVID-19 pandemic through the reallocation of resources, the development of a range of technical tools, and the implementation of a variety of tailor-made actions. The Fund was also quick to respond to the call from the G7 in 2022 to address the impact of climate change on worker safety and health through the implantation of a series of measures in its project countries.

The State Secretary reminded participants of continued efforts by national governments and intergovernmental bodies such as the EU, the G7 and the G20 to address decent work deficits in supply chains, including the German Supply Chain Act and the recently enacted EU Corporate Sustainability Due Diligence Directive. As a result, companies now need to develop and implement a whole-of-value-chain approach to corporate social responsibility. The Fund could support the implementation of these binding measures. Germany continues to view the Fund as the ideal instrument through which to improve OSH at all levels of supply chains.

**H. E. Tovar da Silva Nunes: South-South cooperation is key to ensuring human rights, inclusion and collective action.**

H. E. Tovar da Silva Nunes noted that under Brazil's presidency of the G20, four priorities were identified in the labour and employment track: the creation of quality jobs and promotion of decent work; enabling a just transition; using technology as a means of inclusion; and ensuring gender equality and diversity. He highlighted the importance of South-South cooperation to promote cross-cutting issues such as social justice, including OSH, and stressed the importance of including the voices of workers and other marginalized groups in the conversations.

He noted that the Fund could play a key role in Brazil's agriculture sector through its approach to promote inclusive, collective action-oriented practices, and looked forward to exploring such opportunities in Brazil and beyond.

**Ms Hanitra Fitiavana Razakaboana: Madagascar is expanding its scope of social protection and moving forward with promoting a national culture of prevention.**

Ms Hanitra Fitiavana Razakaboana highlighted Madagascar's expanding scope of social protection and social security for workers, which is a key priority for the Malagasy government in its efforts to ensure decent work and social justice. With the technical and financial support of the Fund, the government recently ratified the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Health Services Convention, 1985 (No. 161), and Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) and reformed the national Labour Code. It was currently in the process of developing an inclusive OSH National Policy to engender a culture of prevention in the country.

With the support of the Fund, progress has also been made toward strengthening the capacity of employers and workers on OSH as well as assisting the labour inspectorate to adopt a more strategic and proactive approach to compliance. This has been done through the development of strategic compliance plans.

**Mr Luis Rodrigo Morales: Effective tripartite cooperation is key to addressing critical workplace issues.**

Mr Luis Rodrigo Morales confirmed the IOE's commitment to promoting decent work, including occupational safety and health. The IOE believes that stakeholders should focus efforts on addressing crucial issues such as informality, mental health, climate change and the opportunities and risks associated with digitalization. These efforts should be addressed through effective tripartite cooperation.

Vision Zero Fund can play an important role in building trust between constituents through the implementation of evidence-based interventions, addressing sector-specific needs, and strengthening the capacity of national institutions.

**Mr Eric Manzi: Improving OSH through social dialogue, tripartism and sustainable interventions.**

Mr Eric Manzi noted that ITUC's priority is to address the unacceptably high number of work-related fatalities that occur. For economic survival, workers are often trapped in occupations in which they are subjected to unacceptable risks. The challenges related to OSH could be turned into opportunities through a rights-based approach consistent with other fundamental principles and rights at work. No OSH policy should be established without social dialogue and tripartism.

The Fund should prioritize capacity-building and emphasize that legal frameworks are in place to protect workers. This would ensure the sustainability of the Fund's interventions. The Fund should also promote the development of regional OSH policy frameworks and continue to adapt its interventions to the specific national and sectoral circumstances. Finally, the Fund should continue to conduct effective impact evaluations to provide evidence of what works, thereby improving future interventions.

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“Governments, employers, workers – we all have a role to play in securing a safe and healthy working environment and in engaging continuously to further improve OSH measures in the workplace.”

Mr Luis Rodrigo Morales, Director of Policy, International Organization of Employers (IOE)



## SESSION 2

### Vision Zero Fund Strategic priorities 2024-2028



The Fund's new five-year strategy ("Realizing the right to a safe and healthy working environment in supply chains through collective action: 2024-2028") builds on past achievements while also ensuring that the Fund keeps pace with recent developments in the world of work. The objective of this session was to provide the audience with an overview of the Fund's new strategy, including its achievements, challenges, and strategic priorities.

#### Speakers:

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

**Joaquim Pinto Nunes**, Chief, Labour Administration, Labour Inspection and Occupational Safety and Health Branch (LABADMIN/OSH), ILO

**Kevin Willcutts**, Deputy Director for the Office of Child Labor, Forced Labor and Human Trafficking, United States Department of Labor (USDOL)

**Kris de Meester**, Senior Adviser, Federation of Enterprises in Belgium

**Rory O'Neill**, Occupational safety and health adviser, International Trade Union Confederation (ITUC)

#### Moderator:

**Nozipho Tshabalala**, CEO, The Conversation Strategists

Listen to the  
recording of the  
session





**Key takeaways:**

**Mr Ockert Dupper:** Collective action at the **global, country and workplace levels** are key to improving OSH conditions and creating an **enabling workplace environment for all**.

Mr Ockert Dupper reminded participants of the Fund's origins. Vision Zero Fund was established as a direct response to the collapse of the Rana Plaza factory in Dhaka, Bangladesh, in April 2013, which resulted in the deaths of more than 1,100 workers and injured more than 2,500 others. Informed by this experience, the objective of the Vision Zero Fund is to work towards the vision of zero fatal and severe work-related injuries and diseases by improving OSH practices and conditions in supply chains, and to strengthen national institutional frameworks and institutions such as OSH authorities and compensation systems in countries linked to such supply chains.

He noted that the Fund's strategic framework as set out in its new five-year strategy "[Realizing the right to a safe and healthy working environment in supply chains through collective action 2024-2028](#)" is based on three complementary pillars, corresponding to the Fund's work at global, country and workplace levels to strengthen the enabling environment for safe and healthy work; improve national legal and policy frameworks; and implement more effective prevention, protection and compensation mechanisms for women and men working in targeted sectors. The strategy is comprised of four cross-cutting approaches that are implemented through nine action areas.

**Mr Joaquim Pinto Nunes:** Collective action facilitates **collaboration and a holistic response to OSH challenges**.

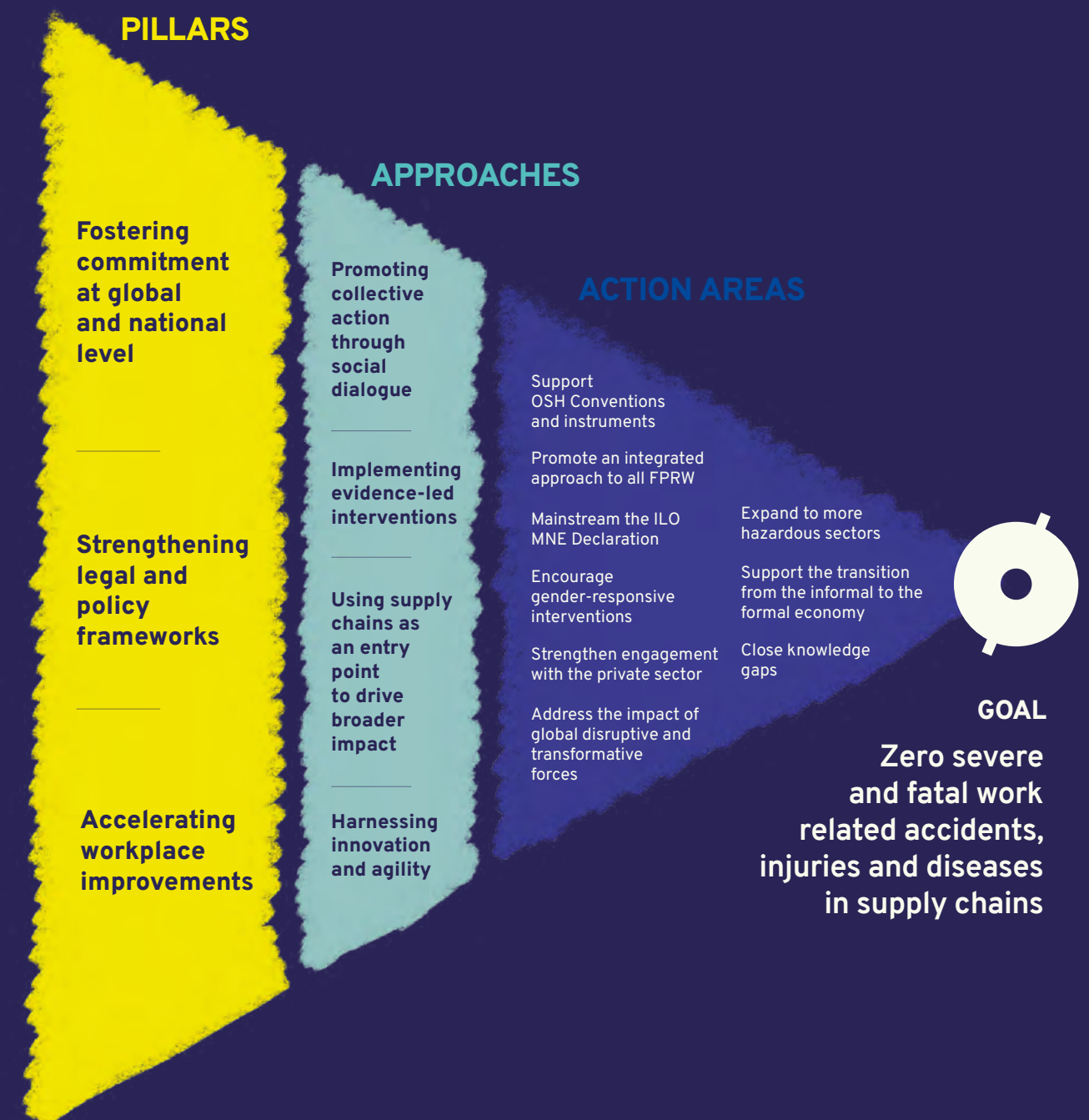
Mr Joaquim Pinto Nunes noted that the Fund was an important vehicle through which implement the new ILO global OSH strategy and action plan and help realize the right to a safe and healthy working environment. As of the end of 2023, Convention No. 155 had been ratified by only 79 countries (42 per cent of ILO Member States) and Convention No. 187 by 62 countries (33 per cent of ILO Member States). Only 42 countries (22 per cent of ILO Member States) have ratified both fundamental OSH Conventions. Fewer than half of ILO Member States have an up-to-date national OSH policy, and only 34 per cent have an up-to-date national OSH programme.

The three pillars of the Fund's strategy align closely with the strategic pillars of the new ILO strategy on OSH. The Fund's collective action model encapsulates a "whole of government" approach, which facilitates collaboration with a range of government ministries to ensure an effective response to OSH challenges. Finally, the Fund placed great emphasis on creating a conducive enabling environment through strengthening laws and regulations, national institutions such as labour inspectorates, and improving reporting, recording and notification systems to ensure better data on OSH.

**Mr Kevin Willcutts:** **Data-driven research** on OSH deficits in supply chains is vital to promoting **sustainable learning and good practice**.

Mr Kevin Willcutts pointed out that the US government has been a longstanding supporter of Fund in its efforts to raise awareness of global OSH challenges and implementing effective on-the-ground interventions through the model of collective action. The Fund conducts much needed research on OSH deficits in supply chains that it uses to pilot data driven interventions and promote sustainable learnings. The Fund's focus on addressing knowledge gaps and being evidence-led as well as its emphasis on replication and scaling up were most encouraging.

## STRATEGIC FRAMEWORK





The Fund's new strategy aligns with the US administration's global labour strategy with its emphasis on a "whole of government" approach, both nationally and globally. Central to this strategy is the ambition to help workers claim their rights through OSH. The new Vision Zero Fund's strategy's focus on climate change, action-oriented research, and empowering vulnerable populations, including migrant workers, youth and women, are especially noteworthy and should be supported. He expressed support for the Fund's goal of expanding to more hazardous sectors through adapting interventions that have proved impactful in its current sectors of focus. It should continue to raise awareness of OSH deficits at local and global levels and leverage its high-level political support to evolve and grow.

**Mr Kris de Meester:** Workplace safety requires **unified efforts, robust private sector engagement, stringent monitoring, and a commitment to good governance and better OSH systems.**

Mr Kris de Meester reinforced the importance of eliminating workplace accidents and diseases, which remain at unacceptably high levels. The IOE fully supported this goal and believed it was crucial for doing good business. He encouraged the Vision Zero Fund to continue to target all enterprises, including those linked to domestic supply chains. Full engagement with the private sector was essential to achieve the Fund's goals, and robust monitoring and evaluation were necessary to assess the impact of the Fund's actions. To achieve real impact, the focus of the Fund should continue to be on good governance, stronger institutions, and better OSH systems.

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**"The Fund is helping to position OSH as a central pillar for a holistic approach to FPRW."**

Kevin Willcutts, Deputy Director for the Office of Child Labor, Forced Labor and Human Trafficking, United States Department of Labor (USDOL)

**Mr Rory O'Neill:** **Collective action through social dialogue encourages active OSH engagement and accountability.**

Mr Rory O'Neill expressed ITUC's continued commitment to collaborate with the Fund because it was valuable, saved lives and empowered people. He commended the Fund for making collective action through social dialogue one of the guiding principles of the Fund's next five-year strategy. Workers needed to have the right to organize and collectively raise issues of concern. The Fund should continue to focus on amplifying the effect of its work by promoting regulatory change that will be sustained after its projects end.

He noted that trade unions remained the biggest amplifiers, but only with voice, agency and representation. Trade agreements with labour clauses and procurement with OSH provisions are also key to driving effective change. Finally, collective bargaining and social dialogue are essential enabling rights for the improvement of OSH in supply chains and need to be backed by effective enforcement and accountability.

**Ms Kristina Kurths:** From the start, VZF Viet Nam saw the importance of engaging **stakeholders and actors** throughout Viet Nam's coffee supply chain; encouraging **OSH awareness** and generating **capacity building opportunities** for 40,000 farmers.

Ms Kristina Kurths (VZF Viet Nam) intervened, **from the floor**, and informed participants that the Fund's project in Vietnam developed a private sector involvement strategy based on the Fund's global private sector engagement strategy at the inception of the project. This enabled the project team to engage global buyers from the beginning of project activities, which ensured that expectations and objectives were aligned. This proved fruitful in maintaining effective partnerships with multistakeholder initiatives (such as the Global Coffee Platform) and with multinational companies (such as Nestlé). By using already established supplier networks, the Fund increased its outreach while avoiding information overload. It brought a wide range of stakeholders to the table under the Fund's collective action model and involved them in knowledge sharing activities, including the validation of its drivers and constraints assessment, TORs for research, and training material. This allowed the project to train more than 40,000 farmers on OSH in just two years through a training-of-trainers approach.

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**"We are committed to continue working with the Fund: it's valuable, it saves lives, and it empowers people."**

Mr Rory O'Neill, Occupational safety and health adviser, International Trade Union Confederation (ITUC)



## SESSION 3

### The Fund in Action I: Collective action – Partnering for change



Unsafe and unhealthy working conditions often result from a combination of underlying causes. These causes include governance gaps, a deficient legislative framework, insufficient knowledge and resources, and unsustainable business practices, among others. One actor alone cannot address all these underlying conditions. All major stakeholders need to work together and assume responsibility to address systemic issues that lie at the root of poor OSH outcomes. That is why the Fund pursues an approach to mobilize all relevant stakeholders to act collectively in addressing the underlying root-causes of workplace accidents, injuries, and diseases.

This session aimed to showcase collective action in addressing decent work deficits, particularly OSH in supply chains; to highlight what has already been done to further collective action under the auspices of the Fund; and to identify opportunities to further strengthen the model under the Fund's new strategy.

#### Speakers:

**Mariana Infante**, former Senior Technical Officer, Vision Zero Fund Myanmar, ILO

**Béatrice Chan Ching Yiu**, President, Madagascar Export Processing Companies and Partners Association (GEFP)

**José Bertin Randrianasolo**, General Coordinator, Confederation of Malagasy Workers (CTM), General Secretary, FISEMA, Madagascar

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session





**Anousheh Karvar**, French Government Representative to the ILO and G7-G20 Labour & Employment and Former Chair of Alliance 8.7 (2018-2023)

**Yann Wyss**, Global Head for Social Impact and Human Rights, Nestlé

**Alan Stevens**, Head of Strategic Engagement, Institution of Occupational Safety and Health (IOSH)

#### Moderator:

**Dorothee Baumann-Pauly**, Director, Geneva Center for Business and Human Rights, University of Geneva

#### Key takeaways:

**Ms Mariana Infante: The Fund's collective action model, highlighting participation, transparency, social dialogue, and technical support, aims to address the systemic, root causes of OSH deficits and identify market-based opportunities.**

Ms Mariana Infante explained that the Fund's collective action model consisted of four distinct components: (i) ensuring commitment to and participation of constituents and other relevant stakeholders in Vision Zero Fund actions that promote collective action; (ii) creating and sharing a transparent knowledge base on OSH in close collaboration with constituents and other stakeholders; (iii) facilitating social dialogue amongst constituents, global companies and other stakeholders, resulting in the development of action plans, or other agreements; and (iv) providing technical support for the implementation of action plans or agreements.

The Fund's assessment of drivers and constraints, which helped identify the root causes of OSH deficits and market-based opportunities, underpinned the collective action model. The Fund used OSH as an entry point to highlight deficits of other fundamental principles and rights at work. Engaging with international buyers from the start of projects facilitated buy-in and effective scaling and amplification of interventions.

**Ms Béatrice Chan Ching Yiu: With the Fund's support, GEFP developed its first OSH charter for Malagasy employers and have demonstrated the business case for social dialogue and improved working conditions.**

Ms Béatrice Chan Ching Yiu noted that members of the Madagascar Export Processing Companies and Partners Association (GEFP) recognized the potential of the Fund to help to build the capacity of employers on OSH, support better health and safety practices among workers, and demonstrate the business case for better OSH policies and practices. GEFP served as the entry point for the Fund's project because of its ability to galvanize employers and has taken on a leading role to ensure the sustainability of the Fund's interventions. With the support of the Fund, GEFP developed the first OSH charter for Malagasy employers, and have worked closely with trade union representative to improve the Malagasy labour law.

Reference had already been made to the Fund's role in assisting the Malagasy government to ratify Conventions 155, 161 and 187. Following the ratification process, the next challenges are the establishment a legal framework that addressed the informal economy; the adoption of a

new national OSH policy and programme; strengthening the capacity of locally based trainers; the development of academic programmes on OSH; and the improvement of OSH data collection at the workplace level. At global level, the Fund should consider facilitating exchanges between countries on best practices related to OSH. Identifying cost effective and innovative solutions would facilitate adoption of such measures by companies.

**Mr José Bertin Randrianasolo: Healthy working conditions in the informal economy necessitates expanding OSH coverage and extending social and legal protections.**

Mr José Bertin Randrianasolo brought up **the need for Madagascar** to address the challenges related to informality. He supported the tripartite labour reform process in the county, which would expand the scope of OSH coverage to own account workers. However, in agriculture, for example, only 5 to 10 per cent of workers were considered formal wage workers, which meant that they did not enjoy the protection enjoyed by workers in the formal economy.

The Fund could support the progressive extension of legal protection to informal economy workers in Madagascar. This could include extending social protection, promoting the extension of labour inspection to workplaces in the informal economy; and exploring opportunities to strengthen national OSH policies and programmes to promote safe and healthy working conditions in the informal economy.

**Ms Anousheh Karvar: Driven by evidence-based implementation, collective action is at the core of ILO's and the Fund's work.**

Ms Anousheh Karvar noted that the Fund was created in the aftermath of Rana Plaza, when it became apparent that collective action was the only way to address OSH issues in a comprehensive and sustainable manner. Collective action was at the core of the ILO's work as illustrated by the international coalition for equal pay, climate action for jobs, Alliance 8.7 and the new global coalition for social justice.

Alliance 8.7 prioritized data collection, evaluation and accountability. While the development and implementation measurement systems at national level remained challenging, the implementation of evidence-based action remained key. She encouraged the Fund to continue to strengthen its partnerships with multinational enterprises under the Fund's collective action model, which would facilitate the replication and dissemination of knowledge.

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**“That’s why we love working with the Vision Zero Fund, it’s a beautiful golden thread all the way from the great work that’s done in Geneva, to the individual farmer, the individual garment maker in supply chains.”**

**Alan Stevens**, Head of Strategic Engagement, Institution of Occupational Safety and Health (IOSH)



**Mr Yann Wyss: Strategic partnerships are vital to navigating multifaceted challenges in supply chains.**

Mr Yann Wyss said that Nestle valued strategic partnerships as a way to respond to the complex and multifaceted challenges in supply chains. Partnering with others have become even more urgent considering numerous mandatory due diligence laws that have been enacted by multilateral organizations such as the EU and by national governments such as Germany and France. Beyond audits and due diligence frameworks, having enablers like the Vision Zero Fund is key to deliver on programmes locally.

He explained that this was one reason why Nestle valued its partnership with Vision Zero Fund. It helps Nestle to deliver on its human rights priorities and its action plan on OSH. It also helps Nestle to respond to the demands and needs of its local project teams, in particular, in Viet Nam and Indonesia. This was a good way to leverage partnerships locally, and engage different stakeholders on the ground, especially local farmers. More broadly, evidence-led actions and technical advocacy that the Fund undertakes are also critical in advancing OSH in regulation and policy developments.

**Mr Alan Stevens: Understanding OSH deficits drives impactful, cohesive actions that go beyond the workplace and help strengthen communities.**

Mr Alan Stevens affirmed the importance of collaboration to address OSH harms, which was why IOSH valued its partnership with Vision Zero Fund. It helped to translate the knowledge about OSH deficits in various supply chains into concrete action that had an impact on the ground. He emphasized the importance of collective action more generally, which helped to galvanize action in a cohesive manner and build communities through OSH in the workplace.

He pointed out that investors were increasingly interested in ethical investments that promoted human rights and promote decent work. This provided opportunities for Vision Zero Fund, which could help to assure investors that money spent in supply chains was not contributing to human rights abuses but in fact improved conditions on the ground. IOSH was ready to further strengthen and build on its engagement with the Fund; to help the Fund to deliver at pace; to assist the Fund to identify opportunities and reach those workers that were the hardest to reach; and to support the Fund to scale its interventions.

**Mr Adil Yassin: The Fund has a continued role to play in modelling collective action and social dialogue through interventions at the national level.**

Mr Adil Yassin (VZF Ethiopia) intervened, **from the floor**, and noted that the Fund should continue to be a role model for collective action on the ground. The Fund was instrumental in establishing the SIRAYE programme in Ethiopia, which brings together various ILO initiatives to deliver a comprehensive and holistic set of interventions in the country's garment supply chain. The Vision Zero Fund component of that programme helped to create an enabling environment at the national level through its support for a new national OSH law and to develop of a new national list of occupational diseases. It promoted social dialogue among all constituents, which facilitated trust, ownership, and sustainability.



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## SESSION 4

### The Fund in Action II: Impact of climate change on occupational safety and health



Climate change poses a multidimensional challenge to OSH. Without proper control measures in place, climate change may increase the risk of injury, disease and death for workers due to heat stress, extreme weather events, exposure to hazardous chemicals, air pollution and infectious diseases, among others. Numerous health effects have been linked to climate change, including injuries, cancer, cardiovascular disease, respiratory conditions, and effects on psychosocial health. There has been an increase in the estimated number of deaths among the global working-age population due to exposure to increased temperatures. Occupational safety and health is one of the key policy areas to address environmental, economic and social sustainability.

In 2022, the G7 expressed its continued support for the Fund, and encouraged it to work more on the link between climate change and OSH.

The objectives of this fourth session were to (i) explore the nexus between climate change and OSH; (ii) examine the Fund's efforts to address the impact of heat stress on worker safety and health in Mexico; and (iii) discuss the role that OSH can play in a just transition.

#### Speakers:

**Lee Newman**, Director, Center for Health, Work & Environment, University of Colorado

**Patricia Heimann**, Head of Division, Federal Ministry of Labour and Social Affairs (BMAS), Germany

**Halshka Graczyk**, Technical specialist, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO

**Laura Segura**, Manager Partner of Services and Innovation, Unión Industrial Argentina

**Rory O'Neill**, Occupational safety and health adviser, International Trade Union Confederation (ITUC)

**Gabriel Alejandro Real Ornelas**, Occupational Health Technical Coordinator, Directorate of Economic and Social Benefits, Mexican Institute of Social Security (IMSS)

#### Moderator:

**Manal Azzi**, Occupational Safety and Health Team Lead, Labour Administration, Labour Inspection and Occupational Safety and Health Branch, ILO

#### Key takeaways:

**Prof. Lee Newman:** Climate change serves as an **OSH risk multiplier**; policymakers need **impactive, innovative and adaptive solutions**.

Prof. Lee Newman noted that collaboration between the Fund and the Center for Health, Work & Environment aimed to provide useful evidence to policymakers. He explained that climate change was a risk multiplier and expanded threats to previously safe industries. He added that there were available solutions to these risks but that they required careful adaptation.

The Fund's project in Jalisco, Mexico provided an opportunity to translate and adapt the lessons the Center for Health, Work & Environment had learned through efforts to understand the impact of increased temperatures on workers in the sugar cane sector, particularly in other countries in Latin America. The collaboration with the Fund in Jalisco was innovative because it worked closely with the government, employers and workers to design and evaluate appropriate climate-related adaptation measures. Direct engagement with workers and employers will be key to whether the measures are effective, have the expected reach, and are adaptable and sustainable.

**“The collaboration between the University of Colorado, IMSS and Vision Zero Fund is the best example that I have seen in a 35-year career of a collaboration that can lead to more rapid action. I believe that we can make this difference together.”**

**Prof. Lee Newman**, Director, Center for Health, Work & Environment, University of Colorado



**Ms Patricia Heimann: Climate change transcends environmental concerns, posing broader challenge to OSH and worker health.**

Ms Patricia Heimann provided background on the G7's decision in 2022 to encourage the Fund to work on the impact of climate change on OSH. COVID-19 had put OSH on top of the G7 agenda. Under its G7 presidency, Germany prioritized climate change, and realized that it was important to broaden the climate change discussion from a purely environment concern to one that also considered its impact on worker health and productivity.

Within the G7 and G20, these discussions were ongoing, and it was expected that many countries would start taking decisive action to address the health consequences of climate change. Knowing this, it was important to support the Fund's efforts to contribute knowledge and awareness on the topic and to keep the topic high on the global agenda.

**Ms Halshka Graczyk: Increased focus needs to be placed on the most vulnerable, informal economy workers but also on silent, long-term exposures to climate related hazard with long latency periods.**

Ms Halshka Graczyk noted that the ILO would soon release two important reports on the topic of climate change and health. The first was a comprehensive report that would address workplace risks and hazards related to climate change, including heat and heat stress related risks, UV radiation, extreme weather events, pests and vector-borne diseases, and exposure to agrochemicals. It would be released on the World Day for Safety and Health at Work. The second report would examine the impact of heat stress on worker health and would be released later this year.

Governments needed to act in the face of climate change, for example, by setting occupational exposure limits, establishing maximum working temperatures, allowing flexible working hours, mandating medical surveillance and developing guidance on what constitutes occupational diseases. Furthermore, workplace solutions should be evidence-based and adapted to local conditions. This included the imposition of mandatory rest breaks in cool areas, self-pacing, and access to adequate hydration, to name a few. While climate risks were emerging, they did not necessarily constitute new hazards. ILO Conventions and other instruments are comprehensive enough to deal with these risks. Increased focus needed to be placed on the most vulnerable, informal economy workers but also on silent, long-term exposures to climate related hazard with long latency periods.

**Ms Laura Segura: AI technology can contribute to context-specific solutions to climate challenges.**

Ms Laura Segura pointed out that innovation and technology could be used to impact positively on worker's health and safety. For example, Unión Industrial Argentina integrated 4.0 technology in productive processes and by adapting production processes to climate change to protect worker health. In addition, there were examples of companies using relatively inexpensive solutions involving AI technology to reduce workers exposure to climate change. Training workers to use

technology was also crucial to inducing a productive ecosystem and ensuring a just transition. Promoting social dialogue at the workplace and national levels helped to raise awareness and to facilitate the implementation of context-specific solutions to address climate challenges.

**Mr Rory O'Neill: Social justice is the forgotten factor in mitigating disproportionate impact of climate change.**

Mr Rory O'Neill noted that natural disasters and their consequences were not inevitable but were the result of social injustice. Social justice is the forgotten factor: people at the bottom of the social ladder are the ones most likely to be impacted by climate change. It was important to recognize that the climate crisis was a health and safety issue. For too long, it has been viewed only as an environmental concern. Climate change should also be mainstreamed into emergency response and collective bargaining agreements, including in ILO's Conventions. technical guidelines, codes of practice and other instruments.

**Dr Gabriel Alejandro Real Ornelas: Study in Jalisco, Mexico will contribute to improved knowledge on the link between increased temperatures and worker health.**

Dr Gabriel Alejandro Real Ornelas pointed out that while Jalisco was not Mexico's hottest region, it was nevertheless the largest agro-industrial producer in Mexico, which is why the study conducted with Vision Zero Fund and the Center for Health, Work & Environment was so important. The current study was prompted in part by evidence from the Mexican Institute of Social Security (IMSS) that showed an increase in kidney disease among agricultural workers in Jalisco. The study would help to better understand the possible link between increased temperatures and the loss of kidney functions and contribute to our global understanding of the impact of increased temperatures on worker health. Another important aspect of the study was that it was conducted in greenhouses, where temperatures were on average five degrees warmer than outside.

**Ms Yessica Calvario: Using data to develop appropriate workplace adaptation measures.**

Ms Yessica Calvario (VZF Mexico) intervened, **from the floor**, noting that the process to collect data on the impact of increased temperatures on worker health and productivity in Jalisco would conclude this year. The results would be used to design, implement and monitor appropriate workplace adaptation measures in 2025. However, the data collection process has already had some positive impact. For example, if the data revealed signs of potential kidney disease, the affected workers were immediately referred to medical facilities for further treatment. It is important for the Fund to ensure that its interventions are sustainable. Partnering closely with the Mexican Institute for Social Security (IMSS) ensured that the learnings from the project would be integrated into national policies.



## CLOSING REMARKS

### Vera Paquete-Perdigao, Director of the ILO Governance and Tripartism Department

Ms Vera Paquete-Perdigao congratulated all those involved in the organization of this timely and important event – an event in which participants were able to collectively reflect on the importance of safety and health in supply chains against the background of important global developments.

She noted that the number of injuries and diseases resulting from work remained unacceptably high. Each day, around 7,500 people die because of their work – 6,500 from contracting occupational diseases, and 1,000 from occupational accidents. This burden was not shared equally; some regions and sectors were affected more than others. There was also a gender imbalance – the mortality rate for men was much higher than the rate for women.

The ILO and initiatives like the Fund could not address these problems alone. The root causes of decent work and occupational safety and health deficits in supply chains were complex and multifaceted. As such, it was imperative that key stakeholders in supply chains work collectively to address the underlying root-causes of workplace accidents, injuries, and diseases.

Including a safe and healthy working environment as a fundamental principle and right at work in 2022, called attention to the mutually reinforcing nature of all such principles and rights. Deficits in occupational safety and health were particularly pronounced when other fundamental principles and rights at work were not respected. This is why the ILO has adopted an integrated approach with the aim of ensuring all fundamental principles and rights at work were equally valued.

The final panel discussion of the day underscored the pressing need to address the impact of climate change on occupational safety and health. While it was important to implement a range of mitigation measures such as decarbonizing the energy sector, electrifying transport, promoting sustainable agriculture, and reforestation, it was equally important to design and implement appropriate adaptation measures to protect the current workforce from a changing working environment.

She reminded participants to never lose sight of the fact that the ultimate beneficiaries of the Fund's work were those workers at the end of supply chains. Referencing the documentary shown earlier in the Forum, "From Beans to Brew: A Journey into the Lives of Coffee Workers", she highlighted the film's central message - the secret to great coffee was people.

Finally, Ms Paquete-Perdigao thanked the G7 and Germany for entrusting the ILO with the responsibility to administer the Vision Zero Fund. She noted that the ILO treated its responsibility for the Fund with utmost seriousness and would continue to work tirelessly to make the Fund grow into a truly global initiative.

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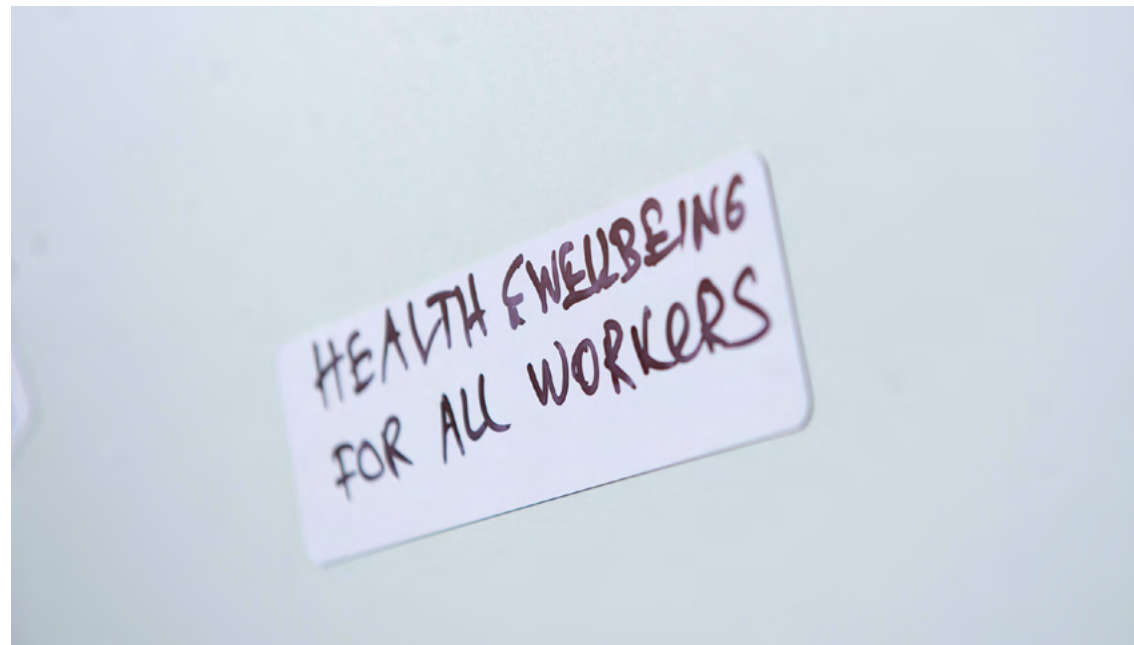
## CONCLUSION

Vision Zero Fund was pleased to host its second Forum at the Geneva ILO headquarters on 9-10 April 2024.

As the Fund continues its impactful journey, it strives to remain a leader of collective efforts toward the goal of zero work-related accidents and diseases in supply chains. Mindful of this goal, the Fund counts on your continued support in translating its new global OSH strategy into impactful action.

The Fund wishes to express its appreciation to everyone who participated in the event – both in-person and online. As was highlighted throughout the Forum, voice, respectful engagement and diverse perspectives remain at the cornerstone of ILO's and the Fund's collective action approach and to our collective efforts towards sustainable OSH outcomes.

Thank you for your contributions to the Forum's success.



## Dozens of participants completed the post-event survey. Key results included:

OVER  
80%

of respondents said the event had highly / very highly met their expectations. The event met respondents' expectations in terms of learning about VZF's work (84%), usefulness to their work (78%), learning about OSH (75%) and networking (75%).

ALMOST  
90%

of respondents indicated that they would recommend attending future VZF events to others.

Please find here the  
Vision Zero Fund  
Strategy 2024-2028









# VISION ZERO FUND

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  
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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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