

VISION ZERO FUND







2024

PROGRESS REPORT

Realizing the right to a safe and healthy working environment in supply chains through collective action



Contents

Foreword	04
1. Programme Overview	80
2. Progress Updates	12
Outcome 1: Strengthened commitment to OSH in supply chains	1
Outcome 2: Strengthened OSH systems, laws, and policies	1
Outcome 3: Enhanced capacity of institutions and social partners	1
Outcome 4: Workers benefit from improved OSH practices	1
3. Communications and Visibility	20
Bringing the Fund's journey to life through photography	2
Amplifying the Forum's reach and impact	2
Boosting digital visibility and audience engagement	2
4. Looking Ahead	26

Foreword

2024 has been a momentous year for the Vision Zero Fund (VZF). With the launch of our new global strategy and the convening of the second VZF Forum in Geneva, the Fund has stepped into a new chapter of collective action for safer and healthier supply chains. I am deeply proud of what we have achieved this year, together with ILO constituents, partners, project stakeholders, and our dedicated teams across the world.

This year, we laid the groundwork for our 2024–2028 strategy, which builds on nearly a decade of work to make improved occupational safety and health a reality for all. With renewed emphasis to foster safer work environments in supply chains, addressing the impact of climate change on workers occupational safety and health, and strengthening private sector engagement, we are addressing OSH challenges with fresh urgency and relevance. From Viet Nam's coffee farms to Ethiopia's industrial parks, and from policy dialogue in Madagascar to capacity building in Mexico, our work is rooted in practical, on-the-ground solutions.

Significant progress has been made over the past year in three key thematic areas:

- The Fund advanced its work to mitigate the impact of heat stress for agricultural workers in Mexico and Viet Nam. In Mexico, data collection to assess heat exposure—conducted in collaboration with the University of Colorado's Center for Health, Work & Environment and the Mexican Institute of Social Security—has been completed. In Viet Nam, a study on climate-related OSH risks in agriculture was finalized and will be published in early 2025.
- The Fund's collaboration with Nike, Inc. to improve commuting safety in the garment sector continued to deliver strong results. In 2024, the action manual "Collective Action for a Safe Commute" was launched and piloted in Egypt and Ethiopia, and a free e-learning course was developed, which attracted over 650 registrations in six months. Additional master classes and an online seminar engaged 250 participants from around the world.

5

 Building on its successful 2023 #CoffeePeople campaign, the Fund continued to promote the right to a safe and healthy working environment in the coffee supply chain in 2024 through awareness and training activities in Belgium, Brazil, Colombia, Denmark, Ethiopia, Switzerland, Uganda, and Viet Nam—reaching over 20,000 stakeholders globally.

As we move into 2025, the Fund will deepen its work in the agricultural supply chains in Brazil, Colombia, Indonesia, Viet Nam, and Uganda, and expand its footprint into Egypt's construction industry. We will also continue to address the impact of climate change and other disruptive forces on workers' safety and health, drawing from evidence and experience to shape innovative, inclusive responses to evolving risks.

On behalf of the Vision Zero Fund, I want to thank all our ILO constituents, donors, partners, and teams for their commitment and support. Together, we are not just improving workplaces but advancing decent work across supply chains.



ZJA.

Ockert Dupper
Global Programme Manager
Vision Zero Fund

At a Glance

Number of countries:

8

Number of supply chains:





Number of knowledge and training products developed:

Number of workers trained by VZF partners using VZF methodologies or tools:

17,500+



Number of global and regional events in which the fund participated:





Number of participants who completed the online commuting safety course:

2024 Programme Overview





2024 Programme Overview

2024 marked a transformative year for the Vision Zero Fund (VZF). The Fund officially launched its new global strategy, <u>Realizing the Right to a Safe and Healthy Working Environment in Supply Chains Through Collective Action (2024–2028).</u> This strategy, shaped through broadbased consultations with global and national stakeholders, aims to elevate occupational safety and health (OSH) in supply chains through a more focused, inclusive, and adaptive approach. It aligns closely with the ILO's <u>Flagship Programme Safety and Health for All</u> and sets out nine action areas organized under three core pillars and four cross-cutting approaches.

The strategy was unveiled during the second <u>VZF Forum</u> in Geneva in April, which brought together over 100 in-person participants and more than 1,000 virtual attendees. The event served as a powerful platform to discuss OSH challenges and share good practices, and it featured the premiere of <u>From Beans to Brew: A Journey into the Lives of Coffee Workers</u>—a documentary that captured the everyday realities and aspirations of coffee workers across continents. The Forum also provided opportunities for partners to reflect on progress, exchange ideas, and reaffirm their commitment to advancing OSH through collective action. A total of eight in-person screenings of the #CoffeePeople documentary were organized—four at the global level (Geneva, Copenhagen at the World of Coffee Expo, Brussels, and Turin) and four at the country level (Ethiopia, Uganda and Viet Nam)—with a combined attendance of 340 people.

The Fund's efforts were further recognized in the <u>G20 Labour and Employment</u> <u>Ministers' Declaration</u>¹, highlighting its continued visibility and relevance.

Throughout the year, VZF continued operations in Brazil, Colombia, Ethiopia, Indonesia, Madagascar, Mexico, Uganda, and Viet Nam. New collaborations, especially those involving private sector actors like Nike, Nestlé, and Siemens, added momentum to its mission. These partnerships were critical in ensuring that VZF's activities addressed the practical needs of workers and enterprises while contributing to system-wide change.

¹ Annex 2: G20 Approaches to Safety and Health at Work



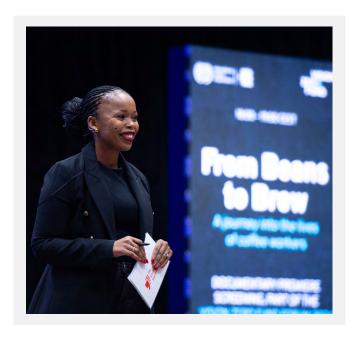


Progress Updates





Outcome 1: Strengthened commitment to OSH in supply chains



Raising awareness and building commitment

The Fund intensified global awareness and knowledge-sharing activities. Central to this effort was the second VZF Forum, which convened stakeholders from across supply chains to reaffirm their commitment to OSH. Next to four thematic sessions the Forum premiered "From Beans to Brew: A Journey into the Lives of Coffee Workers," a documentary illustrating the challenges and aspirations of coffee workers, as part of the Vision Zero Fund's <a href="#second-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-econd-ec



Developing knowledge tools to advance OSH in supply chains

In 2024, the Fund continued to expand its global reach through the development and dissemination of innovative knowledge products. A key achievement was the launch of the *Collective Action for a Safe* Commute manual, accompanied by a free, self-paced e-learning course hosted on the platform of the International Training Centre of the ILO. The course was complemented by three expert-led webinars: Master Class 1, Master Class 2 and a webinar on global practices. These resources were created with the support of Nike Inc., and offer practical, actionoriented guidance for employers and workers in the garment and footwear sectors. Emphasizing participatory approaches and joint responsibility, the manual and course were designed to be easily adapted to various local contexts and were piloted in both Egypt and Ethiopia. The high level of engagement reflected in hundreds of course registrations and overwhelmingly positive feedback from users underscores the growing demand for practical tools that support OSH improvements through collective

VZF Colombia made significant progress by adapting and applying methodologies and tools from the coffee supply chain to the sugarcane one. An assessment of the key drivers and challenges affecting OSH in the sugarcane supply chain has been completed, with the findings set for publication in 2025.





Engaging with global and local stakeholders on shared priorities

The Fund also played an active role on the global stage, reinforcing its leadership in shaping dialogue on occupational safety and health in supply chains. It participated in the G20 OSH Network Meeting in Fortaleza, Brazil, during which it presented its pioneering work on climate-induced heat stress among agricultural workers—particularly in Mexico. Its work in this regard was also recognised in the G20 Labour and Employment Ministerial Declaration. The Fund's presence at other international events further positioned it as a catalyst for policy and practice innovation. These engagements serve not only to elevate visibility but also to build consensus around shared priorities such as climate change, social dialogue, and sectorwide compliance with OSH standards.

"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) Vision Zero Fund Forum, Geneva, April 2024

Outcome 2: Strengthened OSH systems, laws, and policies

Catalysing legal and policy reform

Support for national OSH frameworks continued to gain traction in 2024. VZF Madagascar played a pivotal role in the approval and rollout of the revised Labour Law, which incorporated international OSH standards and clarified employer responsibilities. The Fund also supported the development of implementing regulations and training materials to support the dissemination and implementation of the new law.

Building legal and institutional foundations

In Mexico, the National OSH Profile was presented by the Country Office Director to the Secretary of Labour and Social Welfare during the first annual meeting of the National Consultative Committee on Occupational Safety and Health (COCONASST). It offers a roadmap for aligning national law with international conventions. The document provides a baseline for planned reforms and informs the country's work toward ratifying ILO Convention No. 187. VZF Ethiopia supported an update of the country's occupational disease list and the development and validation of a new National OSH Directive. Both documents have been submitted to the government for approval.



Outcome 3: Enhanced capacity of institutions and social partners

Strengthening institutional capacity

Capacity development remained at the heart of the Fund's mission. VZF Ethiopia partnered with the Amhara Regional State Authority to strengthen institutional capacity in labour dispute resolution, offering training on the new labour proclamation and mediation techniques. It also collaborated with Addis Ababa University to assess national systems for heavy-duty machinery inspection, identifying major gaps in government capacity. Based on the findings, a national guidance document was developed to improve registration and inspection procedures.

Empowering employers and workers with OSH knowledge

VZF Mexico conducted <u>multiple training sessions</u> on various OSH topics for employers, workers, and OSH service providers, including the management of OSH risks, psychosocial risks, OSH management systems, and the roles of OSH committees in the workplace.

In November, Vision Zero Fund, jointly with the National Union of Cooperative Commercial Agricultural and Allied Workers (NUCCAW), delivered practical, participatory action-oriented training to 109 (40% women) coffee growers from three regions in Uganda, namely, Bukomansimbi and Masaka and Kalungu. The training content and awareness raising materials were developed in close collaboration with NUCCAW, who was primarily responsible for the identification of and outreach to potential participants.



Expanding regional reach and tools

VZF Madagascar trained over 1,100 worker representatives across four sectors. Labour inspectors benefited from digital tools, notably the LIFT mobile inspection application², which streamlined workplace assessments. In Viet Nam, the ILO's WIND participatory training model was scaled up among coffee producers, with a strong focus on peer learning and gender inclusivity.

Best practice in private sector engagement: Nestlé partnership

VZF's collaboration with Nestlé in Viet Nam and Indonesia stands out as a best practice in aligning private sector engagement with development impact.

In Viet Nam, the Fund and Nestlé co-developed a gender-sensitive OSH training curriculum delivered to farmers through a peer training approach, with the support of community organisations. Over 20,000 smallholder farmers were reached. They also collaborated in tracking and analyzing workplace safety improvements implemented by farmers after the training.

The Fund and Nestlé also promoted the use of written contracts - in contrast to verbal agreements - to strengthen and formalize employment arrangements.

In Indonesia, the Fund and Nestlé conducted a working conditions survey on smallholder farms. Findings informed the design of workplace improvement interventions, including the development of visual training material, piloted among coffee farmers in Southern Sumatra. To improve coffee farmers' coverage by social protection, the Fund and Nestlé are cooperating with the Social Security Offices at district level.

Outcome 4: Workers benefit from improved OSH practices

Protecting coffee farmers through practical solutions

The Fund's worker-focused approach continued to deliver measurable improvements in OSH practices. Over 1600 OSH improvements were recorded and implemented on farms in Viet Nam. These included safer handling of chemicals, improved use of personal protective equipment, and better post-harvest storage conditions. Farmers documented these improvements through peer visits and self-assessment logs.

Enhancing commuting safety through infrastructure upgrades in Hawassa Industrial Park

To improve commuting safety for workers in Ethiopia's garment sector, the Fund—supported by Nike Inc.— implemented targeted infrastructure upgrades at Hawassa Industrial Park. The initiative included repairing and repainting zebra crossings, installing and refurbishing speed breakers, and marking separate lanes for cyclists and pedestrians. These enhancements significantly improved the park's commuting environment, reducing risks for thousands of workers.

Creating safer workplaces through formalisation and OSH committees

In the construction sector, VZF Madagascar facilitated capacity building of self-employed/day workers in OSH and promoted affiliation to occupational health services to ensure formalization of employment. VZF Mexico strengthened bipartite OSH Committees through nine training sessions and the delivery of materials and tools that support the investigation of occupational accidents and diseases such as psychosocial risks, and the safe handling of heavy loads and ergonomics. Approximately 250 workers participated in these sessions.

Piloting OSH improvements in Viet Nam's electronics sector through peer-led training

VZF global supported pilot activities in the electronics sector in Viet Nam. Following a literature review, the findings and recommendations were integrated and used to adapt four ILO FIT (Factory Improvement Toolset) modules on OSH: Introduction to Health and Safety, Better Ergonomics, and Health and Safety Culture. FIT, a highly recommended training tool by the Vietnamese employers' organization (VCCI) for factory-level training, employs an innovative peer-learning model. Participants from the same company or similar businesses work in small groups to review case studies, complete activities, and engage in discussions—eliminating the need for an external trainer or specialist.



"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) Vision Zero Fund Forum, Geneva, April 2024





Bringing the Fund's journey to life through photography

In April 2024, the Fund launched a photo exhibition that provides a compelling visual narrative of its work and impact across multiple sectors and countries. Featuring 18 largeformat panels installed at the ILO Headquarters Colonnade, the exhibition chronicles the lives and labour of workers from various project countries—highlighting key moments in the Fund's transformation from a G7 initiative into a fully operational programme aimed at reducing accidents, injuries, and diseases in supply chains. By putting a human face to occupational safety and health, the exhibition conveys both the urgency and the possibility of positive change. The exhibition is also <u>available online</u> and is expected to tour venues and cities connected to the Fund's mission, broadening its reach and resonance.





Boosting digital visibility and audience engagement

In parallel with in-person outreach, the Fund's online presence grew significantly in 2024. Website visits increased by 152 per cent with key upgrades including a redesigned homepage featuring an interactive project map and social media collage, streamlined navigation for the 'Where We Work' and 'Insights' sections, and a new strategy webpage. The LinkedIn community grew by 130 per cent, reaching almost 1,500 followers and generating 75,747 impressions, 2,300 reactions, 44 comments, and 57 reposts. These figures reflect a growing digital community aligned with the Fund's mission. The launch of a <u>VZF calendar</u> and new French-language online resources further extended the Fund's accessibility and outreach.



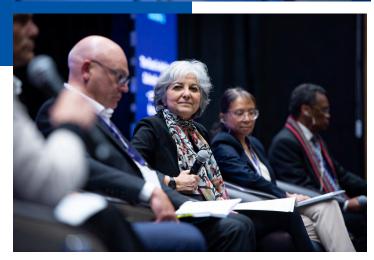




Amplifying the Forum's reach and impact

The 2024 Vision Zero Fund Forum, held in Geneva, brought together more than 100 inperson attendees and attracted over 1,000 virtual participants via ILOLIVE. As the ILO platform's third most-viewed event of the year, the Forum underscored the global resonance of VZF's mission. According to post-event feedback, 80% of participants felt that the Forum met or exceeded their expectations, while 90% expressed their willingness to recommend future VZF events. The Forum also marked the launch of Vision Zero Fund in Review, a retrospective highlighting key milestones from 2016 to 2023.









The Road Ahead

As the Vision Zero Fund enters 2025, it does so with renewed purpose and an expanding mandate. A major milestone will be the launch of a new construction sector initiative in Egypt, made possible by financial support from Siemens and Germany. The project will include worker training and national policy engagement to reduce high rates of injuries and fatalities in the sector.

A key priority for 2025 will be capitalizing on the momentum generated by the new strategy to mobilize additional financial resources and forge strategic partnerships that will ensure the Fund's long-term sustainability. VZF will also work closely with its development partners and Advisory Committee members to increase visibility within high-level global forums such as the G7 and G20.

The Fund will also continue implementing cost-effective solutions and maximizing synergy with the broader Safety + Health for All flagship programme. It will also seek opportunities to support the new ILO <u>Global Strategy on Occupational Safety and Health</u> and ILO's strategy on decent work in supply chains.

In addition, the Fund will focus on the nine priority action areas outlined in the new strategy, including strengthening private sector engagement, expanding into new high-risk sectors, promoting the ratification and effective implementation of fundamental OSH conventions in targeted countries, and emphasizing an integrated approach to all fundamental principles and rights at work.

As the Fund approaches its 10th anniversary, it remains committed to driving collective action toward the goal of zero work-related accidents and diseases in supply chains. Through continued collaboration, innovation, and advocacy, the Fund will build on its achievements and push forward in creating safer workplaces for millions worldwide.





International Labour Organization

Occupational Safety and Health and Working Environment Branch (OSHE)

Route des Morillons 4 CH-1211 Geneva 22 Switzerland

ilo.org/vzf vzf@ilo.org

Current and Past Donors

























