FLAGSHIP PROGRAMME STRATEGY

SAFETY FOR ALL
Safe and healthy work is a fundamental human right and a foundation of sustainable development. Yet, 2.78 million workers die each year from occupational accidents and work-related diseases and another 374 million suffer from non-fatal occupational accidents and work related diseases. In addition to incalculable human suffering, lost workdays represent almost 4% of the world’s annual GDP.

Safety + Health for All is a flagship programme of the ILO that aims at improving the safety and health of workers worldwide. Contributing to the achievement of the Sustainable Development Goals in reducing the incidence of fatal and non-fatal work-related accidents and diseases, the programme supports governments, employers, workers and other key stakeholders in developing and implementing solutions that work locally, and can be scaled globally, to create exponential improvements wherever they are needed.

Safety + Health for All deploys necessary standards, disseminates actionable information, and implements innovative approaches to change attitudes and behaviours and create lasting, measurable change.
AN URGENT NEED TO ADDRESS A GLOBAL CHALLENGE

2.78 million workers die from work-related injury and diseases per year.

374 million workers suffer from non-fatal work-related injury & illness every year.

Despite a growing consensus that investment in occupational safety and health (OSH) is key to achieving sustainable development, significant challenges remain to effectively improve workers’ safety and health, in particular:

- Insufficient information on constraints and drivers for improved OSH conditions, and inaccurate data on occupational fatalities, injuries, and diseases and their impact on sustainable development;
- Inadequate legislation, regulations and policies on OSH;
- Lack of capacity necessary for prevention, compliance and enforcement related to OSH, notably in small and medium-sized enterprises (SMEs); and
- Insufficient awareness and understanding of occupational hazards and risks and the need for safe and healthy workplaces.

HOW WILL THE PROGRAMME IMPROVE THE SAFETY AND HEALTH OF WORKERS?

In order to address these challenges, the ILO Safety + Health for All flagship implements a comprehensive and strategic approach to improve the safety and health of workers by reducing the incidence of occupational injury, disease, and fatalities. It will seek to reach this overall objective by:

- Building knowledge on OSH issues;
- Creating conducive national frameworks for improved OSH conditions;
- Strengthening national capacities to improve compliance with OSH standards;
- Promoting demand for safe and healthy workplaces.

Safety + Health for All directly supports member states in implementing key ILO Conventions, including the Promotional Framework for Occupational Safety and Health, 2006 (No. 187), the Occupational Safety and Health Convention, 1981 (No. 155), the Occupational Health Services Convention, 1985 (No. 161), the Labour Inspection Convention, 1947 (No. 81) and the Labour Inspection in Agriculture Convention, 1969 (No. 129).

Safety + Health for All is making a significant contribution to the 2030 Agenda with regards to the Sustainable Development Goal on decent work and economic growth (SDG 8). It protects labour rights and promotes safe and secure working environments for all workers, by strengthening the national capacities to achieve reductions in work-related deaths, injuries and disease coupled with actions that create a culture of prevention. Safety + Health for All further contributes to SDGs on good health and well-being (SDG 3) and on responsible consumption and production (SDG 12).
The Flagship strives to build the evidence base upon which effective legislations, policies and interventions are designed, implemented, monitored and evaluated. Better data strengthen OSH management systems at national level and within enterprises and facilitates effective allocation of scarce public resources. Research findings also serve to guide the development of training programmes and other capacity building activities, as well as to design OSH awareness campaigns.

In order to identify and fill knowledge gaps, the Flagship focuses on the following interventions:

- **Estimating the work-related burden of diseases and injuries**, in collaboration with World Health Organization (WHO). The methodology will allow for more accurate estimates of the number of deaths and illnesses due to occupational risk factors and for producing regular estimates from global to national level, by sex and age.

- **Development of interactive, user-friendly learning tools to collect OSH data**, such as the Occupational Safety and Health in Global Value Chains Starterkit. The methodology responds to the need to understand how GVCs operate in their entirety in order to formulate context-appropriate interventions and improve OSH outcomes within and beyond the value chain. The Flagship also developed a methodology to assess Occupational Safety and Health (OSH) deficits and Fundamental Principles and Rights at Work (FPRW) at the workplace, including in the informal economy. This tool is particularly relevant in the context of ongoing discussions regarding the possibility of OSH becoming the next FPRW.

- **Research pieces on key areas of concerns**, to better understand specific OSH challenges. This includes research on why and how global buyers may impact OSH down their value chains through the review sourcing policies of multinational enterprises, identify risk factors for workers in vulnerable conditions such as young workers, women and migrants, and a comprehensive review and documentation of lessons learned and good practices from existing delivery mechanisms to improve OSH in small and medium sized enterprises (SMEs).

The Flagship contributes to strengthening conducive national frameworks through supporting:

- **The establishment and/or strengthening of National OSH Tripartite Advisory Bodies**. The role of these advisory bodies is to address national OSH issues, including issues of law, policy, implementation, and coordinating the actions of OSH-related organizations.

- **The preparation and updating of national profiles**, which summarize the existing OSH situation and the progress made toward achieving a safe and healthy working environment.

- **The development of national OSH policies and programmes**, addressing the respective rights, duties and responsibilities of workers, employers and government. The National OSH Policy expresses the commitment of government to improving OSH. The National OSH Programme provides detail on the specific objectives, means and timing of actions to be taken by the government and social partners to promote workplace prevention.

- **The enactment of effective OSH laws and regulations** in line with international labour standards. OSH legislation should be prevention-centred and composed of key building blocks including OSH related duties and rights of workplace actors, the mandate and responsibilities of competent authorities, arrangements at the workplace for worker participation and collaboration, and adequate sanctions.
A wide variety of organizations makes up the national OSH system in different countries. These organizations either deliver OSH-related services directly to employers and workers and/or provide support for the development of sound OSH prevention practices and culture. Flagship activities build the capacity of these organizations to fulfill their particular functions, and in so doing, strengthen the overall performance of the national OSH system.

While the focus of interventions varies depending on the nature of the project and the type of organization, the Flagship Programme has identified the following areas for emphasis in capacity building activities:

- **Improve national OSH data collection, analysis and reporting systems.** OSH data include cases of accidents, injuries, diseases and fatalities. The Flagship supports relevant organizations to expand the collection of data and improve data collection procedures and methods, to develop and improve OSH and related information systems and coordinate efforts to compile OSH data into comprehensive and consistent databases, to report summary OSH statistics, and conduct more rigorous analyses of OSH, notably at sector level, to inform risk assessments, prevention measures, and enforcement activities.

- **Improve capacity to promote compliance with OSH.** The Flagship seeks to empower labour market institutions—labour inspectorates and others—to contribute to greater compliance with national labour legislation, including OSH through the implementation of Strategic Compliance Intervention Model.

- **Enhance social partners’ capacity to address OSH issues.** The Flagship engages social partners in initiating and sustaining mechanisms to promote continued improvement in national OSH systems. With increased OSH capacities, workers’ and employers’ organizations are able to participate in social dialogue on OSH at national, regional and enterprise levels. They can promote better OSH policies and programs, and greater compliance with OSH in the workplace.

Other interventions include, but are not limited to: support for improved occupational health services; upgrading and disseminating effective approaches to improve OSH in SMEs; scaling up and integrating OSH training in hazardous sectors and mainstreaming OSH into technical education and training and general education.

Readily accessible and understandable information is critical to raising employers’, workers’, and other targeted audiences’ awareness and understanding about OSH hazards and risks in workplaces. Of equal importance is information that empowers them to effectively respond to those hazards and risks. Information must be presented in a way that catches their attention, encourages their engagement, and their sharing of the information with others.

To this end, Safety + Health for All notably aims to:

- **Raise awareness on the importance of OSH related to specific risks/sectors/target groups at national level in target countries.** These campaigns are developed and implemented through a consultative process with relevant stakeholders. In particular, knowledge, attitude and behaviour (KAB) studies are conducted to establish a baseline of knowledge, attitude and practice/behaviour of project stakeholders.

- **Provide targeted audiences with skills and incentives to promote change.** This is done through training for civil society organizations and media professionals to enhance their capacity to report and conduct advocacy on OSH issues, and the training for workers’ and employers’ representatives on presentation and communication/media skills.

- **Produce and disseminate innovative information, education and communication materials.** The flagship develops education and communication materials targeting workers in hazardous sectors and promotes the use of web platforms and cell phone applications to raise awareness.
The Theory of Change (ToC) shows the main causal relations linking together programme activities, outputs, outcomes and the overall goal of the Programme at impact level. It gives clear guidelines for project managers on how to implement global and country activities in order to reach the overall goal of the Programme. At the same time, it serves as a departing point for monitoring and evaluation purposes.
A FOCUS ON THE MOST VULNERABLE WORKERS

Safety + Health for All develops interventions to address OSH issues for categories of workers that face pressing needs, such as:

• Workers in hazardous sectors such as construction and agriculture;
• Workers in small and medium enterprises;
• Workers that are disproportionately vulnerable to injury and disease including informal and migrant workers, female workers, and young workers (ages 15–24).

Construction & Agriculture

The construction and agriculture sectors are some of the world’s largest and most dangerous sectors. At least 60,000 construction workers and 170,000 agricultural workers die each year. Agricultural and construction workers suffer the most from climate change and related heat stress.

Percentage of working hours to be lost due to heat stress in 2030 by occupation:

- 19% Construction
- 21% Agriculture
- 60% Other occupations

Young Workers

Workers between 15 and 24 suffer the highest rate of work-related injuries.

- 40% higher non-fatal injury incidence in the EU than older workers

Migrant Workers

Most migrants are employed in the three “D” jobs (dirty, dangerous and demeaning) in often informal and/or unregulated sectors such as agriculture, construction or domestic work with little respect for labour rights and other protections.

- 164 million people migrated for work from 2013–17

Women Workers are

Women’s jobs are often concentrated in the lowest paid jobs and often working as temporary or seasonal workers. The precarious nature of many women’s work makes them especially vulnerable to sexual harassment and violence.

- 26% less likely to be employed than men

Workers in the Informal Economy

Informal economy workers often work in the most hazardous jobs, conditions and circumstances across all economic sectors including construction and agriculture.

- >60% of the world’s employed population works in the informal economy.

Only 9% of all SMEs and micro-enterprises worldwide operate in the formal economy.

TOWARDS THE ELIMINATION OF WORK-RELATED ACCIDENTS, INJURIES AND DISEASES IN GLOBAL SUPPLY CHAINS: THE VISION ZERO FUND

Part of the Safety + Health For All Flagship Programme, the Vision Zero Fund (VZF) is an initiative of the G7, and has been endorsed by the G20. The ILO administers the Fund and implements its projects. The VZF 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.

To this end, the VZF endorses a model of shared responsibility that consists of four critical components:

1. Facilitating industry-wide, systemic approaches that involve key public and private stakeholders
2. Gaining visibility of the full scope and complexity of OSH challenges in each industry’s entire supply chain
3. Assessing the real costs and commitments required to address the most serious risks and problems
4. Facilitating cooperative approaches based on an equitable sharing or responsibility for action among the key stakeholders

The VZF has been supporting projects to address OSH issues in textile/garment and agriculture (coffee, ginger, and lychee) supply chains benefitting up to 2.5 million workers and plans to expand to other global supply chains as the Fund grows and evolves.

About 60 per cent of global trade today is organized within so-called global supply chains (GSCs). While the contribution of GSCs to global economic growth and job opportunities is evident, their impact on the living and working conditions and the safety and health of workers in developing countries raises important concerns.
Programme operations are managed at country level with careful attention to national context. Project teams, comprising of international and/or national staff, according to the needs, with the assistance of support staff, have the primary responsibility of delivering programme activities. In this context, ILO Country Offices, as appropriate, provide guidance and support to specific country interventions. ILO Decent Work Team specialists across the regions, in particular the Occupational Safety and Health Specialists and Labour Administration/Labour Inspection Specialists provide technical expertise to the programme.

Launched in 2015, the Programme has been active in 15 countries:

- Argentina
- Uruguay
- Ivory Coast
- Ethiopia
- Lao PDR
- Viet Nam
- Indonesia
- Cambodia
- Philippines
- Myanmar
- Madagascar
- Mexico
- Colombia
- Guatemala
- Honduras
- Uruguay
- Argentina
ENSURING PROGRAMME SUSTAINABILITY

Fostering national ownership
The Programme’s components are designed to directly support national efforts on OSH, and hence are aligned with the Governments’ own policy directives.

Strategic planning and design of activities are undertaken jointly through a consultative process with interested parties and partners at country level, which creates a sense of identification and responsibility for the Programme. Wherever possible, linkages will be established at (sub) regional level with relevant institutions and experts in the field of OSH, and thus contributes to the mobilization of stakeholders towards achieving sustainable results in the longer term.

In addition, OSH issues are integrated in other relevant legal frameworks (such as Technical and Vocational Education and Training, social protection, and procurement processes) which will contribute to maintain OSH prevention interventions in the agenda of public institutions.

Building lasting capacities
The capacity of national constituents and partners in target countries to coordinate a comprehensive and systematic approach to improve safety and health of workers is built on evidence, proven approaches and allocation of resources and planning.

The aim is to ensure that capacity strengthening delivered by the Programme results in better protection, enforcement of laws and provision of adequate interventions, leading to effective improvements in safety and health of workers, and more generally, to the development of a culture of prevention.

Making OSH everyone’s concern
The Programme will favour and promote an alliance of key stakeholders as well as the mobilisation of society at large to guarantee that the changes are sustained in the long term and that the Programme outcomes will continue independently of external assistance and support. To this end, the Programme will work with a series of institutions and stakeholders that will be trained on specific issues related to OSH prevention and/or OSH promotion.

Ensuring sustainability of the Flagship is a foundational piece of the Programme interventions. To this end, sustainability plans are systematically developed in the framework of individual projects.

A global management team
Following a decision of the ILO Governing Body in 2015, the Safety + Health for All Flagship is located in the Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH) Branch of the ILO. The LABADMIN/ OSH Branch manages the overall programme, which benefits from technical support and expertise from Branch specialists funded through ILO Regular Budget.

Specifically, the Programme and Operations Coordination supports the development of new function initiatives; coordinates interventions among centralized and decentralized projects implemented within the framework of the flagship programme, including the Vision Zero Fund; maintains relations with donors and forges new partnerships; fosters knowledge development and sharing; and oversees monitoring and evaluation.

In addition, both the Occupational Safety and Health and Labour Administration and Labour Inspection Teams provide technical guidance and expertise on specific interventions in their respective areas of competence, ensuring consistency with relevant international labour standards.

A tripartite governance structure
A global tripartite advisory committee provides recommendations to the programme management team on the overall flagship programme effort, specifically with regard to its strategic directions, strategic partnerships and key developments in OSH. This committee, chaired by the director of the Governance and Tripartism Department where the LABADMIN/ OSH Branch is seated, meets annually. It is composed of representatives from employers’ and workers’ organizations, partner governments where the Flagship is being implemented, and development/funding partners.

At the country-level, projects are strategically guided by national tripartite advisory committees. These committees advise on, participate in and foster the continuous improvement of the programme/ projects. They also provide a platform for sharing knowledge, exploring linkages and assist with resolving issues and risks.

A dedicated steering committee for the Vision Zero Fund
The VZF provides funding opportunities to projects that aim at improving OSH conditions in GSCs. Resulting from a G7 initiative, the VZF has its own Steering Committee. It approves the VZF work plans and reports (including progress reports and budgets), considers and approves proposals from the VZF Secretariat for new projects (including country and sector selection), and oversees the implementation of the VZF strategy in GSCs. The VZF Steering Committee, chaired by the Chief of the LABADMIN/ OSH Branch, meets twice a year. It comprises of donors, government members of potential recipient countries serving on the ILO Governing Body and the Director of the ILO’s Governance and Tripartism Department.

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Safety + Health for All is a priority for the ILO, which uses its technical expertise and its own regular resources to fund the Flagship. Because they are not earmarked, regular resources allow Safety and Health for All to respond quickly to emerging challenges and invest in innovative solutions to tackle occupational safety and health issues.

The Programme’s revenue also depends on extra-budgetary contributions that support specific projects and initiatives. Safety + Health for All has built strategic partnerships since 2016 with both the public and private sectors – along with civil society and development organizations, and other United Nations agencies. The results achieved by Safety and Health for All reflect the diversity and strength of these alliances, as well as a continuing effort to maximize resources through efficient and effective operations worldwide.

The ILO wishes to acknowledge contributions received to implement the Safety + Health for All Flagship Programme from public and private partners – the European Union, France, Germany, Japan, Korea, Norway, Sweden, United Kingdom, United States as well as the Walt Disney Company and Siemens.
To learn more about how we can build a culture of worker safety and health, together, visit us at www.ilo.org/safety-health-for-all

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