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GUIDELINES: THE COMMUTING SAFETY CHALLENGE

Are you a garment factory in **Cambodia, Egypt** or **Vietnam** with innovative ideas to improve commuting safety for your workers?

Looking for funding to bring these ideas to life?

Join the **Commuting Safety Challenge** and make a difference in the garment sector!

The Commuting Safety Challenge seeks to **identify and support solutions that effectively enhance commuting safety for workers in and around garment factories premises in Cambodia, Vietnam, and Egypt.**

Successful applicants will receive a US\$10,000 grant each to implement their proposed solution, along with technical support from a specialist to refine and execute it. Additionally, they will have the opportunity to showcase their solution in a global webinar organized by the International Labour Organization's Vision Zero Fund (VZF).

A panel of experts in occupational safety and health (OSH) and road safety will review the proposals. [More information](#)

This document contains all the essential information to guide you in preparing and submitting your application, including answers to the following key questions:

- **Why a Commuting Safety Challenge?**
- **Which proposals will the Challenge consider?**
- **What will the winners receive?**
- **Who is eligible to apply?**
- **How to apply?**
- **Key dates and deadlines**

The application form is available [here](#).

The application deadline is **May 19th, 2025 (midnight, Central European Summer Time (CEST))**. Application forms and supporting documents can be submitted in English, Khmer, Vietnamese, Arabic, or French.

Any queries related to the Challenge should be directed to vzf@ilo.org with the subject line “Commuting Safety Challenge.”

Why a Commuting Safety Challenge?

Every day, thousands of workers leave their homes to begin their commutes, whether by car, bus, bike, or on foot. These daily journeys are an essential part of life, connecting individuals to their workplaces and contributing to the functioning of communities and economies. Ensuring the safety of commuters is paramount. Commuters, as road users, face significant risks to their safety and health, including the potential for road crashes, collisions, or being exposed to situations of violence and harassment.

The International Labour Organization (ILO) Protocol of 2002 to the Occupational Safety and Health Convention, 1981 (No. 155) defines commuting accident as “(a)n accident resulting in death or personal injury occurring on the direct way between the place of work and (a) the worker’s principal or secondary residence; (b) the place where the worker usually takes his or her meals; or (c) the place where the worker usually receives his or her remuneration.”

In 2022, the International Labour Organization’s Vision Zero Fund and Nike Inc. launched an initiative aimed at reducing deaths and injuries among garment and footwear workers. To date, the initiative has developed a range of guidelines and tools to support stakeholders in improving commuting safety in garment factories.

More information about this initiative can be found [here](#).

Improving commuting safety in the garment sector requires a collective action approach, with all stakeholders working together to address the systemic issues that contribute to commuting accidents.

The Commuting Safety Challenge helps employers and workers at the factory level implement practical solutions to enhance commuting safety within and around garment factory premises in Cambodia, Vietnam, and Egypt.

The outcomes of the solutions will be documented and widely shared, providing inspiration and a model for replication and scaling to maximize impact.

Which proposals will the Challenge consider

Garment factories in Cambodia, Vietnam, and Egypt are encouraged to propose practical solutions to improve commuting safety for workers within and around their premises.

The solution must align with **one or more of the eight areas outlined in the ILO Vision Zero Fund “Action manual and checklist for employers and workers in the garment and footwear sector to enhance workers’ commuting safety”**, namely:

1. **Enhancing individual risk awareness and commuters' safety behaviour** (solutions can include actions aimed at promoting the use of helmets or seatbelts; respecting speed limits and other traffic regulations; enforcing measures against the use of mobile phones while driving or driving under the influence of alcohol or drugs);
2. **Improving safety of transport available for commuting** (solutions can include actions aimed at improving vehicle safety – e.g., enforcing regular inspections; complying with safety standards – e.g., avoid overloading; including safety requirements in formal contracts; etc.);
3. **Assessing collective transport vehicles and their drivers;**
4. **Safe entry to the industrial park on/or the factory** (solutions can include actions to ensure safe access to and safety within industrial parks and factory premises – e.g., safe placement of bus stops or separation of driving and pedestrian lanes)
5. **Safety outside the industrial park and/or factory premises** (solutions can include measures to bring down speed outside the factory gate, or safe crossing from a bus stop to the factory gate);
6. **Voicing safety concerns** (solutions can include measures that empower commuters to report concerns and ensure they are prioritized and addressed, such as piloting the establishment of a commuter safety complaint mechanism or a factory commuting grievance system);
7. **Commuters' preparedness in case of accidents;**
8. **Enhancing collection of commuter accident data** (solutions can include measures to improve reporting and monitoring of commuting accidents and utilizing the data to inform factory OSH policies and programmes).

All proposals must:

- **Identify the problem:** Describe the commuting safety issue that needs to be addressed and, if possible, identify the primary root causes contributing to it.
- **Present a solution:** Detail the proposed solution grounded in a risk assessment of the unique circumstances of the factory.¹ The solution must demonstrate collaboration between factory employers, workers, and other relevant stakeholders (e.g., government agencies, where their involvement is crucial for successful implementation).
- **Be innovative:** Explain how the solution introduces a new or improved approach compared to traditional methods.
- **Provide proof of effectiveness:** Describe how past experiences, lessons learned, and best practices were considered in designing the solution to ensure positive, measurable outcomes.
- **Complement existing commuting safety efforts:** The solution should contribute to a larger goal rather than stand alone. Explain how it aligns with and strengthens the factory's occupational safety and health initiatives, particularly those related to commuting safety.
- **Ensure feasibility and timely impact:** Demonstrate that the solution is practical, realistic, and capable of delivering measurable results within six months.²

¹ Factories are strongly encouraged to conduct the assessment using the tools provided in this [Action Manual](#).

² If stakeholders outside the factory are expected or need to be involved in implementing the proposed solution, it is important to contact them and secure their interest and engagement before submitting the application form.

- **Be gender-sensitive:** Ensure the proposed solution addresses the specific needs and challenges faced by workers of all genders.
- **Include a monitoring system:** Incorporate a robust system for tracking and measuring results on a regular basis.

Preference will be given to solutions that are cost-effective, relatively simple to implement, and have the potential for replication or scaling across different contexts.

What will the winners receive?

The selection committee will select four winners (at least one from each target country).

Each winner will receive:

- A \$10,000 grant to test and implement their proposed solution;
- Technical support from a specialist to refine and implement the solution; and
- Global visibility: The solution will be showcased in a global webinar and featured on the [VZF webpage](#).

Who is eligible to apply?

Any formally established and registered garment factory in Cambodia, Vietnam, or Egypt that has been operational for at least two calendar years prior to the application deadline and meets the following criteria:

- **Operational History:** Has been in operation for at least two years, maintains audited accounts for that period, and is not undergoing bankruptcy proceedings;
- **Labour Standards Compliance:** A proven record of compliance with international or national labour standards;
- **OSH Compliance:** No recent history of sanctions for violations of occupational safety and health (OSH) legislation;
- **OSH Framework:** Has an established OSH policy and a functioning OSH committee or a similar bipartite body addressing OSH issues;
- **Implementation Capability:** Demonstrated capacity to support the operational implementation of the proposed solution.

Participating factories must **commit to refining, implementing, and monitoring the proposed solution**, including participation in regular monitoring calls.

How to apply?

To submit your proposal, follow these steps:

1. Visit the [Commuting Safety Challenge webpage](#);
2. Carefully review the [Guidelines](#);
3. Collaborate with key stakeholders to define the problem and develop a solution—be sure to consider all relevant criteria!
4. Complete the [application form](#) available on the website – you can complete it in English, Khmer, Vietnamese, Arabic, or French.
5. Submit the completed online form along with any supporting documents to vzf@ilo.org by **19 May, 2025** (midnight, Central European Summer Time, CEST).

Participation in the Commuting Safety Challenge is free of charge.

Applicants will receive a confirmation email upon submission.

Please note that incomplete or late submissions will not be considered.

The ILO reserves the right to withhold the granting of any or all awards if the proposals do not meet the required selection criteria, quality standards, or the objectives of the Challenge, or if they violate the [Terms and Conditions of the Challenge](#). The ILO may also, at its sole discretion, adjust the number and/or value of the awards granted, including granting a smaller number of higher-value awards, depending on the quality and scope of the proposals received.

Key dates and deadlines

Launch of the Call for Proposals: 21 April 2025

Submission deadline for proposals: 19 May 2025 (midnight, Geneva time)

Announcement of winners: July 2025

Implementation of solutions: Six months following the receipt of the award, with implementation tentatively starting in August and concluding by February 2026.

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Vision Zero Fund is part of the Safety+Health for All, an ILO
Flagship Programme building a culture of safe, healthy work

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