



## MEETING REPORT

# Promoting Fundamental Principles and Rights at Work in the Coffee Supply Chain

(Focus on Occupational Safety and Health)

2 – 7th November 2025

Tres Pontas and Belo Horizonte, Brazil



International  
Labour  
Organization

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FUND

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# 1.Setting the scene

Coffee is cultivated in more than fifty developing countries across Latin America, Africa, and Asia, providing a vital source of income for an estimated 20 to 25 million families worldwide. Women represent approximately 70 per cent of the coffee production workforce. Research by the International Labour Organization (ILO) highlights persistent decent work challenges in the coffee supply chain, including high informality driven by seasonal labour demands, exploitative recruitment practices, insufficient respect for Fundamental Principles and Rights at Work (FPRWs)—including occupational safety and health (OSH)—limited coordination among public institutions, weak traceability, and the need to strengthen government, employers' and workers' organisations as well as national and sectoral dialogue.

Since 2018, the [International Labour Organization's \(ILO\) Vision Zero Fund \(VZF\)](#) has worked to promote OSH improvements in the coffee supply chain through evidence-based interventions across Africa, Latin America, and Asia, strengthening the capacity of ILO constituents and other stakeholders to address OSH challenges. In many countries, the Fund has collaborated with other ILO initiatives in the same supply chain, including [CLEAR Supply Chains in Uganda](#) (child labour), Advancing Decent Work in Ethiopian Coffee and Horticulture Value Chains (various decent work deficits, including OSH), [Nossa Voz](#) (forced labour), and [Preventing and Combating Slave and Child Labour in Minas Gerais](#) (child labour and forced labour).





## 2. Why this meeting

The meeting “Promoting Fundamental Principles and Rights at Work in the Coffee Supply Chain (Focus on OSH)” provided a valuable opportunity for the ILO constituents from Brazil, Colombia, Ethiopia, Peru, Tanzania, and Uganda to come together, share their experiences, and learn from one another.

Participants shared strategies to strengthen respect for FPRWs—particularly OSH, the elimination of child labour, and the eradication of forced labour—while reflecting on common challenges, systemic barriers, and opportunities for coordinated action.

Through peer learning, dialogue, the sharing of lessons learned, and the showcasing of successful interventions, the meeting helped strengthen capacities for tripartite social dialogue and collective action across regions.

By the end of the meeting, each country delegation had developed a prototype—drawing on good practices shared during the workshop—to pilot solutions addressing key FPRW deficits, particularly in OSH, within their respective coffee supply chains, with technical support from one another and the ILO.

### COUNTRIES INVOLVED



**Brazil**



**Colombia**



**Ethiopia**



**Peru**



**Tanzania**



**Uganda**



## 3. The conversations

### 3.1 OPENING REMARKS

A representative from the European Commission's Directorate General for Employment, Social Affairs and Inclusion (DG EMPL) opened the workshop by outlining the EU's motivation for supporting the Vision Zero Fund, including co-funding this event. The European Union's (EU) engagement with the Fund began in 2019, when it co-financed a project that helped fill major research gaps on OSH in the coffee sector in [Mexico, Colombia, and Honduras](#), and supported the development of targeted intervention models to address the identified deficits. The project demonstrated that **improving OSH can drive broader systemic change, strengthen social dialogue, and enhance overall sector performance**. Building on these results, the ongoing collaboration between the und and the EU now focuses on transferring the methodologies and tools developed to global stakeholders and to additional coffee-producing countries, including Brazil and Uganda.

The relevance of this work for supporting compliance with EU trade agreements and new legislation, such as the Forced Labour Regulation and the Corporate Sustainability Due Diligence Directive, was underscored. DG-EMPL encouraged participants to use the opportunity to use the meeting as an opportunity to **explore practices for strengthening social dialogue and collective bargaining, promoting worker participation, addressing vulnerabilities among migrant workers, ensuring fair wages and non-discrimination, sharing good practices from other sectors, and reinforcing monitoring and compliance mechanisms**.

### 3.2 SESSION "STRATEGIES FOR PROMOTING FPRWS IN SUPPLY CHAINS (FOCUS ON OSH)"

Throughout this session, participants reflected on the **value of using supply chains as an entry point to address deficits in respect for fundamental principles and rights at work**. South-South Cooperation was highlighted as a particularly effective strategy, with peer exchanges and mutual support in policymaking—already successful in sectors such as cotton—showing strong potential for replication in the coffee supply chain. Brazil reaffirmed its commitment to supporting countries in adapting these collaborative approaches, noting their strong potential to drive meaningful improvements.

Participants also recognized that OSH improvements—and respect for FPRWs more broadly—face major obstacles. High levels of informality, often linked to unsafe working conditions, were identified as a common challenge across all countries. Other widely shared concerns included gender equality, low level of education, limited demand-driven approaches, fluctuating coffee prices, high production costs, and low wages. While most countries reported that despite having legislation that covered all five FPRWs, and in many cases, strong policies to support their implementation, compliance and enforcement remain weak.





To address these issues, several **elements** were identified as essential:

- A **thorough understanding of the supply chain** (linkages between the various tiers), key stakeholders and support-functions, supported by ILO methodologies for assessing drivers and constraints for OSH improvement.
- **Awareness-raising** to help stakeholders understand regulations, compliance gaps, and the benefits of addressing them—recognizing OSH as an investment rather than a cost.
- **OSH as an entry point.** In many countries, resistance persists when it comes to discussing other FPRW-related issues. OSH was identified as an effective entry point for opening dialogue on freedom of association and for strengthening collective bargaining processes.
- **Tailored approaches** for different types of producers, with “minimum legal requirements” proving effective for Colombia’s National Coffee Federation in supporting smallholders.
- Strong **tripartite dialogue and collective action** to build trust, foster shared understanding, and align diverse interests around common goals.

“A comprehensive cooperative model is the best pathway to achieve efficient effective and sustainable adherence to Fundamental Principles and Rights at Work in the coffee supply chain.”

**Juliet Kutwabwana**, Secretary General, National Union of Cooperative Commercial Agricultural and Allied Workers Union (NUCCAW), Uganda.





### 3.3 OVERVIEW OF THE BRAZILIAN COFFEE SECTOR

Held in Brazil, the meeting gave the participants the first-hand insights into the country's coffee sector, its key challenges, and the strategies the government—working closely with social partners—is implementing to promote decent work along the supply chain.

The biggest challenge identified to promoting decent work in the coffee sector is the large number of **workers in informal or unregistered employment**, which disproportionately affects migrant workers, most of whom are domestic, arriving to coffee growing areas from the northern states.

Under Brazil's legal definition of slave labour (Article 149 of the Penal Code), certain OSH violations — when occurring together in a specific context — can constitute a crime. For example, inadequate accommodation or lack of access to drinking water and sanitation on farm premises are considered “degrading conditions,” which is one of the elements that can characterize slave labour in Brazil. While forced labour has declined over time, significant vulnerabilities persist.

To address these challenges, Brazil's Labour Inspection (LI) applies a two-pronged strategy: **prioritizing inspections during the harvest season and focusing on prevention and training during the off-season, which allows wider coverage of workplaces.**

As part of its prevention efforts, the government implements the Sustainable Work Programme ([Programa Trabalho Sustentável](#)) **to foster sectoral social dialogue, conduct awareness-raising campaigns, and develop technological solutions.** In collaboration with the National Confederation of Rural Wage Workers (CONTAR) and the Brazilian Confederation of Agriculture and Livestock (CNA), LI also provides training on legal requirements and good practices.

In 2023 alone, more than 1,700 employers registered on the programme's platform. Events in small municipalities—often led by labour inspectors—help producers understand how to ensure compliant harvesting processes. Coffee cooperatives further support these efforts by disseminating information and promoting compliance among thousands of farmers.

Encouraging employers to formalize workers is facilitated by streamlined online systems and the risk of losing access to social programmes if workers are not registered during the harvest. Although **labour inspections have recognized some improvements, they continue to uncover serious violations.** Preventive measures alone, without inspections, are unlikely to achieve meaningful improvements.

**Collective bargaining plays a crucial role in the coffee sector.** CONTAR supports local unions in negotiations, either at the cooperative level or directly with individual coffee farms. Agreements signed at the cooperative level apply to all members, often setting wages and **creating a level playing field for farmers and workers within a municipality**—so that workers who move between farms receive consistent wages and working conditions. Nevertheless, freedom of association and collective bargaining in coffee-growing regions continue to face significant challenges, as unions frequently struggle to gain support and expand their membership.



trainings for  
culture extension  
& private

nt in Neighbourhood

- Joint action plans drafted  
at Local government level  
focused on child labour &  
OSH

- WIND trainings (OSH)  
held. Both government & private  
sector trained to build synergies  
- Action plans by private  
companies & local government  
implementation

### 3.4 COUNTRY CHALLENGE MAPPING

Working in country groups, tripartite delegates identified the key legislative, policy and institutional challenges their countries face in promoting fundamental principles and rights at work in their countries. A summary of the common challenges identified is below.

Across the participating countries, several common challenges emerged. Key roots causes included **high levels of informality, gaps in sector-specific legislation—particularly on OSH and child labour—, unfair recruitment practices, limited enforcement capacity and low awareness of FPRWs.**

Many countries highlighted **difficulties in ensuring freedom of association and effective collective bargaining**, often due to weak union presence, outdated policies, or employer reluctance. Non-discrimination challenges were also widespread, including gender pay gaps, discrimination against migrants, and persistent social vulnerabilities. **OSH deficits** were a shared concern, with inadequate legal coverage of informal workers, partial or weak implementation of existing directives, and ongoing hazardous conditions—including pesticide exposure—across multiple contexts.

Resource constraints and limited institutional capacity, particularly shortages of **labour inspectors or skilled OSH personnel**, further hindered progress in nearly all countries. Participants consistently emphasized the **need to ratify fundamental conventions** (in particular [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#), [Occupational Safety and Health Convention, 1981 \(No. 155\)](#), and [Promotional Framework for Occupational Safety and Health Convention, 2006 \(No. 187\)](#)). They also stressed the importance of stronger institutional coordination, **better data sharing**, improved inspection systems, and sustained social dialogue to address these interconnected deficits.



### 3.5 COUNTRY EXPERIENCES AND GOOD PRACTICES

Participants were given the opportunity to explore selected good practices and lessons learned from various ILO initiatives. An overview is provided below.

#### Nossa Voz (Brazil)<sup>1</sup>

Nossa Voz is a worker-centric grievance mechanism designed to prevent labour rights violations in rural Brazil. Aligned with the UN Guiding Principles on Business and Human Rights, it operates primarily through a helpline where workers report risks or concerns related to working conditions in supply chains, especially in the coffee sector. CONTAR receives and reviews all claims, providing direct advice to workers and producers and/or coordinating with the Ministry of Labour when needed, particularly in potential forced labour cases. The mechanism is linked with institutional systems to ensure it is formally embedded. A key advantage of Nossa Voz is its strong focus on social dialogue. When CONTAR identifies irregularities from workers' complaints, the union works with participating producers or companies to develop an action plan to address the reported issues. This approach strengthens early detection of OSH and human rights violations, raises awareness within the private sector, and supports more effective Human Rights Due Diligence practices.

Nossa Voz helps identify critical issues and supports both corrective and preventive measures. Nearly 50 coffee farms now participate in the initiative. An unexpected positive outcome has been the strengthened trust between employers and workers, enabling CONTAR to facilitate new collective bargaining agreements. The initiative shows strong potential for replication in other agricultural supply chains and is currently being scaled to the forestry sector. A key challenge, however, is ensuring long-term sustainability, which requires sufficient resources, deeper private-sector engagement, continued outreach, and sustained commitment from stakeholders.



<sup>1</sup> More information available [here](#).



### Cotton with Decent Work (Tanzania)<sup>2</sup>

This project aims to **improve working conditions in the cotton sector by addressing child labour, strengthening OSH, and expanding social protection**. It applies a South–South Cooperation approach, enabling countries to learn from one another's experiences, including drawing on Brazil's good practices in the cotton sector to inform agricultural initiatives elsewhere.

This exchange has supported the identification of effective strategies to address child labour, including promoting OSH among small-scale farmers and expanding social protection coverage.

A central focus of the project is strengthening labour inspection systems to enhance compliance with Tanzanian legislation and international standards. Key achievements include the adoption of the second national child labour strategy, increased evidence-based awareness of OSH and social security among small-scale farmers, and the development of a draft action plan for a digital child labour monitoring tool.

### CLEAR Supply Chains (Uganda)<sup>3</sup>

In Uganda, the CLEAR Supply Chains project tackles **the root causes of child labour in the coffee supply chain through an integrated, area-based approach**. The project prioritizes evidence generation, including value chain assessments, research on the drivers and root causes of child labour, and research on the roles of cooperatives, while while promoting integrated solutions and strengthening strategic partnerships. Although its primary focus is child labour, the project also carries out complementary activities on OSH such as farmer training, as well as on freedom of association, collective bargaining, and women's empowerment. In addition, it has worked to increase private-sector engagement and multistakeholder coordination.

However, coordination remains a persistent challenge, as many actors continue to strictly within their own mandates.

Greater collaboration is required, including stronger involvement of agricultural extension workers, who play a vital role in preventing and identifying child labour at the community level.



<sup>2</sup> More information available [here](#).

<sup>3</sup> More information available [here](#).

<sup>4</sup> More information [here](#).

### Vision Zero Fund (Colombia)<sup>4</sup>

At the outset of the project, an assessment of drivers and constraints for OSH improvement was conducted, providing the foundation for all subsequent activities. Over the past six years, the project has progressed from **OSH awareness awareness-raising to capacity development, and now to supporting the replication and monitoring of workplace-level improvements.**

In its initial phase, the project developed a wide range of awareness-raising tools tailored to low-literacy farmers, using radio soap operas and short videos to communicate key OSH messages. It then transitioned to delivering practical training that enabled farmers to implement low-cost improvements in their workplaces. Training formats were adapted to the preferences and realities of the target groups, with WhatsApp-based sessions—delivered as short, focused daily “capsules” of OSH information—proving particularly effective. Where relevant, the project also conducted assessments of specific groups of workers—such as temporary workers—to better understand their realities and design targeted interventions.

The project has since strengthened its training-of-trainers approach to equip local stakeholders with the tools and knowledge needed to carry the work forward, and it is advancing efforts to integrate OSH issues into the workplans of existing social dialogue structures. Key lessons learned include the importance of understanding cultural contexts and the lived realities of rural communities—particularly those of the most vulnerable workers—as well as the need to embed social dialogue strategies to ensure the long-term sustainability of interventions.



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<sup>4</sup> More information [here](#).





### 3.6 PROTECTING WORKERS FROM BIOLOGICAL HAZARDS: CONVENTION 192 AND RECOMMENDATION 209

In June 2025, the International Labour Conference adopted the [Biological Hazards in the Working Environment Convention, 2025 \(No. 192\)](#) and its accompanying [Recommendation concerning prevention and protection against biological hazards in the working environment \(No. 209\)](#). Together these new instruments provide a powerful framework for strengthening a safety and health at work. They establish a minimum floor of protection, while allowing countries to set higher standards in their national legislation if they choose.

The Convention applies to all workers in all branches of economic activity. It defines “biological hazards” as any microorganisms, cells or cell cultures, endoparasites or noncellular microbiological entities, including those that have been genetically modified, and their associated allergens and toxins, as well as allergens, toxins and irritants of plant or animal origin, when exposure is work-related and poses a risk to human health. Harm resulting from such exposure includes both diseases and injuries. The Recommendation further elaborates and complements this definition.

Once ratified, the Convention requires governments to align their laws and policies with its provisions. It calls for the integration of protection against work-related exposure to biological hazards into the national OSH policy, informed by an assessment of biological risks. Governments must also adopt arrangements and guidelines on preventive and protective measures for controlling biological hazards and risks in the working environment.

Both the Convention and Recommendation outline the respective duties and responsibilities of employers and workers in ensuring safety and health at work, thereby



contributing to the effective management of OSH in relation to biological hazards in the working environment.

Participating countries were encouraged to promote ratification not only of this Convention but also of the fundamental OSH Conventions (C155 and C187), and to ensure their effective implementation.

### 3.7 SESSION ON “SOCIAL DIALOGUE AND COLLECTIVE ACTION”

Participants engaged in a brainstorming session on the key elements of effective social dialogue for advancing collective action on OSH and broader FPRW outcomes in the coffee supply chain. Drawing on both positive and challenging experiences, the discussion highlighted the takeaways summarized below.

Effective social dialogue requires **good-faith bargaining, shared responsibility, a focus on the common good, and strong political support to enable constructive technical discussions**. Although the process can be slow and demanding, its success ultimately depends on the capacity and genuine commitment of all stakeholders.

Participants agreed that social dialogue processes are most effective when parties:

- Focus on jointly addressing concrete challenges
- Present justified and clearly articulated positions
- Share relevant information to support evidence-based negotiations
- Engage in structured, respectful dialogue with active listening
- Honour and implement the agreements they reach

In Brazil, tripartite constituents signed the National Coffee Pact (2023) to strengthen labour relations and working conditions in coffee cultivation, while tackling practices such as modern slavery and informal labour.

The Coffee Pact serves as an “umbrella” framework, enabling better prioritization and coordination of constituent actions in these areas. This initiative has since expanded into a broader agricultural pact, inspiring other sub-sectors (such as cocoa and açai) to establish similar agreements. The current challenge lies in ensuring effective implementation at the regional level, for which regional platforms are being established. In Colombia, the ILO has been supporting regional dialogue initiatives to advance OSH and other decent work issues in the coffee sector. In the Huila region, for example, the government established the **Regional Coffee Chain Committee of Huila**, a multi-stakeholder platform including government, employers’ and workers’ organizations, exporters, producers, and other key supply chain actors, with technical support from the ILO. Active since 2023, the Committee has negotiated and jointly implemented multi-year Action Plans, providing a space for regional coffee stakeholders to discuss, prioritize, and develop common solutions to a wide range of challenges – from productivity and export standards to OSH and broader FPRWs promotion.

Most recently, in Risaralda, the ILO has worked with the Regional OSH Committee to develop a strategy and action plan for strengthening the OSH capacities of local stakeholders in the coffee sector. Support has included knowledge sharing, transfer of ILO methodologies (such as WIND), and technical assistance for pilot projects aimed at improving OSH on coffee farms.

Participants noted that tripartite agreements do not preclude bipartite ones between employers and workers; both can coexist and reinforce each other.

The importance of **regularly monitoring and evaluating** the results of social dialogue processes—whether through a Pact, a committee, or other mechanisms—was also emphasized, as this enables progress tracking, strengthens accountability, and informs necessary adjustments.

“During the meeting, I confirmed that tripartism and social dialogue are the most effective pathways to improving OSH in the coffee supply chain. Governments, employers, and workers may have differences, but the discussions showed that progress is only possible when we move together toward a common purpose, when we advance in the same direction.”

**Dr. Rodrigo Huguency de Amaral Melo**, Labour Affairs Coordinator, National Coffee Commission (CNA)





## 4. The results (the prototypes)

By the end of the meeting, each country had identified a concrete challenge to address through a tripartite approach, along with specific activities informed by the experiences and lessons shared during the discussions.

### Brazil

Constituents agreed to address the challenge of better aligning the workforce with production demand. The following activities were identified: mapping migration routes; assessing the need for adjustments to regulations and the national Employment System (known as “SINE”); establishing an engagement network between origin and destination municipalities, including training; and providing training on labour legislation for both workers and producers.

### Colombia

The challenge identified was the need to establish a mechanism to promote formal employment that reflects the realities of the rural sector. Planned activities to tackle this challenge include engaging in tripartite dialogue to develop a “rural harvest contract” within the legal framework; designing a strategy to promote ILO fundamental principles and rights at work, with a particular emphasis on OSH and workplace risk prevention; and implementing an awareness raising campaign to promote decent work conditions, focusing on OSH through training workshops and the dissemination of educational resources. Constituents also emphasized the importance of advancing the ratification of ILO OSH Conventions C155 and C187.



**Our commitment (following the meeting) is to design - with ILO support - a plan for the implementation of rural employment contracts, as mandated by the new labour reform, which integrates respect for fundamental labour rights and provides decent work for the rural population, all of this in collaboration with the various actors in the chain, within the framework of a responsible tripartite dialogue that promotes the closing of gaps in the formalisation of rural production chains such as coffee and others.”**

- Yomar Andrés Benítez Álvarez, Director of Fundamental Rights, Colombian Ministry of Labour.

### Ethiopia

Constituents identified limited awareness and capacity on OSH as the primary challenge. To address this, they agreed to conduct a joint assessment of stakeholders' OSH knowledge and practices, with the findings guiding the selection of priority training topics. Additional activities include adapting existing OSH manuals and tools, establishing workplace-level safety committees, and conducting learning, monitoring and evaluation activities.

To implement these activities, Ethiopia could benefit from the experience and support of Colombia.

### Tanzania

The challenge identified was the need to promote OSH and address child labour among small- and medium-sized farmers. Planned activities include tailored awareness-raising for key stakeholders, including government units and farmers/producers, supporting the review of OSH regulations, instruments and tools (such as inspection tools), and highlighting effective practices to ensure compliance with minimum OSH standards.

To implement these activities, Tanzania could benefit from the experience and support of Colombia.

### Uganda

The agreed challenge was the low participation of key stakeholders in promoting OSH within the coffee supply chain. To address this, constituents plan to develop a national coffee pact through social dialogue; conduct OSH awareness-raising campaigns; deliver OSH capacity-building workshops; and carry out targeted joint inspections.

In implementing these activities, Uganda could benefit from the experience and support of Brazil and Colombia.





## Peru

An employer representative from AGAP (Asociación de Gremios Productores Agrarios del Perú) participated in the meeting to share good practices from Peru's agricultural sector aimed at promoting fundamental principles and rights at work, including the development of sector-specific occupational risk guides and a manual of good practices. The representative also sought to learn from initiatives in other countries that could be adapted to Peru's coffee sector.

During the group work, he provided details on ongoing initiatives to raise awareness – particularly on child labour - and committed to reviewing and adapting existing risk matrices, occupational risk guides, and the good practices manual to better reflect the realities of the coffee sector.



## 5. Five takeaways

The following five key takeaways summarize the most important lessons and reflections from the discussions, providing a shared foundation for ongoing progress and coordinated action.

### **Understand the coffee supply chain in your country.**

Identify the key actors, decent work gaps, and entry points for action. Mapping the interlinkages between FPRWs and the drivers and constraints to compliance helps reveal how progress in one area can generate broader, systemic improvements.

### **Prioritize OSH improvements.**

Occupational safety and health are critical and often serve as a catalyst for broader decent work progress across the supply chain. Using OSH as a starting point for establishing multi-stakeholder action has proven effective in bringing actors together, building trust, and creating momentum to tackle broader supply chain challenges.

### **Foster social dialogue and collective action.**

Building consensus, trust, and coordinated solutions requires collaboration. No single actor can address the complex OSH and FPRW challenges in the coffee supply chain alone; only organized, collaborative efforts can deliver effective and sustainable results.

### **Promote collective bargaining.**

Collective bargaining strengthens labour relations by fostering fairness and stability. Sectoral or territorial bargaining helps create a level playing field for producers while empowering all workers across the supply chain.

### **Sustain South-South Cooperation in the coffee supply chain.**

Countries have much to learn from one another, and leveraging the global nature of the coffee supply chain can accelerate the exchange of practical solutions, strengthen resilience, and enhance benefits for all stakeholders. All participating countries emphasized the value of sharing knowledge both within and across regions. A sustainable and resilient coffee supply chain depends on safeguarding the health and safety of all workers at every tier and in every country.



## 6. Learn more

- [ILO Vision Zero Fund Agricultural Supply Chains project](#)
- [Vision Zero Fund Coffee Toolkit](#)
- [OSH in global value chains Starter kit: Assessment of drivers and constraints for OSH improvement in global value chain and intervention design](#)
- [#CoffeePeople campaign](#)
- [Video of the event](#)

# ANNEX 1: Agenda

2 – 7 November 2025

Três Pontas & Belo Horizonte, Minas Gerais, Brazil

## Sunday, 2 November – Evening

18:30 – 20:30	<b>Welcome Dinner</b> Opening of the event, sharing of key logistical information, and opportunity for informal networking. <ul style="list-style-type: none"> <li>• Speakers: ITCILO and ILO Representatives</li> </ul>
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## Monday, 3 November – Promotion & Respect of FPRWs (focus on OSH)

09:00 – 09:30	<b>Opening and Introductions</b> Presentation of the objectives of the workshop and expected outcomes. <ul style="list-style-type: none"> <li>• Speakers: ITCILO and ILO Representatives</li> </ul>
09:30 – 10:45	<b>Panel Discussion – Strategies for Promoting FPRWs in Supply Chains (focus on OSH)</b> Exchange on global approaches to FPRWs and the role of OSH as an entry point. <ul style="list-style-type: none"> <li>• Panellists: ILO AP/SC, ABC Representative, ICO Representative, Employers' and Workers' Representatives, ILO OSH Specialist</li> </ul>
10:45 – 11:15	<b>Coffee Break</b>
11:15 – 11:45	<b>Brazilian Coffee Sector Overview</b> Presentation on the national context, labour market institutions, and key challenges. <ul style="list-style-type: none"> <li>• Speakers: Representative from the Brazilian Labour Inspectorate</li> </ul>
11:45 – 13:15	<b>Country Challenge Mapping</b> Tripartite country teams identify and document key challenges related to FPRWs in the coffee supply chain (focus on OSH). <ul style="list-style-type: none"> <li>• Moderated by: ITCILO</li> </ul>
13:15 – 14:15	<b>Lunch Break</b>
14:15 – 15:15	<b>Country Experiences and Good Practices</b> Presentation of selected good practices and lessons learned from country delegations. <ul style="list-style-type: none"> <li>• Speakers: Country Delegation Representatives</li> </ul>
15:15 – 15:45	<b>Presentation on C192</b> Overview of the new ILO Convention on Biological Hazards and its implications for OSH. <ul style="list-style-type: none"> <li>• ILO Representative</li> </ul>
15:45 – 16:15	<b>Summary of Key Points</b> Synthesis of the main findings from Day 1.



## Tuesday, 4 November – Social Dialogue & Prototype Development

09:00 – 10:30	<b>Panel Discussion – Social Dialogue and Collective Action</b> Discussion on key elements and enabling conditions for effective tripartite dialogue in the coffee sector. <ul style="list-style-type: none"><li>• Panellists: ILO Representatives, Country Delegates from Brazil and Colombia</li></ul>
10:30 – 11:00	<b>Coffee Break</b>
11:00 – 13:00	<b>Prototype Development – Phase 1</b> Country teams define their priority issues and identify potential solutions.
13:00 – 14:00	<b>Lunch Break</b>
14:00 – 16:00	<b>Prototype Development – Phase 2</b> Country teams consolidate their proposals and prepare for peer feedback.

## Wednesday, 5 November – Field Visits

08:30 – 12:30	<b>Field Visit to Coffee Farms and Processing Centres</b> Learning about OSH practices and labour conditions along the coffee supply chain. <ul style="list-style-type: none"><li>• Hosts: Local Producers and cooperatives</li></ul>
14:00 – 15:30	<b>Stakeholder Group Discussions</b> Separate meetings of Government, Employers, and Workers' groups to discuss opportunities for strengthening FPRWs.
15:30 – 16:30	<b>Country Group Discussions</b> Country teams integrate field visit insights into their prototypes.
16:30 – 17:00	<b>Plenary Sharing</b> Brief reporting on adjustments to prototypes.

## Thursday, 6 November – Finalization and Presentation of Prototypes

09:00 – 10:30	<b>Finalization of Prototypes</b> Country teams finalize their workplans, defining objectives, activities, and resources.
10:30 – 13:00	<b>Country Presentations</b> Presentation of workplans, followed by peer and expert feedback. <ul style="list-style-type: none"><li>• Discussants: ILO Technical Specialists, Employers and Workers' Representatives</li></ul>
13:00 – 14:00	<b>Conclusions and Commitments</b> Formalization of country commitments for piloting actions.
14:00	<b>Departure to Belo Horizonte</b> Brief reporting on adjustments to prototypes.

## Friday, 7 November – SIC Conference and Closing

09:30 – 11:00	<b>Participation in SIC Conference</b> Engagement with thematic sessions and networking opportunities.
11:00 – 12:30	<b>Public Screening and Panel Discussion</b> Screening of <i>From Beans to Brew</i> followed by a panel with ILO, Vision Zero Fund and Nossa Voz participants.

## ANNEX 2: Participants' list

	Country	Name	Organization	Position
1	Brazil	Alexandre Scarpelli Ferreira	Department of Occupational Safety and Health, Labour Inspection Secretariat	Director
2	Brazil	Fabrício Andrade	National Confederation of Industry (CNI)	Chairperson of the National Coffee Commission
3	Brazil	Tiago Orletti	National Coffee Commission (CNA)	Vice-President
4	Brazil	Dr. Rodrigo Hugueney de Amaral Melo	National Coffee Commission (CNA)	Labour Affairs Coordinator
5	Brazil	Laíssa Pollyana Carmo	National Confederation of Rural Salaried Workers (CONTAR)	Projects Coordinator
6	Colombia	Yomar Andrés Benítez Álvarez	Ministry of Labour	Director of Fundamental Labour Rights
7	Colombia	Ana María Salazar Bernal	National Federation of Coffee Growers of Colombia	Legal Department
8	Colombia	Adela Torres Valoy	National Union of Agro-Industry Workers	Secretary General
9	Ethiopia	Mihert Tesfaye	Ministry of Labour and Skills	Desk Head of Occupational Safety and Health
10	Ethiopia	Shekur Getahun Hussein	Ethiopian Employers' Federations (CEEFF)	President
11	Ethiopia	Gadisa Desalegn	National Federation of Farm, Plantation, Fishery and Agro Industry Trade Unions	Vice-president
12	Peru	Edwin Córdova	Association of Agricultural Producers' Unions	Head of Sustainability
13	Tanzania	Uswege Faston Mwakajwanga	Occupational Safety and Health Authority	Zonal Manager _ Southern Zone
14	Tanzania	Jaffari Ally Omary	Association of Tanzania Employers	Corporate Affairs Executive Officer
15	Tanzania	Frank Chalamila	Trade Union congress of Tanzania	Director of Education and Training
16	Uganda	Ambrose Ssentongo	Ministry of Gender, Labour and Social Development, Department of Occupational Safety and Health	Principal General Safety Inspector



	Country	Name	Organization	Position
17	Uganda	Geoffrey Kabi	Federation of Uganda Employers (FUE)	Regional Coordinator- Eastern Regional Office
18	Uganda	Juliet Kutyabwana	National Union of Cooperative Commercial Agricultural and Allied Workers Union (NUCCAW)	Secretary General
19	Brazil	Mônica Salmito	Brazilian Cooperation Agency (ABC)	Projects Analyst
20		Ana Catalina Ramírez	International Labour Organization (ILO) Occupational Safety and Health and Working Environment Branch (OSHE)	Specialist, Occupational Safety and Health and Working Environment
21		Schneider Guataqui Cervera	ILO CO-Andean Office	OSH National Officer, Vision Zero Fund
22		María Claudia Falcao	ILO CO-Brasilia	Programme Manager, FPRW
23		Glory Blasio Emmanuel	ILO CO-Dar es Salaam	Project Coordinator, Tanzania
24		Benedict Akansiima	ILO CO-Dar es Salaam	National Project Coordinator, CLEAR Supply Chains, Uganda
25		Fernanda Carvalho	ILO CO-Brasilia	Nossa Voz Project Coordinator
26		María Munaretto	ILO	Senior Programme and Operations Officer, Vision Zero Fund
27		Monica Lisa	International Training Centre of the ILO - ITCILO	Senior Programme Officer, Learning Innovation, ITCILO

## Annex 3: Pictures per delegation



### BRAZIL

**Alexandre Scarpelli Ferreira**, Department of Occupational Safety and Health, Labour Inspection Secretariat

**Fabício Andrade**, National Confederation of Industry (CNI)

**Tiago Orletti**, National Coffee Commission (CNA)

**Dr. Rodrigo Hugueney de Amaral Melo**, National Coffee Commission (CNA)

**Laíssa Pollyana Carmo**, National Confederation of Rural Salaried Workers (CONTAR)

**Mônica Salmito** Brazilian Cooperation Agency (ABC)





## COLOMBIA & PERU

**Yomar Andrés Benítez Álvarez**, Ministry of Labour, Colombia

**Ana María Salazar Bernal**, National Federation of Coffee Growers of Colombia

**Adela Torres Valoy** National Union of Agro-Industry Workers, Colombia

**Edwin Córdova**, Association of Agricultural Producers' Unions, Peru

**Ana Catalina Ramírez**, International Labour Organization (ILO) Occupational Safety and Health and Working Environment Branch (OSHE)



## ETHIOPIA

**Mihert Tesfaye** Ministry of Labour and Skills

**Shekur Getahun Hussein** Ethiopian Employers' Federations (CEEf)

**Gadisa Desalegn** National Federation of Farm, Plantation, Fishery and Agro Industry Trade Unions





## TANZANIA

***Uswege Faston Mwakajwanga***, Occupational Safety and Health Authority

***Frank Chalamila***, Trade Union congress of Tanzania

***Glory Blasio Emmanuel***, ILO CO-Dar es Salaam



## UGANDA

**Ambrose Ssentongo**, Ministry of Gender, Labour and Social Development, Department of Occupational Safety and Health

**Geoffrey Kabi**, Federation of Uganda Employers (FUE)

**Juliet Kutyabwana**, National Union of Cooperative Commercial Agricultural and Allied Workers Union (NUCCAW)

**Benedict Akansiima**, ILO CO-Dar es Salaam





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