



Independent Clustered Evaluation of Vision Zero Fund projects in the global coffee supply chain

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Independent Clustered Evaluation of Vision Zero Fund projects in the global coffee supply chain

- **Project "Improving occupational safety and health in the coffee supply chain in Latin America" (RLA/18/08/EUR)**
- **Project "Improving safety and health in cooperation with the private and public sector in the coffee supply chain in Vietnam" (VNM/20/01/DEU)**

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Acronyms and abbreviations

AMECAFE. Mexican Association of the Coffee Production Chain (Mexico)

ANICAFE. National Association of the Coffee Industry (Mexico)

ANDI. National Association of Colombian Businessmen (Colombia)

EC. European Commission

CENACAFE. Centro Nacional de Investigación y Desarrollo Tecnológico del Café. (National Centre for Coffee Research, Innovation and Technological Development) (Mexico).

CENICAFE. National Coffee Research Centre (Colombia).

CGT. Confederación General del Trabajo (Colombia)

CGT. Central General de Trabajadores (Honduras)

ILC. International Labour Conference

CNC. National Peasant Confederation (Mexico)

COCONASST. Comisión Consultiva Nacional de Seguridad y Salud en el Trabajo (Mexico).

COHEP. Consejo Hondureño de la Empresa Privada (Honduras)

CONACAFE. National Coffee Council of Honduras. (Honduras)

CONCAMIN. Confederation of Industrial Chambers (Mexico)

COPARMEX. Confederación Patronal de la Republica Mexicana (Mexico)

CPO. Country Program Outcomes

CRECE. Centro de Estudios Regionales Cafeteros y Empresariales (Colombia)

CROC. Confederación Revolucionaria de Obreros y Campesinos (Mexico)

CROM. Regional Confederation of Workers of Mexico (Mexico)

CSS. South-South Cooperation

CTC. Confederation of Colombian Workers (Colombia)

CTM. Confederación Mexicana de Trabajadores (Mexico)

CUT. Central Unitaria de Trabajadores de Colombia (Colombia)

CTH. Confederation of Honduran Workers (Honduras)

CUTH. Confederación Unitaria de Trabajadores de Honduras (Honduras)

DARD. Department of Agriculture and Rural Development (Vietnam)

DG EMPL. Directorate-General for Employment, Social Affairs & Inclusion.

DG INTPA. Directorate General for International Partnerships

DOLISA. Department of Labour, Invalids and Social Affairs (Vietnam)

DWCP Decent Work Country Programme

MNES. Multinational Enterprises

PPE. Personal Protective Equipment

ESCAFE. Escuela Superior del Café

FAO. Food and Agriculture Organization of the United Nations.

FNC. National Federation of Coffee Growers (Colombia)

G7. Group of Seven Countries

G20 Group of Twenty Countries

GCP. Global Coffee Platform

GSC. Global supply chains

GTAC-OSH Global Tripartite Advisory Committee for the Flagship Programme
Safety + Health for All

ICO - International Coffee Organisation

IHCAFE. Honduran Coffee Institute (Honduras)

IMSS. Mexican Social Security Institute (Mexico)

IWCA. International Women's Coffee Alliance

LABADMIN / OSH. Labour Administration, Labour Inspection and Occupational
Safety and Health Branch

MARD. Ministry of Agriculture and Rural Development (Vietnam)

MOH. Ministry of Health (Vietnam)

MOLISA. Ministry of Labour, Invalids and Social Affairs (Vietnam)

ILS. International Labour Standards

NSC. National Sustainability Curriculum

SDG. Sustainable Development Goal

ILO. International Labour Organisation

PAC. Tripartite Project Advisory Committee

PRODOC. Project design document.

DWCP. Decent Work Country Programme

SADER. Ministry of Agriculture (Mexico)

SISBEN. System for the Identification of Potential Beneficiaries of Social Programmes.

UNS. United Nations System

OSH. Occupational Safety and Health

STPS. Secretariat of Labour and Social Security of Mexico (Mexico).
STSS. Secretariat of Labour and Social Security of Honduras (Honduras)
FTA. Free Trade Agreement
T-MEC. Treaty between Mexico, the United States and Canada
ToC. Theory of Change
TPR. Technical Progress Report
EU. European Union
UNSDCF. United Nations Sustainable Development Cooperation Framework.
UNT. Unión Nacional de Trabajadores (Mexico)
USAID. United States Agency for International Development
USDA. United States Department of Agriculture
USDOL. United States Department of Labour
USMCA. Labour Council of the United States-Mexico-Canada Agreement.
VCA. Vietnam Cooperative Alliance (Vietnam)
VCCB. Vietnam Coffee Co-ordinating Board (Vietnam)
VCCI - HCM. Vietnam Chamber of Commerce and Industry, Ho Chi Minh City Branch (Vietnam)
VFU. Vietnam Farmers' Union (Vietnam)
VGCL. Vietnam General Confederation of Labour (Vietnam)
VICOFA. Vietnam Coffee and Cocoa Association (Vietnam)
HIVEMA. Vietnam Environmental Health Management Agency (Vietnam)
VINCAFE. Vietnam Coffee Corporation (Vietnam)
VZF. Vision Zero Fund
WIND. Work Improvements in Neighbourhood Development
WISE. Work Improvements in Small Enterprises

Executive Summary

The evaluation aimed to review and assess the progress and achievements of the Projects "Improving occupational safety and health in the coffee supply chain in Latin America" (RLA/18/08/EUR) and "Improving safety and health in cooperation with the public and private sector in the coffee supply chain in Vietnam" (VNM/20/01/DEU) against planned outputs and outcomes.

The evaluation is clustered because both Projects are part of the same programme (VZF, (VZF, which in turn is part of the ILO's Flagship Programme Safety + Health for All), share the same objectives and similar strategies, follow the same results framework, and contribute to the achievement of the same VZF goals; and mainly both Projects work in the same sub-sector / GSC (coffee). Being a clustered evaluation, the evaluation questions are basically the same for both projects, as well as the type of primary and secondary sources used, tools and data collection techniques.

The project in Latin America ("Improving occupational safety and health in the coffee supply chain in Latin America" (RLA/18/08/EUR) has the overall objective of reduce the exposure of female and male workers in the coffee supply chain to OSH risks in the workplace in Colombia, Mexico and Honduras through three specific objectives: SO1) Sustainable, safe and healthy working practices and conditions are developed and/or strengthened at industry and company level in the coffee value chains in the target countries; SO2) More workers have access to better prevention, protection and compensation of OSH hazards and risks through adequate institutional support in coffee value chains in target countries and SO3) National, regional and global public and private initiatives, certifications and platforms addressing coffee value chains have improved knowledge and tools to prevent and reduce workplace-related deaths, injuries and diseases. The project budget rises to 1,955,412 euros.

The Vietnam project "Improving safety and health in cooperation with the public and private sector in the coffee supply chain in Vietnam" (VNM/20/01/DEU) has the overall objective of reduce workers' exposure to OSH risks in the coffee supply chain through three outcomes: SO1) Strengthening regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain; SO2) Improved legal and policy frameworks to promote and enforce OSH protection, prevention and compensation in Vietnam's coffee supply chain and SO3) Increased implementation of effective OSH prevention, protection and compensation mechanisms for women and men working in the coffee supply chain. The budget project rises to USD 1,162,058 dollars.

The evaluation has been carried out in accordance with ILO standard policies and procedures and complies with UNEG norms and OECD/DAC quality standards for evaluation criteria. As such, the evaluation was based on the following evaluation criteria: (a) relevance, (b) validity of design, (c) effectiveness, (d) efficiency, (e) impact and sustainability.

The collection of information from secondary sources was done through documentary review. The collection of information from primary sources was carried out through semi-structured interviews. All interviews were conducted remotely, under the Zoom, Meet or Teams modality. A total of 76 people were interviewed, including members of the project teams (5); representatives of partner institutions, beneficiaries and/or stakeholders in Mexico (18), Colombia (13), Honduras (11) and Vietnam (14); and representatives of the ILO, the VZF or donors (15). Other primary sources from which information was collected were coffee farms in Mexico, Colombia and Honduras: the method of information collection was interviews and, as they were conducted in person, a tour of each farm was also conducted, in all cases guided by the owner/manager of the farm and/or the

person being interviewed. A total of 9 farms were visited: 2 in Mexico, 3 in Colombia and 4 in Vietnam.

Relevance

The evaluation considers that both Projects are very relevant and pertinent, both to the needs of public and private actors linked to the coffee supply chain in Mexico, Colombia, Honduras and Vietnam for the adoption of safe and healthy practices, and to the coffee farmers, as most of them are in the informal sector and have less access to OSH information and training services.

The evaluation finds that there is a high linkage of the Projects with national OSH regulatory frameworks, mainly in Colombia, Mexico and Vietnam, and to a lesser extent in Honduras; and a high alignment with government priorities, especially in Colombia and Vietnam, and to a lesser extent in Mexico and Honduras. In addition, the evaluation positively assesses the fact that the projects have been supported by the institutions in charge of the steering role of the coffee chain in the countries.

Both Projects are also aligned with ILO OSH principles and standards, with the Strategic Policy Framework and the Programme and Budget, and, in the case of Vietnam, with the ILO DWCPs. In addition, overall strategic alignment to the UNSCDF is high, especially in Mexico and Honduras and to a lesser extent in Colombia, as is Vietnam's alignment with the UN One Strategic Plan 2017-2021.

Validity of design

The evaluation considers that the design of both projects is appropriate because: (i) the specific objectives complement each other and their achievement contributes to the overall objective; (ii) there is coherence between objectives, outputs and outcomes; (iii) they adequately combine strategic activities at the national level with policies and implementation at the local level; and (iv) the objectives, intervention models and strategies are in line with the VZF model.

The indicators of both projects adequately reflect what is to be achieved, correspond to the VZF indicators, and, in the case of the Latin America project, the proposed goals are reasonable and feasible to achieve during the implementation period. However, there are weaknesses in the design of the Latin America Project, which does not identify the risks it could face during its implementation; the spaces for interaction with similar projects of the ILO, of other institutions of the UNS or of international cooperation; and the sustainability strategy.

Both projects have incorporated, in their design, the needs and particularities of the territories in the activities developed, as well as the participation of actors of the coffee chain located in the main producing areas/regions of each country. The evaluation values this approach to territorial heterogeneity, as the characteristics and dynamics of the territories are factors that explain the agricultural productive performance and the behaviour of the labour market.

Effectiveness

The evaluation positively assesses the different achievements in the implementation of both Projects, which can be grouped into the following categories, which respond to the products and strategies foreseen in their designs: (i) generation of information and knowledge; (ii) capacity building of institutions; (iii) sensitisation and awareness creation among coffee farmers on the importance of OSH; (iv) promotion of social dialogue; (v)

positioning of the OSH issue in the coffee chain at global and regional level; and (vi) training and assistance to the final beneficiary population of the Projects.

The evaluation considers that both projects are gender-sensitive and seek to ensure that gender is mainstreamed in all their activities, although they are not solely gender-focused and do not claim to be gender-transformative. The evaluation positively assesses that the incorporation of the gender approach in the Projects has taken place mainly in three ways: in the studies carried out, in the training activities, and in the alliances with representative women's organisations. Regarding the first, studies have been carried out on the profile of women coffee producers in Mexico and Colombia and on the OSH challenges faced by women in the coffee chain in Vietnam, which have made women's participation in the chain more visible. Regarding the second, the percentage of women participants who received training is 58% in the Latin American project and 30% in the Vietnam project; in addition, there were trainings, events, meetings for the exchange of good practices and experiences exclusively aimed at women or women's cooperatives. Regarding the third aspect, the main partner institution for the incorporation of the gender approach in the projects has been the IWCA, which has supported the dissemination, convening and registration of participants for training, seminars and forums. However, the evaluation considers that the projects lacked a greater focus on the gender perspective in the different stages of the coffee value chain and the strengthening of gender indicators in the chain in order to have more comprehensive interventions.

For the evaluation, one of the most noteworthy aspects of the projects has been the implementation of the collective action approach of the VZF, which is manifested in the active participation of various institutions during its implementation, both from the State as well as organisations of producers and the coffee chain, employers' organisations and academia. In Colombia, the participation of the Ministry of Labour, the FNC, ANDI, the Colombian Security Council, CRECE, and universities stands out; in Mexico, the STPS, SADER, IMSS, AMECAFE, ANICAFE, CONCAMIN; in Honduras, IHCAHE and COHEP; and in Vietnam VCCI, MARD, MOLISA, VCA, GCP. This participation has been mainly in the elaboration of studies and in the training of farms through demonstration pilots.

However, in the Latin America project, the evaluation found that there was a lack of greater participation of coffee trade unions, especially in Mexico, because they are few and/or not very organised, as well as of MNEs, due to the fact that the ILO is not used to working with this type of organisations and/or that there was a lack of time, resources and other strategies to approach MNEs. Meanwhile, in the Vietnam project, no work has yet been done to strengthen the Department of Labour Safety in labour inspection, nor have trade unions been involved, because the project focuses more on the informal sector, where they are almost non-existent. In contrast, and unlike the project in Latin America, the MNEs have played an important role as partners and beneficiaries of the project.

The response of both projects to COVID-19 has been timely, flexible and relevant to the needs of national constituents. Studies on COVID-19 and OSH in the coffee chain (in Colombia) and prevention and mitigation guides and protocols aimed at different links in the coffee chain were developed; these tools were incorporated into their training processes and training courses; and audio-visual material was produced and public awareness campaigns were carried out on how to mitigate COVID-19 risks and on the importance of prevention. On the other hand, although the pandemic has caused delays in the implementation of the Project in Latin America, it also helped the Project to position OSH in the national agendas and contributed to give more importance to different elements linked to OSH management, such as occupational health surveillance and diseases related to psycho-social risk factors such as confinement.

Efficiency

For the evaluation, the small number of people in the technical team of the project in Latin America does not correspond to the large number of strategies and products contemplated and the number of actors, partners and stakeholders involved in their implementation; on the other hand, in the Vietnam project, the number of staff to implement and monitor the project is adequate. It is positive that, in both projects, the technical teams have actively participated in the coordination mechanisms between partners, which has been useful to create synergies between the different actors in the supply chain and to reach more workers in the coffee sector. On the other hand, a weakness is that the projects in Latin America and Vietnam did not have defined spaces for interaction and communications and coordination between the two were sporadic.

The technical team of the Project in Latin America appreciates the support received from the VZF Secretariat at Headquarters, especially at the programmatic level, providing guidelines on the intervention framework and indicators of the Project and ensuring its alignment with the ILO's Flagship Programme Safety + Health for All. It also values the technical support received from the specialists of the ILO LABADMIN/OSH Branch, reviewing the studies developed by the Project, providing strategies and tools to improve the effectiveness of the intervention, and sharing experiences from other countries. Meanwhile, in the Vietnam Project, the technical team mainly values the PAC as a mechanism to foster multi-stakeholder dialogue on OSH in the coffee sub-sector and to discuss the Project's implementation strategies; pending its use as a space for dialogue on policies, regulations or to promote an OSH enabling environment.

Orientation towards impact and sustainability

Through studies, training and awareness raising actions, the Projects have contributed to: (i) increase stakeholders' knowledge on economic, social and environmental standards, management and OSH practices for the agricultural sector and the coffee chain ; (ii) foster an OSH culture in the coffee chain, generate greater awareness on prevention and protection of occupational accidents and diseases ; and (iii) strengthen the institutionalism of the actors, in terms of discourse on OSH but above all in the establishment of alliances and commitments with other institutions linked to the coffee sector, and in the consolidation of a stronger presence in the discussion on strategic issues of the coffee chain.

The Project in Latin America has favoured the sustainability of the intervention, bringing together public and private institutions related to the chain to work towards a common goal, but mainly achieving that institutions that had an active participation in the training offer, adopt the OSH theme in their training programs; on this last point, the replication of the virtual platforms and training programmes will depend on the operational and financial capacity of the institutions to continue the activities developed

For the Vietnam Project, the evaluation considers very positive the inclusion of OSH chapters in the NSC for Robusta coffee cultivation, which is institutionalised in the national agricultural extension system; that agricultural extension technicians will assume the role of promoting OSH in the coffee sector and that they have their own human and financial resources for this; and that OSH is integrated in the programmes of coffee sustainability initiatives (such as the GCP) and also in the OSH training material of the MARD and of private companies in their supply chains.

The Projects have had some impact (or are likely to have some impact) on the improvement of national legal and regulatory frameworks, on the enforcement of regulations and/or on the design and/or implementation of national public policies/programmes/strategies to promote OSH in the supply chains of coffee workers, mainly in Colombia.

In the Latin America Project, as recorded in the farms visited during the evaluation, the main effects of the intervention in terms of reducing exposure to OSH risks in the workplace are: (i) workers are more aware of the importance of teamwork; (ii) the farms have implemented ergonomic measures for workers' heavy loads; (iii) workers are using PPE as it should be and although they have basic equipment, this is being adjusted according to the type of activity the worker performs and the direction in which they are most exposed ; (iv) regular preventive maintenance is carried out on machinery and tools; and (v) the farms have developed protocols for incidents.

In the Vietnam Project, according to the visits made to the farms as part of the assessment, new OSH practices and improved working conditions in the supply chain are also observed as a result of the training received: (i) farmers have PPE to protect themselves; (ii) farmers take breaks and drink water to avoid exhaustion and dehydration; (iii) farmers apply sliding motion to move agricultural products while working on a slope; (iv) working height has been adjusted to elbow level; and (v) loads have been divided into smaller units.

A determining factor for the sustainability of the projects is that the actors involved continue with social dialogue and collaborative work, which in turn depends, to a large extent, on the development of the institutional framework of the coffee sector. In this regard, the evaluation considers that Colombia, Vietnam and, to a lesser extent, Honduras have an advantage over Mexico.

In Latin America, it has contributed to the development of new projects, which are based on the results of the Coffee Project and the tools and methodologies developed: (i) in 2021 the VZF initiated a project in Mexico in the chilli and tomato chains, funded by USDOL ; (ii) in October 2022 a project on OSH in coffee, "Improving safety and health in the global coffee supply chain", funded by the EC, was initiated, through which VZF seeks to consolidate learnings from country projects and scale lessons globally; and (iii) in Colombia, a Ministry of Labour project was initiated targeting the coffee sector and others in the agricultural sector such as fisheries, bananas and palm. Other sectors where interventions similar to those of the Latin America and Vietnam projects could be implemented include floriculture, sugar cane and fruits in Colombia, as well as tea in Vietnam.

Lessons learnt

(1) Virtual training and communication have made it easier to establish contact with new individual and/or institutional actors because it is quicker and easier; it is a form of communication that came almost forced by the circumstances of the pandemic and is apparently here to stay for a long time. However, it must be considered that connectivity is not the same in all places, which can make virtual communication difficult.

(2) The institutionalisation of some achievements of the Projects, such as the improvement of national legal and regulatory frameworks, in the enforcement of regulations and/or in the design and/or implementation of national public policies/programmes/strategies to promote OSH in the supply chains of workers in the coffee sector, implied not only having generated links with formal bodies (Commissions,

Committees) but mainly advocacy and follow-up actions to ensure that the reports/studies prepared and presented in these bodies are used as inputs for the discussion of public policies and the design of programmes/projects.

(3) Implementing the collective action approach in agriculture requires developing effective strategies to gather the voices of the different actors in the chain. This is a particularly sensitive issue in agriculture in developing countries, where small farmers and agricultural workers do not have mechanisms for their demands to be considered in public policies.

(4) Factors beyond the scope of project interventions that may limit their ability to achieve their objectives include: structural barriers to rural and agricultural development; underdeveloped rural labour markets; insufficient youth labour force; reduced organisational capacity and agency of rural workers; and structural limitations for coffee farm workers to access social protection.

(5) It has been difficult to translate MNE collaboration opportunities into concrete plans, due to different institutional configurations and decision-making structures. This applies mainly to the project in Latin America, as Nestlé has been involved in Vietnam to improve OSH and social protection for coffee farmers.

Good practices

(1) In Latin America, VZF's intervention in coffee GSCs sought to build on what had been achieved in the framework of a previous project carried out in Colombia on expanding the knowledge base on safety and health in GSCs, including coffee. In addition, the projects in Latin America and Vietnam were based on a participatory diagnosis among the different actors in the chain where the OSH vulnerability profiles of workers were identified and the institutional framework linked to the chain and OSH was analysed.

(2) The projects in Latin America and Vietnam were successful in identifying and convening a range of public and private actors from government, employers' and workers' organisations, academia, women's organisations and other international organisations in the different activities developed. This has been valued by stakeholders as an effective mechanism for identifying and defining objectives and activities to be prioritised.

(3) The capacity of the Latin America and Vietnam Projects to respond quickly and in a timely manner to the demands of national constituents during the pandemic. The Latin America Project developed a set of tools that explain, in a clear and simple way, what COVID-19 is and strategies to mitigate its impact. These tools were not only highly appreciated by national constituents, but also became a reference point for the response to COVID-19 in the agricultural sector and in the coffee sub-sector. In addition, the project shared these tools with other agricultural value chains and countries in the region.

(4) The Latin America Project was the first of the VZF projects to conduct a study on women's OSH conditions in agriculture. The "Profile of women coffee producers" studies in both Mexico and Colombia provided information on the conditions and needs experienced by women coffee workers in different links and highlighted the importance of developing gender-sensitive interventions to address these specific conditions. These studies have helped to make women's participation in the coffee chain more visible.

(5) To position the issue and generate knowledge globally, the Project in Latin America compiled all the guidelines, protocols, case studies and methodologies validated in various interventions in Mexico, Colombia and Honduras, and designed and published the first OSH toolkit for the global coffee chain. Almost 60% of the knowledge products developed by the Project were translated into English; and around 95% of the knowledge products included in the toolkit developed by the VZF Secretariat for coffee have been produced by the Project. This toolkit was sent to all Project partners in the three countries and regional and global organisations, constituting more than 500 actors in the global coffee chain. Notably, the ILO Regional Office for Latin America recognised the toolkit as the best innovative intervention of the 2020-2021 biennium.

(6) In the Vietnam Project, the WIND methodology has been widely shared among social partners, including agricultural extension technicians, industries, MNEs, who provided farmers with a replication of the OSH sessions, and a network of trainers has been established to implement OSH knowledge and adoption, including small groups of WIND farmer volunteers.

(7) In the Latin America Project, the alliance between the ILO and some universities in Colombia to incorporate part of the content of ILO courses and tools in their curricula at undergraduate, specialization and master's level (on OSH hazards, OSH management and quality and integrated management) generated benefits for both parties, as it allows the ILO to reach more people with training activities, while the universities gain in positioning and credibility with their students by having a partner of the magnitude of the ILO. Another experience of joint work that benefited both parties was the project "Addressing child labour in the coffee supply chain" in Honduras.

Recommendations

For improving design of new projects

R1. Explicitly incorporate the following elements: risk factors; mechanisms for the implementation of the collective action approach; spaces for interaction with similar projects of the ILO, other UN system institutions or international cooperation; sustainability strategy. Likewise, the participation of the constituents in the design process should be evidenced; the relationship between project objectives, outcomes and activities should be adequately dimensioned in relation to the number of project team members; the gender perspective should be more focused on the different links in the coffee value chain and gender indicators in the chain should be strengthened in order to have more comprehensive interventions; indicators should be proposed to measure the effectiveness of the mechanisms planned to raise awareness of the importance of or to position the OSH issue in the GSCs;

R2. Consider intersectional and complementary approaches to address more comprehensively the structural deficits and barriers faced by agricultural workers and producers in adopting safe and healthy workplace practices and put forward value propositions for all actors in the supply chain, including MNEs, workers' organisations and labour inspection or occupational risk prevention directorates, who have had little involvement in the projects evaluated; attract new partners from the private sector and civil society to provide financial and political support.

To strength sustainability of results

R3. In terms of capacity building through training courses or workshops: to achieve greater coverage, in addition to maintaining the strategy of training trainers add other strategies such as dissemination in schools to raise awareness among students about the importance of safety and protection of workers, as well as the establishment of partnerships with more universities to incorporate OSH in their curricula.

R4. For interventions with farm owners, managers and/or workers: in the content of the training courses or workshops, incorporate more real examples of farms in the country, show good practices from farms in other countries and how to apply them on their own farms, and include audiovisual material in awareness-raising and sensitisation kits delivered to the farms about what can happen on their farms if they do not give due importance to safe, healthy and sustainable working conditions. Likewise, identify and establish alliances with school-farms, so that they in turn can train other farms; complement the training with personalised assistance and accompaniment in situ on the farms themselves; and massify on the ground, also taking into account the heterogeneity of farms.

To enhance knowledge management and learning

R5. Regarding generation of information and knowledge through studies/research/publications: carry out more quantitative studies, with probabilistic samples of the population; carry out studies on topics that have not yet been worked on, such as the characterisation of the migrant population working in coffee harvesting or the impact of climate change on OSH; complement the application of quantitative research techniques with qualitative techniques, which allow characterising the problems faced by women in terms of OSH; improve the dissemination strategy of the studies, identifying target audiences, type of format and content to be disseminated for each type of audience; and carry out advocacy actions to ensure that the reports/studies produced and presented to formal bodies (Commissions Committees) are used as inputs for the discussion of public policies and the design of programmes/projects.

R6. Collect and systematise information and evidence on good practices on plantations and farms as a result of their participation in the Projects, and disseminate it to employers and workers, to serve as a basis for evidence-based policy-making.

Specific recommendations to country offices

R7. In Mexico and Colombia, in terms of social protection for coffee farm workers, given that there is no specific health and accident insurance for farm workers, develop alternatives to promote the affiliation of these workers to social security and protection systems.

R8. Specific recommendations for Vietnam for the remaining 6 months of the project are: develop an exit strategy or sustainability plan for the Project; strengthen agricultural extension workers to provide OSH training by adopting the WIND methodology; use the PAC as a space for dialogue on policies, regulations or to promote an enabling environment for OSH; discuss with MOLISA and the Labour Inspectorate the feasibility of institutionalising the tool "Reporting, Recording and Notification of Occupational Accidents and diseases"; review the current OSH Law, identify what specific needs of the coffee chain are reflected in the Law and whether the provisions of the occupational accidents and diseases insurance scheme could be extended to informal agricultural workers; and disseminate the findings of the study "Coffee farmers' access to social protection and occupational health services" and its recommendations on how to extend

social protection to informal workers in the sub-sector to the institutions responsible for policy formulation and/or legislation in the country.

1. Background, context and brief description of the Vision Zero Fund and projects in Latin America and Vietnam

1.1 The VZF

1. The VZF is an initiative of the Group of Seven (G7) and supported by the Group of Twenty (G20) countries, which aims to prevent work-related deaths, injuries and diseases in sectors operating in or aspiring to join the global supply chains (GSC). The framework within which the VZF operates is embedded in International Labour Standards (ILS), in particular the conventions and recommendations related to Occupational Safety and Health (OSH).
2. In 2015 the G7 supported the establishment of VZF, recognising the need for a multi-stakeholder approach and collective action to address OSH in GSCs. In 2016, the VZF Steering Committee adopted the strategy "Vision Zero: Achieving a world without fatal and serious occupational accidents and diseases (2016-2021)" and since then VZF developed a portfolio of country projects, engaging multinational companies (MNCs) leading major GSCs. In the same year, the VZF Secretariat was established and the governance structure of the VZF was formalised.
3. In 2017, the VZF was also endorsed by the G20. In the same year, the VZF monitoring, and evaluation framework was established and the first country projects were launched (Myanmar, Madagascar, Laos), and the unique tool to assess drivers and constraints for OSH improvement was developed and tested in Myanmar and Madagascar. The year 2019 sees the adoption of the VZF strategy "Collective action for Safe and Healthy supply chains (2019 - 2023)", which adopts the collective action approach, includes new monitoring and evaluation frameworks, and establishes a new governance structure involving social partners at global level.
4. The VZF and other projects and initiatives are implemented under the strategic framework of the Flagship Programme Safety + Health for All of the International Labour Organization (ILO). This Programme aims to improve the health and safety of workers by reducing the incidence of work-related deaths, injuries and diseases worldwide. The Programme started in 2016 and targets mainly small and medium-sized enterprises and workers in global supply chains.
5. The VZF considers three broad outcomes and a number of outputs associated with each outcome. The establishment of these outcomes and outputs was done through a process of improving and updating the Theory of Change (ToC) to ensure better alignment with the ILO's Flagship Programme Safety + Health for All framework and to take into account the impact of the pandemic on the work of the VZF. In addition, this updated ToC seeks to better reflect gender considerations and the importance of the private sector.

Table 1. VZF Current outcomes and outputs.

Outcomes	Outputs
Outcome 1. Global and national stakeholders confirm their commitment to OSH by taking action to improve OSH in global supply chains.	Output 1.1 Improved knowledge and information on OSH and GSC at global, regional and/or national level.
	Output 1.2 Increased industry and/or global, regional and/or national commitment to improve compliance with OSH standards in selected GSCs.
Outcome 2. Strengthened system of OSH services, legislation, policy, data availability and compliance in target countries.	Output 2.1: Improved capacity of practitioners and/or policy makers to collect and analyse OSH data.
	Output 2.2 Enhanced capacity of professionals and/or policy makers to promote and enforce OSH.
	Output 2.3 Enhanced capacity of policy makers and/or practitioners to improve workers' access to compensation mechanisms.
Outcome 3. Workers in global supply chains and selected countries benefit from reduced exposure to OSH risks and improved access to occupational accident insurance.	Output 3.1 Improved capacity of employers, workers and service providers to promote OSH in the workplace.
	Output 3.2 Improved mechanisms to promote OSH in the workplace.
	Output 3.3 Workers, women and men, are more empowered to participate in promoting OSH.

Source: VZF's current Theory of Change (revised September 2021).

Geographical and sectoral scope of intervention of VZF

6. The VZF operates in seven countries (Colombia, Ethiopia, Honduras, Madagascar, Mexico, Myanmar and Vietnam)¹ and in three supply chains (garments/textiles, agriculture and construction) through projects². In agriculture, the Fund's work covers five sub-sectors (chilli peppers, coffee, ginger, lychees and tomatoes). Specifically, in the coffee sub-sector, the Fund has two projects: one covering the countries of Colombia, Honduras and Mexico; and another in Vietnam³. Both projects are the subject of this evaluation.

Table 2. VZF countries and sectors of work.

Country	Sectors / sub-sectors		
	Garments / textiles	Agriculture/subsector	Construction
Myanmar	X	X (ginger)	X
Vietnam		X (coffee)	
Ethiopia	X		
Madagascar	X	X (lychee)	X
Colombia		X (coffee)	
Mexico		X (coffee, tomato, peppers)	
Honduras		X (coffee)	

VZF governance structure

7. The VZF is located within the ILO's Labour Administration, Labour Inspection and

¹ It also operated in Laos, but the project in Laos was closed in September 2021.

² In addition to these country projects, the Fund has also implemented global projects such as "Protecting workers in the garment sector: occupational safety and health and income support in response to the COVID-19 pandemic", funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and "Filling data and knowledge gaps on occupational safety and health in global supply chains", funded by the European Commission (EC). Both have been completed.

³ The Laos project also worked in the coffee sub-sector.

Occupational Safety and Health Branch (LABADMIN/OSH), as part of the ILO's Flagship Programme Safety + Health for All. VZF accepts contributions from governments of sovereign states, intergovernmental or non-governmental organisations and from private sources including companies, foundations and individuals. Current and past donors include the European Commission (EC), Germany, France, Sweden, Norway, the United Kingdom, the United States, Plus Nestlé, Siemens and Nike.

8. The VZF global governance structure consists of a Secretariat, based in Geneva; a VZF Steering Committee; an Advisory Committee; and a Global Tripartite Advisory Committee as part of the Flagship Programme on Safety + Health for All (GTAC-OSH).
 - The VZF Secretariat was established in June 2016 to act as the focal point for technical, operational, financial and reporting matters related to the VZF. It leads the design and approval of all country projects.
 - The Steering Committee has also been active since 2016 and is the sole decision-making body of the Fund. It provides strategic oversight and direction to the VZF Secretariat, approves work plans and reports, considers and approves proposals from the VZF Secretariat for new projects, and oversees the implementation of the Fund's strategy.
 - The Advisory Committee was formed in 2020 and consists of members of the Steering Committee plus the social partners (employers and workers) at global level. The Advisory Committee provides strategic advice to the VZF Secretariat and the VZF Steering Committee on the implementation of VZF projects.
 - As part of the ILO's Flagship Programme Safety + Health for All, the Fund also participates in the GTAC-OSH. It provides guidance to the management team of this Flagship Programme.
9. At the country level, to ensure the participation and ownership of national stakeholders, Tripartite Project Advisory Committees (PACs) are established, whose main functions are to promote the adoption of the Fund's goals by national policy makers and business leaders and provide them with guidance; and to report to the Fund's Steering Committee on progress, achievements, challenges and lessons learned from interventions in the country.

1.2. The Project "Improving occupational safety and health in the coffee supply chain in Latin America" (RLA/18/08/EUR)

10. The overall objective of the project is to reduce the exposure of female and male workers in the coffee supply chain to OSH risks in the workplace in Colombia, Mexico and Honduras. To achieve the general objective, the Project has three specific objectives and fifteen outputs (some apply to one country, others to more than one country and some others, especially in the third objective, are more general or global in nature).

Table 3. Specific objectives and outputs of the project in Colombia, Mexico and Honduras.

Specific objectives	Outputs
<p>Specific Objective 1: Sustainable, safe and healthy working practices and conditions are developed and/or strengthened at industry and company level in the coffee value chains in the target countries.</p>	Output 1.1. In <u>Colombia</u> , there is greater effectiveness, reach and replicability of OSH training activities developed and piloted by the National Federation of Coffee Growers of Colombia.
	Output 1.2. In <u>Mexico</u> , intervention models are adopted to inform activities at country and company level.
	Output 1.3. In <u>Colombia and Mexico</u> , evidence is generated on the business case for OSH at the coffee farm level.
	Output 1.4. National plans to improve the safety and health of seasonal coffee workers are adopted in <u>Colombia and Mexico</u> .
	Output 1.5. Vulnerability profiles are identified in the coffee value chain.
	Output 1.6. The capacities of relevant actors in the value chain of the selected sourcing country are strengthened to promote safe and healthy working conditions in this sector, mobilising expertise from Colombia and Mexico as necessary.
<p>Specific Objective 2: More workers have access to better prevention, protection and compensation of OSH hazards and risks through adequate institutional support in coffee value chains in target countries.</p>	Output 2.1. In <u>Colombia</u> , recommendations are made to adapt legal, policy and institutional frameworks to ensure effective health and compensation coverage of rural workers with due consideration of gender aspects.
	Output 2.2. In <u>Colombia and Mexico</u> , comprehensive, reliable and disaggregated data and information on OSH practices, perceptions and outcomes related to the coffee value chain are available.
	Output 2.3. In <u>Colombia and Mexico</u> , recommendations are made to institutions in coffee producing regions to review/adjust national OSH programmes.
	Output 2.4. Intervention models to improve safety and health in the coffee value chain in a selected Latin American coffee supply country are adopted to inform activities at the country, company and broader global value chain levels.
	Output 2.5. Capacities of relevant institutions in selected Latin American supplier countries are strengthened to promote safe and healthy working conditions in this global value chain, mobilising the experience of Colombia and Mexico as needed.
<p>Specific Objective 3: National, regional and global public and private initiatives, certifications and platforms addressing coffee value chains have improved knowledge and tools to prevent and reduce workplace-related deaths, injuries and diseases.</p>	Output 3.1. Knowledge products compiling the evidence generated at country level are available and feed into the evidence base on prevention, protection and compensation for the safety and health of coffee workers.
	Output 3.2. Capacity building materials tailored to the coffee value chain are produced.
	Output 3.3. The capacity of relevant institutions in operational countries with high potential for synergies is strengthened to build internal OSH capacities in value chains (analysis, intervention design, financing) as part of plans and policies to strengthen the competitiveness of rural value chains through a forum involving different parts of the coffee supply chain.
	Output 3.4. Global platforms, including global buyers and private compliance initiatives, as well as relevant global and regional sister agencies, are committed to the importance of OSH in the coffee value chain.

11. Each specific objective of the RLA/18/08/EUR project responds to each objective of the VZF project. Likewise, the outputs envisaged in the RLA/18/08/EUR project are coherent with the different strategies envisaged by the project to achieve the expected outcomes: (i) promotion of social dialogue between the different actors in the chain, supported by evidence as a working strategy at national level and in the main producing areas; (ii) construction of a broad knowledge base on OSH in the chain and dissemination of the knowledge generated to the different actors in the chain; (iii) strengthening of the capacities of the institutions involved in the chain; (iv) preparation of evidence-based intervention models that respond to the needs of the different stakeholders and emerge from a participatory construction process among the different actors in the chain; (v) development of recommendations to adapt the legal, policy and institutional frameworks to ensure effective health and compensation coverage

of rural workers; and (vi) implementation of demonstration models with final beneficiaries of the project; in other words, coffee farms⁴ .

12. In addition, through the specific objectives and outputs set out, the Project combines interventions to be carried out at three levels: (i) workplace/industry; (ii) national; and (iii) global.

- At the workplace and industry level, the Project's interventions include the integration of OSH management systems at farm and plantation level: it seeks to strengthen the capacities of both employers and workers based on ILO methodologies, specifically Workplace Improvements In Neighbourhood Development (WIND) and Workplace Improvements in Small Enterprises (WISE). It also aims to better identify, record and analyse incidents and accidents at the workplace level, and the impact they have on productivity and costs. The Project also seeks to extend OSH prevention measures to temporary workers in small enterprises.
- At the national level, the project foresees strengthening public and private institutions that have a supporting role in the prevention, promotion, protection and compensation of occupational accidents and diseases in coffee value chains. Especially in areas identified as weak when it comes to serving small farmers, as well as temporary workers in the production and industrialisation stages of the coffee value chains⁵ .
- At the global level, the Project seeks to foster learning in different parts of the global value chain, as well as to build the evidence base to advocate OSH as a key factor for the competitiveness of coffee value chains. This is mainly envisaged to be done through knowledge sharing between different supplying countries, buyers and consumers on prevention measures within coffee supply chains.

Project beneficiaries and partners

13. The following table shows the direct and final beneficiaries of the project, as well as the main partners.

Table 4. Beneficiaries and main project partners in Colombia, Mexico and Honduras.

Direct beneficiaries	<ul style="list-style-type: none"> • Government agencies and other entities responsible for OSH implementation, OSH data collection, policy and institutional development and labour inspection: Ministries of Labour, Health, Trade and Agriculture. • Social security institutions and occupational health services. • Employers' and workers' organisations. • International buyers, MNEs and brands in coffee GSCs.
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⁴ Annex 1a shows the outputs to which each strategy is most closely linked.

⁵ One such area is occupational health services, especially in terms of geographical access in rural areas and the establishment of funding to cover the informal economy. Another is the OSH capacities of workers and employers, especially when it comes to organisations active in the rural economy. Thirdly, compensation schemes within social protection systems, mainly mechanisms to cover small farmers and seasonal workers. Finally, coordinated action within a cohesive national OSH system, especially with regard to OSH data collection, recording and analysis.

	<ul style="list-style-type: none"> • Factories and companies that are part of these chains in Mexico, Colombia and Honduras.
Final beneficiaries	<ul style="list-style-type: none"> • Workers in the coffee value chain at risk of injury or disease from work-related exposures during their working lives. • Special emphasis on the most vulnerable workers with limited response mechanisms in the event of an accident or occupational disease, such as women workers.
Main partners	<ul style="list-style-type: none"> • Mexico: Mexican Ministry of Labour and Social Security (STPS); Mexican Social Security Institute (IMSS); Ministry of Agriculture (SADER); Mexican Association of the Coffee Production Chain (AMECAFE); National Association of the Coffee Industry (ANICAFE); Confederation of Industrial Chambers (CONCAMIN); Employers' Confederation of the Mexican Republic (COPARMEX); Mexican Confederation of Workers (CTM); Confederación Revolucionaria de Obreros y Campesinos (CROC); Confederación Regional de Trabajadores de México (CROM); Unión Nacional de Trabajadores (UNT); Confederación Nacional Campesina (CNC); International Women's Coffee Alliance (IWCA - Mexico); Centro Nacional de Investigación, Innovación y Desarrollo Tecnológico del Café (CENACAFE); and Secretaría Economía y Trabajo Chiapas. • Colombia: Ministry of Labour; Ministry of Agriculture and Rural Development; Ministry of Health; Federación Nacional de Cafeteros (FNC); Asociación Nacional de Industriales (ANDI); Central Unitaria de Trabajadores de Colombia (CUT); Confederación de Trabajadores de Colombia (CTC); Confederación General del Trabajo (CGT); IWCA - Colombia; Fundación Miguel Mejía; and Consejo de Seguridad de Colombia. • Honduras: Secretariat of Labour and Social Security (STSS); Honduran Council of Private Enterprise (COHEP); Honduran Coffee Institute (IHCAFE); National Coffee Council (CONACAFE); Central General de Trabajo (CGT); Confederation of Honduran Workers (CTH); United Confederation of Honduran Workers (CUTH); IWCA - Honduras. • Global: International Women's Coffee Alliance (IWCA) .

14. In Colombia, the project was launched in April 2019, during an event in which a Memorandum of Understanding was signed between the Colombian Ministry of Labour and the FNC, ratifying the commitment of both parties to promote a preventive OSH culture in the coffee value chain. It should be noted that in this country a project was carried out during the 2016-2017 biennium with the ILO's Flagship Programme Safety + Health for All, which was the precursor of the RLA/18/08/EUR Project, since the design and implementation of the latter responds precisely to the need to implement the recommendations and intervention models identified in the study on Incentives and constraints in the coffee chain in Colombia, developed during the ILO's Flagship Programme Safety + Health for All project.

15. In Mexico, the Project was formally launched in August 2019 during a meeting of the Comisión Consultiva Nacional de Seguridad y Salud en el Trabajo (COCONASST), tripartite body whose objective is to contribute to the definition of state policy on safety, health and the working environment.

16. The geographical focus of the intervention included Colombia, Mexico and "a third coffee-producing country in the region". In July 2019, the Project, in coordination with the ILO Office for Central America, Dominican Republic, Panama and Haiti, initiated consultations with the governments and social partners of Honduras, Costa Rica and Guatemala to identify this third country. The response from the Honduran constituents was very positive and after an assessment of the country situation based on the VZF selection criteria, Honduras was selected as the third beneficiary country.

Project budget and duration

17. The project has a budget of 1,955,412 euros⁶ : 1,800,000 euros are financed by the EC Directorate General for Employment, Social Affairs & Inclusion (DG EMPL) and the remaining 155,412 are a non-financial contribution from the ILO.
18. The Project started implementation in January 2019 and was completed in September 2022. The Project had an initial duration of 36 months; however, considering the various delays in implementation caused by the pandemic, the EC granted a no-cost extension of eight months until September 2022.

1.3. The Project "Improving safety and health in cooperation with the public and private sector in the coffee supply chain in Vietnam" (VNM/20/01/DEU)

19. The overall objective of the Project is to reduce workers' exposure to OSH risks in the coffee supply chain in Vietnam. To achieve the overall objective, the project has three outcomes and seven outputs. Each specific objective of the VNM/20/01/DEU Project responds to each objective of the VZF Project.

Table 5. Outcomes and outputs of the Project in Vietnam.

Outcomes	Outputs
Outcome 1. Strengthening regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain.	Output 1.1. Improved knowledge and information on OSH in the Vietnamese coffee supply chain.
	Increased industry, regional and national commitment to improve compliance with OSH standards in the coffee sector, through south-south collaborative activities between VZF projects working in the coffee supply chain.
Outcome 2. Improved legal and policy frameworks to promote and enforce OSH protection, prevention and compensation in Vietnam's coffee supply chain.	Output 2.1. Improved capacity of practitioners and/or policy makers to collect and analyse OSH data.
	Output 2.2. Enhanced capacity of policy-makers and/or practitioners to improve and enforce OSH.
	Output 2.3. Enhanced capacity of policy makers and/or practitioners to improve workers' access to compensation mechanisms and occupational health services.
Outcome 3. Increased implementation of effective OSH prevention, protection and compensation mechanisms for women and men working in the coffee supply chain.	Output 3.1. Improved capacity of employers and workers to promote OSH in the workplace (on farms, transport, coffee processing facilities).
	Output 3.2. Improved mechanisms to promote OSH in the workplace.

20. The Project consists of two phases: (i) the inception phase (October 2020 - March 2021), during which a comprehensive assessment of OSH drivers and constraints in Vietnam's coffee supply chain was designed and implemented; cooperation and dialogue with key stakeholders was established; and interventions were designed; and (ii) the implementation phase (April 2021 - March 2023), focusing on the implementation of the work plan and the development and testing of products and processes that promote sustainability and the replication of good OSH practices in other agricultural sub-sectors.
21. The geographical scope of the project is the provinces of Lam Dong and Dak Lak in the south of Vietnam, where most of the country's coffee is produced.

⁶ Equivalent to USD \$2,066,388.

Project beneficiaries and partners

22. The following table shows the direct and final beneficiaries of the project, as well as the main partners.

Table 6. Beneficiaries and main partners of the Project in Vietnam.

Direct beneficiaries	<ul style="list-style-type: none">• Ministry of Labour, Invalids and Social Affairs (MOLISA); Department of Labour, Invalids and Social Affairs (DOLISA); Ministry of Agriculture and Rural Development (MARD); Department of Agriculture and Rural Development (DARD); Vietnam Coffee Coordinating Board (VCCB); Vietnam Coffee Corporation (VINCAFE); Ministry of Health; IWCA – Vietnam; Global Coffee Platform (GCP).• Also, the Vietnam Coffee and Cocoa Association (VICOFA); the Vietnam Cooperative Alliance (VCA); the Vietnam General Confederation of Labour (VGCL); and the Vietnam Farmers' Union (VFU).• The various actors in the coffee supply chain, including coffee cooperatives, agricultural extension centres, coffee processing factories, certification schemes, coffee roasters and exporters.
Final beneficiaries	<ul style="list-style-type: none">• All workers involved in the Vietnamese coffee supply chain.
Main partners	<ul style="list-style-type: none">• The Vietnam Chamber of Commerce and Industry, Ho Chi Minh City Branch (VCCI-HCM), which plays an important role in representing and connecting private, public and foreign enterprises.

Project budget and duration

23. The project has a budget of USD 1,162,058, is funded by the by the EC Directorate-General for International Partnerships (DG INTPA) (from start-up until March 2021) and by BMZ of Germany (from April 2021).

24. The project started in October 2020 and will be completed in March 2023.

2. Background to the evaluation

2.1. Objectives, scope and target audience of the evaluation

25. The evaluation has aimed to review and assess the progress and achievements of the Projects "Improving occupational safety and health in the coffee supply chain in Latin America" (RLA/18/08/EUR) and "Improving safety and health in cooperation with the public and private sector in the coffee supply chain in Vietnam" (VNM/20/01/DEU) against planned outcomes and outputs; and to make recommendations both to the Projects and the overall VZF approach to the coffee supply chain. It has also sought to contribute to organisational learning and document lessons learned and emerging good practices.
26. The evaluation of the project in Latin America was a final evaluation and therefore covered all the activities implemented from the beginning of its implementation until the time of the evaluation at the different geographical levels (national, provincial, district, local/community). While for the Vietnam project it was a mid-term evaluation (the project ends in 2023) although, as in the case of the Latin America project, it covered all the activities implemented from the beginning of its implementation until the time of the evaluation.
27. The primary users of the evaluation are the VZF team (in particular the Secretariat and the teams in Vietnam, Mexico and Colombia), the LABADMIN/OSH Branch of the ILO and the VZF Steering Committee. Secondary clients are mainly ILO constituents (globally and in the target countries), ILO country offices in the target countries, and other relevant ILO departments at HQ (SECTOR, SOCPRO, FUNDAMENTALS).

2.2. Evaluation approach

28. The evaluation is clustered because both projects are part of the same programme (VZF), share the same objectives and similar strategies, follow the same results framework, and contribute to the achievement of the same VZF goals. While these similarities exist among all VZF projects, and mainly because they work in the same sub-sector / GSC (coffee).
29. As a clustered evaluation, it is expected that the main users will gain insights into the successes and challenges of each Project and, at the same time, on how to strengthen the Fund's overall approach to coffee GSCs, and thus contribute to the design and implementation of future coffee GSC projects or other agricultural sub-sectors.
30. As a clustered evaluation, the evaluation questions are basically the same for both projects, as well as the type of primary and secondary sources used, tools and data collection techniques. Likewise, the evaluation findings are presented in a single section (the third section of this report) and not in separate sections for each project, although the two projects are continuously referred to, highlighting, where applicable, the similarities and/or differences between the two projects.
31. In order to respond to the stated objectives, the evaluation has taken into account the summative, formative, systemic and participatory approaches⁷. Likewise, in the

⁷ The summative approach, because it is accountability-oriented and therefore focused on the achievement of objectives. The formative approach, because it focuses on learning and improvement, identifying strengths and weaknesses in order to formulate recommendations for improvement for future programming. The systemic approach, because it analyses the relationships between all the elements that form part of the

Vietnam Project, a constructive and forward-looking approach was also used so that the outcomes can be used by the Project to improve during the remainder of the implementation period.

2.3. Evaluation criteria and questions

32. The evaluation has been carried out in accordance with ILO standard policies and procedures and complies with the standards of the United Nations Evaluation Group (UNEG) and the evaluation quality standards of the Organisation for Economic Co-operation and Development/Development Assistance Committee (OECD/DAC). The evaluation was based on the following criteria: (a) relevance, (b) validity of design, (c) effectiveness, (d) efficiency, (e) impact and sustainability. For each criterion, questions were developed and for each of them, elements of judgement and indicators were identified in order to be able to answer them in a more meaningful way. The Evaluation Matrix, which details each of these aspects, is presented in Annex 2a.
33. In relevance, an analysis was made on whether the Projects were designed and implemented according to the needs, priorities and capacities of the constituents, stakeholders and beneficiaries, as well as the alignment of the Projects with the national and/or territorial OSH policy framework in the coffee supply chain and with international OSH frameworks/instruments.
34. In validity of design, an analysis was made on whether the design of the Projects is logical, whether it identifies the risks and assumptions of the intervention and the measures to mitigate their occurrence and/or effects, whether it identifies strategies to favour the sustainability of the outcomes, as well as the level of alignment of the Projects with the strategic results framework of the VZF. Also, whether the Projects have appropriate indicators for what they want to achieve at the level of objectives/outcomes and specific outputs.
35. In terms of effectiveness, the extent to which the projects achieved the outputs and outcomes envisaged in the designs, the main internal and external constraints/challenges faced during implementation, and the critical success factors were investigated. It was also analysed whether there are significant differences in progress between one project and another or within the same project at the level of outcomes/objectives, countries and/or level of scope of the intervention. It also reviewed what has been the effective participation of constituents, stakeholders and beneficiaries in the implementation of the projects; and what are the main contributions of the projects to the achievement of the VZF outcomes.
36. In terms of efficiency, an analysis was made on whether the projects' resources have been used efficiently to deliver outputs on time; whether the projects have received adequate support from ILO departments, branches and country offices; and whether the governance structure and management model of the projects has facilitated the delivery of outputs and outcomes. Also, what has been the level of interaction between the Project in Latin America and the Project in Vietnam and whether they built on what has been done by other ILO and/or national institutions, private sector, other development agencies and UN OSH

Projects, mainly those of a cause/effect type that are generated at all levels. Finally, the participatory approach because the participants or clients have been involved during the evaluation process.

projects to improve the relevance and effectiveness of their interventions and promote OSH in coffee GSCs.

37. In terms of impact and sustainability, the effects of the Projects were investigated in relation to strengthening the capacities of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee GSCs and in relation to creating greater awareness and agenda setting on the importance of OSH. It was also analysed to what extent the Projects have favoured the appropriation of the intervention by the relevant institutions in Colombia, Mexico, Honduras and Vietnam, and whether they have institutionalised the tools developed in the Projects and have the operational structure and budget to do so. It was also reviewed whether the interventions have been able to reach the final beneficiaries and what are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in these beneficiaries. Finally, it was reviewed to what extent the outcomes achieved from the Projects are likely to be scaled up or replicated by other partners within the same countries in other similar GSCs.

Gender mainstreaming and other cross-cutting issues

38. The gender approach is to be approached according to the EVAL guide on gender mainstreaming in evaluations⁸, which means not only including as primary sources a balanced proportion of men and women or presenting, if available, outcomes of the intervention differentiated by sex, but mainly that the evaluation questions help to address the extent to which gender equality and non-discrimination has been incorporated in the design and implementation of the projects and to identify the outcomes achieved in terms of gender equality.
39. These questions were incorporated into the criteria of design validity, effectiveness, and impact and sustainability orientation. The questions on design validity are aimed at identifying how the gender and non-discrimination approach is incorporated in the design of the Projects. The questions on effectiveness ask to what extent the outputs developed in the Projects have addressed the specific problem (OSH deficit) of women; whether there is information on the progress of the Projects disaggregated by sex; and the level of participation of specialists or government or civil society institutions specialised in gender in the implementation of the Projects. And in the questions on orientation towards impact and sustainability, it was analysed whether the beneficiaries are changing their policies or practices to improve OSH with a gender perspective, and whether the Projects are making progress towards improving the OSH conditions of women workers.
40. Other ILO cross-cutting issues have also been addressed, such as ILS and mainly tripartite social dialogue. Regarding ILS, it was analyzed in the relevance section whether the framework in which the VZF and the Projects operate is integrated into ILS. Regarding tripartite social dialogue, it was analyzed in the sections on validity of design, effectiveness and orientation towards sustainability. The strengthening of social dialogue has been incorporated into the Projects as a strategy to achieve their results and objectives or whether it is an objective in itself. On the other hand, given the characteristics of the Projects evaluated (their objectives, products, strategies) no questions were asked about the environment (which is also a cross-cutting element of the ILO) and neither

⁸Guidance Note 3.1: Integrating gender equality in monitoring and evaluation" (https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---eval/documents/publication/wcms_165986.pdf).

were references to environmental issues that could be linked to the Projects identified in the secondary sources reviewed or in the interviews conducted.

Implications of the pandemic for Project implementation and the Project evaluation process

41. The Latin America project was designed and started implementation before the pandemic, while the Vietnam project started during the pandemic period. To measure the effect and response of the projects to the pandemic, specific questions were included in the relevance and effectiveness criteria. Specifically, we asked how the Projects adjusted their strategies, actions and/or prioritised target population to remain relevant in the pandemic; and also what the implications of the pandemic have been for the implementation of the Projects, what difficulties they have caused and what opportunities they have generated.
42. With regard to the evaluation, having been carried out in the context of a pandemic, it entailed a set of constraints for both the actors implementing the planned actions of the projects and the evaluation team. In this regard, the evaluation was carried out taking into account the criteria and approaches described in the ILO's internal guide "Implications of COVID-19 on evaluations in the ILO: Practical tips on adapting to the situation" and the "Protocol on collecting evaluative evidence on the ILO's COVID-19 response measures through project and programme evaluations". Therefore, and given the nature of the interventions, during the evaluation, remote/virtual data collection was combined with face-to-face fieldwork, the latter exclusively to visit coffee farms in Mexico, Colombia and Vietnam.

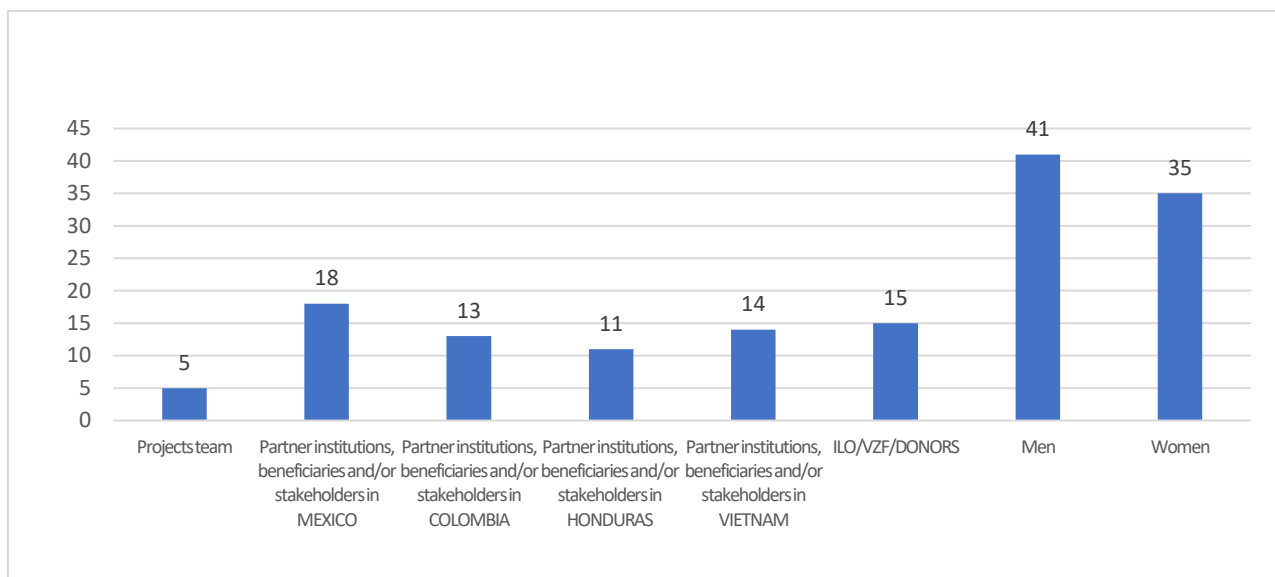
2.4. Sources of information, information gathering tools and techniques

43. The evaluation applied mixed methods to collect and analyse quantitative and qualitative information from a variety of complementary secondary and primary sources.
44. The collection of information from secondary sources was done through documentary review. This review involved an in-depth examination and analysis of the content of the Project Documents, work plans, Project progress reports, studies/research related to the subject matter of the Projects and other documentation produced by the Projects or Project partners. Details of the secondary sources reviewed are presented in Annex 2b.
45. The collection of information from primary sources was carried out through semi-structured interviews, based on a guide designed by type of interviewee⁹ (these guides are presented in Annex 2c). All interviews were conducted remotely, using *Zoom, Meet or Teams*. A total of 76 people were interviewed, including project team members (5); representatives of partner institutions, beneficiaries and/or stakeholders in Mexico (18), Colombia (13), Honduras (11) and Vietnam

⁹ Guidelines were addressed to the following types of actors: Project technical team; ILO officials (LABADMIN-OSH Branch, OSH specialists); constituents (government institutions, workers' organisations, employers' organisations); IWCA country chapters, coffee institutes, coffee chain/industry associations, cooperatives; MNEs; universities, institutes, research centres; ILO methodology trainers; other UN system agencies (UNS).

(14)¹⁰ ; and representatives of the ILO, the VZF or donors (15). Of those interviewed, 41 were men and 35 were women. The list of interviewees is presented in [Annex 2d](#).

Distribution of the people interviewed in the evaluation according to the role played in the Projects by the institutions they represent and gender.



46. The people interviewed were selected intentionally, taking into account that they have been involved in the implementation of the projects. In order to make the selection, the main input was the information provided by the technical teams of the projects in Latin America and Vietnam on the list of actors who have been most involved in the implementation of the interventions.

47. Other primary sources from which information was collected were coffee farms in Mexico, Colombia and Honduras. The method of data collection was interviews (for which a guide was also designed and is presented in [Annex 2e](#)) and, since all interviews were conducted in person, a tour of each farm was also conducted, in all cases guided by the owner/manager of the farm and/or the person who was interviewed. A total of 9 farms were visited: 2 in Mexico, 3 in Colombia and 4 in Vietnam (see [Annex 2f](#) for a list of the farms visited).

48. These 9 farms were selected purposively among all the farms that participated in the Projects by receiving training courses or workshops, the selection criteria was that they had actively participated in one or more training actions (in order to get the most out of the field visits); that, within a country, they belong to different states; and that the farm could be accessed safely (to protect the integrity of the evaluation team). [Annex 2g](#) details the elements considered in selecting the farms that were visited.

¹⁰ Of the 56 people interviewed from institutions in Mexico, Colombia, Honduras and Vietnam, 15 represent government institutions, 16 employers' organisations, 4 workers' organisations, 4 NGOs/cooperatives, 5 universities/institutes/research or study centres, 6 IWCA country chapters, 2 MNEs, 2 international cooperation/UN agencies and 2 are consultants.

49. Virtual interviews with selected stakeholders and field visits to coffee farms in the Latin America Project took place between September and October 2022, while in the Vietnam Project these took place between October and November 2022.
50. For each evaluation criterion, the information gathered from the primary and secondary sources identified in the preceding paragraphs was triangulated to try to support the evaluation findings with as much evidence as possible.

2.5. Ethical considerations

51. The evaluation was framed by the ILO Policy Guidelines for Outcome-Based Evaluations¹¹ and was carried out in accordance with the OECD/DAC quality standards for development evaluation and the UNEG Code of Conduct in the UNEG System, focusing on independence, impartiality, honesty and integrity, accountability, confidentiality, accuracy, completeness, reliability and transparency.
52. The information provided by the interviewees was kept as confidential as possible. At the beginning of the interviews, the context of the evaluation was explained to the interviewees and they were given the opportunity to ask any questions they might have.
53. Furthermore, the team of evaluators declared, prior to the evaluation, that they had no interest or conflict in conducting the evaluation, as they have not been involved in the design and implementation of the Programme and have no personal relationship with its managers and/or participants .

2.6. Difficulties and limitations of evaluation

54. Some of the virtual interviews took longer than expected to be conducted, mainly due to the limited time availability of the interviewees, but they were eventually completed. In addition, there were interviews that could not take place, even though the evaluation team (with the support of the project team) requested an appointment more than once, by means of e-mails. In total, 17 planned interviews could not take place (almost 20% of the total number of planned interviews): most of these cases did not respond to the request for interviews, while the remaining cases either no longer worked in the institution or stated that they had not been involved with the project. Annex 2h shows the details of the interviews that could not be carried out.
55. It was not possible to visit more farms for reasons of difficult access, security, economy and time limitations. For this reason, the initial report of the evaluation had already envisaged visiting few farms (9 of the more than 100 that have participated, to a greater or lesser extent, in the projects).
56. For administrative reasons, the evaluation of the Vietnam project started late (in mid-October, approximately one month later than planned). Although it is true that it was possible to review all the secondary sources, conduct all the planned virtual interviews and field visits, this delay (together with the delay in the

¹¹ [ILO Policy Guidelines for Results-Based Evaluation: principles, rationale, planning and management.](#)

completion of some interviews in the Latin America Project) explains why this evaluation report is also being delivered a few weeks later than initially planned.

3. Evaluation findings

3.1 Relevance

Relevance of the coffee supply chain and the project's capacity to incorporate the OSH needs of the chain.

57. Globally, VZF's work has focused on GSCs in the textile and clothing, agri-food and construction sectors. Agri-food sector GSCs are a priority for the VZF due to the productive, employment and institutional characteristics in agricultural commodity producing areas, mainly located in developing countries. Agriculture in these countries is characterised by the high heterogeneity of the production structure and agricultural productivity; the high informality of employment; the exposure of workers to occupational hazards and the high incidence of occupational injuries and diseases; the scarce supply of public services related to OSH and social protection, which are also lacking in quality. These chains are made up of national companies/producer organisations and MNEs engaged in processing and/or marketing.
58. According to Food and Agriculture Organisation of the United Nations (FAO) and the International Coffee Organisation (ICO), coffee is traded in major commodity and futures markets, and demand is growing due to increasing consumption in emerging economies and growing interest in specialty coffee. FAO and ICO point out as global challenges facing the coffee GSC, the imbalances between supply and demand; the asymmetric distribution of income among market players; environmental sustainability as a consequence of climate change; vulnerability to catastrophic and unexpected events such as pandemics. Precisely on the impact of COVID-19 on coffee GSCs, the ICO (2021)¹² recommends advancing in the construction of dialogue processes between the public and private sectors and international cooperation to implement new procedures related to health and safety in the supply chain, and thus maintain the flow of products and services in difficult circumstances.
59. Based on the interviews with VZF and ILO representatives and the document review, it is clear that VZF's intervention in the coffee GSC is part of a strategy that seeks to build on the progress made in the framework of the ILO-EU project on safety and health in GSC, where one of the chains addressed was coffee. Coffee was also prioritised for its potential to replicate lessons learned to other chains, for the integration of large MNEs in the chain, and for the existence of national and global governance models in coffee that could facilitate the collective action process that the VZF approach demands.
60. The projects were based on a participatory diagnosis among the different actors in the chain where the vulnerability profiles of workers in terms of OSH were identified and the institutional framework linked to the chain and OSH was analysed. The projects were adapted to the institutional context of each country and were supported by the institutions in charge of the coffee chain. In Mexico and Honduras, the project defined the intervention models in a participatory manner and established the activities to be prioritised.

Table 7. Relevant information on the coffee chain in Mexico, Colombia, Honduras and Vietnam.

¹² "Overview of the ICO Coffee Development Report 2020. February 2021".

	Data on production, exports, production units and employment according to the FAO¹³	Country's institutions in the coffee sector	Most Vulnerable Population in OSH according to the Incentives and Constraints Studies of the coffee chain in each country
Mexico	Mexico ranked twelfth in world green coffee production in 2020, with 1.6% of world production. Coffee exports accounted for 1% of the total value of agricultural exports in 2020. There are 546,000 production units engaged in coffee production, 97% of which are small production units. Coffee production employs 1 million people.	The country has a Coffee Product System, a body that brings together the different actors in the chain, under the responsibility of AMECAFE.	The working population in the agricultural sector.
Colombia	Colombia is the world's third largest producer of green coffee, with 7.8% of world production in 2020. Coffee exports accounted for 32% of the total value of agricultural exports in 2020. The country has 550,000 coffee farmers and more than 95% are small producers. Coffee cultivation employs 730,000 workers and on small farms 75% are family labourers.	The FNC has the leadership and the technical, financial and operational capacity to promote the development of coffee growing in the country.	Small-scale coffee farmers, their families and seasonal workers, and seasonal pickers and subcontracted workers who apply agrochemicals.
Honduras	Honduras ranked seventh in world green coffee production in 2020, with 3.4% of world production. Coffee exports accounted for 37.8% of the total value of agricultural exports in 2020. The country has 120,000 coffee farms, 75% of which are small producers. Employment in the coffee production link amounts to 800,000, more than half of them temporary.	The chain has a strong public-private governance, with CONACAFE, the body in charge of formulating coffee policy, and IHCAFE, in charge of implementing it.	Workers in the agricultural sector.
Vietnam	Vietnam ranked second in world green coffee production in 2020, with 16.5% of world production. Coffee exports accounted for 15.7% of the total value of agricultural exports in 2020. The coffee sector directly employs 600,000 workers, rising to 800,000 during the harvest season.	The MARD is the leading agency, the entity responsible for the coffee sector, and the VCCB, a public-private body that advises the MARD.	Coffee workers in the informal economy

Relevance of the projects to the needs, priorities and capacities of constituents, stakeholders, direct and final beneficiaries

The Project in Latin America

61. The selection of Colombia within the geographical scope of the Project is part of a strategy to implement the recommendations and intervention models identified in the study on Incentives and Constraints in the coffee chain in that country in the framework of the ILO-EU Project on OSH in the GSCs of 2016 and 2017. The evaluation considers that the linkage of the project objectives with the needs of the coffee chain is adequately addressed.
62. The evaluation considers that, although the Project Document presents limited information about the OSH needs of the coffee chains in Mexico and Honduras in comparison to Colombia, the Project has shown a high capacity to adapt, to convene different relevant actors of the chain and to incorporate their needs and demands in terms of OSH; that is, one of the characteristics of the Project has been its flexibility. This is evidenced by the intervention models developed in a participatory manner in both countries during the implementation of the project.

¹³ FAO statistical review. Retrieved from FAO website: <https://www.fao.org/faostat/es/#data/TI>.

63. The evaluation finds a high linkage of the project objectives with the OSH policy and institutional framework in Colombia and Mexico, while in Honduras the linkage is relatively lower. Meanwhile, the linkage of the project objectives with government priorities is high in Colombia while it decreases in Honduras and Mexico.
- Mexico. The country has an institutional and regulatory framework on OSH that defines the roles and functions of the different public institutions involved at national and federal level (such as the federal OSH regulation, specific OSH standards in agriculture, and OSH advisory commissions at national and federal level). However, the country does not have a National Coffee Chain Development Policy. The interviews conducted revealed that OSH in the coffee chain was not addressed or prioritised by the public and private sector. One of the interviewees pointed out that OSH was not on their work agenda, *"before the project, priorities were more focused on productive or market development issues (...) OSH was approached as a "private" issue, with the project we realised that it should be incorporated in our activities"*.
 - Colombia. The Project contributes to the articulated work between the Ministry of Labour and the FNC, and has allowed the OSH regulatory framework (Resolution 0312-2019 on the Minimum Standards of the Occupational Safety and Health Management System) to be adjusted to the characteristics and demands of agriculture, and to implement training programmes for coffee producers on OSH. The Agreement "For an OSH culture in the coffee sector" (April 2019) signed between the Ministry of Labour, the FNC and the ILO, ratifies the commitment of national institutions to promote OSH in coffee.
 - Honduras. According to the Study of Incentives and Limitations of the coffee chain in Honduras, the country does not have a National OSH Policy, but does have legislation that is considered incomplete, fragmented and with important gaps for the implementation of practical actions. Through the National Coffee Council (CONACAFÉ), the country has a National Coffee Policy, one of whose objectives is to mitigate poverty and improve the living conditions of families; however, it does not address OSH. The interviews conducted reveal the weakness of public institutions in complying with OSH regulations and the limited incorporation of OSH in the programmes/projects of public and private institutions. The people interviewed identified the opportunity to incorporate OSH in coffee development policies as a response to the medium-term requirements of the international market to buy socially sustainable production.
64. The evaluation recognises that there are factors beyond the scope of the projects' intervention that may limit their capacity to achieve their objectives. These factors are structural barriers to achieving rural and agricultural development; poorly developed rural labour markets; limited connectivity, reduced organisational capacity and agency of rural workers; and corporate governance models characterised by asymmetrical power relations.

The Project in Vietnam

65. The Project is aligned with the framework of Vietnam's National OSH Policy. The National Programme on Occupational Safety and Health for the period 2021-2025, approved in 2022 by the Government, identifies the need to strengthen information, education and training to raise awareness on occupational safety and health and OSH. It also highlights that implementation priorities are placed

on those industries and workplaces with high risk of occupational accidents, occupational diseases, small and medium-sized enterprises, cooperatives and artisanal villages.

66. The Project is assessed as highly relevant in terms of the need for OSH in the coffee supply chain in Vietnam. It is relevant to the needs of coffee farmers, as most of them are in the informal sector and have less access to OSH skills; it is noted that OSH training courses are adapted to the capacities of coffee farmers. It is also relevant for social partners, i.e. employers' organisations (VCCI, VCA, private sector) and workers (cooperatives, farmers).
67. In all interviews, stakeholders agreed that the activities designed and implemented by the Project largely respond to the priorities of partners and beneficiaries in terms of OSH knowledge and capacities and also acknowledged that the Project largely responded to constraints to OSH practice and improvement, which are identified as: (i) lack of awareness among coffee value chain actors; and (ii) lack of OSH training services.

Alignment of projects to national strategic planning frameworks/instruments and international cooperation frameworks

68. From the review of the United Nations Sustainable Development Cooperation Frameworks (UNSDCF), a high alignment is identified between the cooperation strategies of the UNS of Mexico and Honduras and the objectives of the Project; however, the alignment is low for Colombia. Meanwhile, the alignment of the Project's objectives to Vietnam's UN One Strategic Plan 2017-2021 is high¹⁴.
69. The Project Documents of the Projects state that they will contribute to reducing the exposure of workers in the coffee supply chain to OSH risks in the workplace in the four countries. Thus, by achieving their objectives, the Projects contribute to the 2030 Agenda for Sustainable Development, in particular Sustainable Development Goal (SDG) 3 (Ensure healthy lives and promote well-being for all), especially targets 3.8 and 3.9¹⁵; and SDG 8 (Promote inclusive and sustainable economic growth, employment and decent work for all), especially target 8.8¹⁶.
70. There is also a high strategic alignment between the two Projects with international OSH frameworks/instruments, such as the Resolution on decent work in the GSCs adopted by the International Labour Conference - ILC in 2016 and its Programme of Action 2017-2021 on decent work in the GSCs. It also aligns with the ILO's Strategic Policy Framework and Programme and Budget, and with the ILO's Country Programme Outcomes (CPOs) MEX 126, MEX 152,

¹⁴ Further details on the content of the UNSDCF in Latin America and the UN One Strategic Plan 2017-2021 in Vietnam more closely linked to the Projects are presented in [Annex 3a](#).

¹⁵ Target 3.8 is to achieve universal health coverage, including financial risk protection, access to quality essential health care services and access to safe, effective, affordable and quality essential medicines and vaccines for all. Target 3.9 is to substantially reduce the number of deaths and diseases from hazardous chemicals and pollution and contamination of air, water and soil through improved occupational health and hygiene.

¹⁶ Target 8.8 is to protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular migrant women and those in precarious employment.

COL 154, HND 102, VNM 107 and VNM 101¹⁷ and with Vietnam's Decent Work Country Programme (DWCP) 2017-2022, specifically its Outcome 3.2¹⁸.

Potential effects of the pandemic on OSH deficits and responsiveness of projects to intervene during the pandemic context

71. The pandemic caused a number of effects on global demand and supply. According to ICO (2020)¹⁹, there are two channels of transmission of COVID-19 effects on coffee: (i) it affected labour supply, directly due to disease or indirectly due to limited movement of farm workers through social distance measures, confinement and travel restrictions; and (ii) disruptions to internal logistical networks and infrastructure functioning resulted in export delays and increased trade and transaction costs. At the global level, the pandemic had a negative impact on family coffee farms. As incomes decline, the prevalence of poverty among coffee producers is likely to increase. Households struggling with uncertainty and declining incomes could reduce investment in sustainable production and climate resilience.
72. The Latin America Project conducted a study on the effect of the pandemic on the coffee chain in Colombia²⁰, finding that the value of the harvest and the price of coffee increased, as did the price of some inputs. The hiring of labour for the harvest did not decrease because workers were hired from other sectors that were forced to close.

The Project in Latin America

73. The project had an initial duration of 36 months. As a consequence of the pandemic, the implementation of the project was delayed and the EC granted a no-cost extension of eight months. As a result, the initial end date of the Project was changed from February 2022 to September 2022. The evaluation considers that the Programme was highly responsive to respond to the new needs of the national constituents and to adapt to the challenges imposed by the changing scenario. Due to pandemic constraints, activities scheduled to be implemented in the field were postponed, the Project modified some of its activities to allow for virtual implementation, and a series of guides and training materials were developed that addressed the protective measures to be followed by the chain to mitigate the impact of the pandemic.
74. There is a consensus among those interviewed that the pandemic represented an opportunity for the project, as it highlighted the need for the chain to have safe and healthy working practices, as well as the importance of OSH prevention and management. It also helped the interviewees to identify the role of the agricultural sector as an essential activity during confinement.

The Project in Vietnam

75. The Project implemented a series of COVID-19 prevention activities to support small and micro enterprises in coffee GSCs. The COVID-19 prevention guide for the agricultural sector was developed with reference to the ILO COVID-19

¹⁷ The name of each of these CPOs is listed in [Annex 3b](#).

¹⁸ Outcome 3.2 is "Labour inspection strengthened and a preventive OSH culture instilled with a view to increasing decent work for women and men, and in particular for young workers".

¹⁹ "Effects of covid-19 on the world coffee sector: Survey of ICO exporting Members".

²⁰ "COVID-19 and occupational safety and health in the global coffee supply chain in Colombia".

national prevention guidelines. There were two training courses for coffee processing companies, as well as for participants of multi-stakeholder initiatives with which the project cooperates, MNEs in the coffee sector and CEP member organisations (such as the VCA). The evaluation considers that the Project has responded efficiently and flexibly to the pandemic, mainly through trainings, events and other mechanisms to share information and guidelines on COVID-19 prevention material, such as the coffee chain checklist.

3.2 Validity of design

Integrity of the Theory of Change or vertical design of the Logical Framework of projects and alignment of project design with the VZF strategic results framework.

76. According to the ToC of the Projects, the three specific objectives complement each other and the fulfilment of these objectives contributes, a priori, to their overall objective. The evaluation considers that the design of both Projects is appropriate, coherent between objectives, outputs and outcomes, and adequately combines strategic activities at the national level with policies and implementation at the local level. In addition, both projects are identified as having objectives, intervention model, strategic framework and indicators that correspond well to the VZF model.
77. The vertical logic of the project in Latin America combines a series of strategies, assessed by the evaluation as appropriate and coherent for the objectives to be achieved. Strategies include the promotion of social dialogue among the different actors in the chain; the construction of a broad knowledge base on OSH in the chain and the dissemination of the knowledge generated; the strengthening of the capacities of public and private institutions in the field of OSH; the elaboration of evidence-based intervention models that respond to the needs of the different stakeholders and emerge from a participatory construction process among the different actors of the chain; the preparation of recommendations for legal, policy and institutional frameworks to ensure effective health and compensation coverage of rural workers; and the implementation of demonstration models with final beneficiaries of the project (coffee farms).
78. However, the Project Document (PRODOC) in Latin America does not identify the risks that the project might face during its implementation, let alone propose a plan to mitigate potential risks. Nor is it explicit about whether the national constituents of Colombia and Mexico were consulted during the design of the project; in this respect, the Mexican national constituents interviewed stated that they did not know whether their institutions were consulted.
79. The evaluation considers that both Projects present a high level of complexity, taking into account the nature of the intervention; their not only national but also local and global character; the diversity of national and local stakeholders involved; and the structural factors that may limit the adoption of safe and healthy working practices in coffee GSC in the four countries, mainly the lags and gaps in rural areas in terms of competitiveness, productivity, provision of public services, decent employment; and the pandemic context in which they have been developed.
80. In Mexico, the Project intervened in Veracruz, Chiapas and Oaxaca, which represent 70% of the country's total coffee production. In Colombia, the Project was developed in Caldas, Quindío, Risaralda and Nariño, which represent 40%

of the country's total coffee production. In Honduras, work was carried out in Paraíso, Santa Bárbara, Copán and Ocotepeque. In Vietnam, the main coffee-producing provinces of Lam Dong and Dak Lak were selected. The evaluation considers that addressing territorial heterogeneity is the right approach, as the characteristics and dynamics of the territories are some of the factors that explain agricultural productive performance and the behaviour of the labour market.

81. The Project Documents maintain that sustainability is integrated into the proposed strategy, which contemplates - among other elements - the active participation of partners at national and local level. In this respect, the evaluation finds that the likelihood that the outputs will be sustained over time is differentiated and depends on the institution in charge of product ownership; the active involvement of this institution from the design of the product; its firm commitment to product ownership; and the degree of development and effective articulation of the chain governance model. The evaluation considers that, a priori, the intervention logic of the Projects' three interrelated levels of intervention on OSH provision is also useful for achieving sustainable impacts: policy level, regional and national enabling environments for OSH practice, increased application of effective OSH at the level of direct beneficiaries (such as workers and farmers).
82. The Project Documents for both Projects do not address environmental considerations, such as climate variability and climate change, factors that have had and are expected to have a significant impact on coffee. It should be noted that the Project Document for the Vietnam Project states that "collaboration with agencies working on environmental sustainability will be explored", although it does not state what such collaboration might consist of.
83. The evaluation positively assesses that the Vietnam Project Document and the Honduras selection document show the need to generate synergies and complementarities with other interventions of the UNS agencies and international organisations, which is expected to have a potential impact on efficiency, optimisation of resources (human and financial), improvement and sustainability of the projects' outcomes. In Honduras, the selection document notes synergies with the Project "Addressing child labour and forced labour in the coffee supply chain"; the EU Programme addressing food security, decent work and social security policy; the EU project on climate change in the coffee sector and the projects fostering coffee chain development of United States Department of Agriculture (USDA). In Vietnam, the Project Document notes that the Project will seek to collaborate with other international agencies working in the coffee value chain.

Project performance indicators and monitoring and evaluation framework / system

84. Both projects have a matrix of indicators at the level of objectives, outcomes and outputs, and in both cases this matrix corresponds to the VZF indicators.
85. The evaluation considers that the Project indicators adequately reflect what is intended to be achieved and that, in the case of the Project in Latin America, the proposed targets are reasonable and feasible to achieve during the implementation of the Project.

Mainstreaming gender into project design

86. In both Projects, the overall objective incorporates the gender dimension as it aims to reduce the exposure of female and male workers in the coffee supply chain to OSH risks in the workplace. Additionally, in the Latin America Project, unlike the Vietnam Project, some outputs explicitly address the gender dimension, e.g. 2.1 "In Colombia, recommendations are made to adapt the legal, policy and institutional frameworks to ensure effective health and compensation coverage of rural workers with consideration of gender aspects". With regard to the Project indicators, in both cases they disaggregate, where appropriate, the information by sex. The evaluation considers that the Project indicators adequately reflect what is intended to be achieved and that, in the case of the Latin America Project, the proposed targets are reasonable and feasible to be achieved during the implementation of the Project.
87. The design of both Projects does not incorporate the approach to hazardous child labour in agriculture because it is not part of the mandate, competencies or objectives of the VZF and because addressing hazardous child labour requires very specific and different approaches from those deployed by the VZF. In the case of the diversity, inclusion and non-discrimination approach, the Vietnam Project Document notes that the final target groups of the Project include indigenous ethnic minorities. In this regard, the evaluation considers that in rural areas the gaps are intertwined, historical and persistent, and, consequently, the Projects should propose intersectional approaches to the different factors of discrimination faced by the rural population because this will allow the multiplier effect of exclusion to be recognised and strategies to be proposed that relate the dimensions of gender, race, age and rural population.

3.3. Effectiveness

Analysis of achievements at output level.

88. Taking into account the outputs and strategies envisaged by the projects in Latin America in Vietnam in their design, implementation achievements can be grouped into the following categories: (i) generation of information and knowledge; (ii) capacity building of institutions; (iii) sensitisation and awareness-raising on the importance of OSH; (iv) promotion social; (v) generation of links with formal bodies dealing with OSH; (vi) positioning of the OSH issue in the coffee chain at global and regional level; and (vii) training and assistance to the final beneficiary population of the Projects.
89. With regard to the generation of information and knowledge, both the studies and the OSH training and awareness-raising guides/protocols/materials developed within the framework of the Projects have been highly valued: in the case of the studies because of their methodological rigour and because for the first time they focused on the informal coffee sector; and in the case of the guides because they have been adapted to the capacities of coffee growers. With regard to institutional capacity building, the strategy of training trainers in ILO methodologies for occupational health (WIND, WISE and SOLVE) has been very important for providing training to representatives of public and private institutions involved in coffee chains, as well as to small producers and coffee farmers in Mexico, Colombia, Honduras and Vietnam.
90. With regard to awareness raising and sensitisation on the importance of OSH, educational campaigns were carried out in both Projects, including different dissemination tools; in Latin America the broadcasting of radio soap operas was the

most receptive, while in Vietnam a billboard promotion campaign with OSH messages was implemented in the coffee sector in key coffee growing districts. Meanwhile, in both countries, the training and technical assistance provided by the Projects to coffee farms, through the creation of partnerships with the private sector, public institutions, agricultural extension centres and cooperatives, have enabled farm owners, managers and workers to learn about different types of risks; methodologies to identify hazards and risk assessment and how to prevent, prioritise, minimise and act when incidents occur.

91. Although to a lesser extent, there are also achievements to highlight in terms of the promotion of social dialogue; the generation of links with formal bodies dealing with OSH; and the positioning of OSH issues in the coffee chain at global and regional level. The social dialogue processes facilitated by the project in Mexico and Honduras led to the identification of intervention models that have guided the work in both countries, while in Colombia, it allowed discussing the adequacy of OSH regulations and identifying barriers, gaps and opportunities for improvement. On the other hand, the Project in Latin America has generated links with formal bodies (Commissions/Committees) dealing with OSH in Mexico and Colombia and with the body that promotes the development of coffee in Honduras; also in Colombia the Project has sought to promote the reactivation of the National Committee for Safety and Health at Work, while in Mexico a regulatory analysis of occupational health services was completed, which served as the main input for the drafting of the preliminary draft of the new law regulating safety and health conditions in teleworking. While the Project in Vietnam shared the tool "Reporting, Recording and Notification of Occupational Accidents and Diseases" with all PAC partners and the National Institute of Occupational Safety and Health of Vietnam and is expected to test it at the workplace level, a study on "Coffee farmers' access to social protection and occupational health services" has been carried out to help MOLISA analyse how to extend social protection to informal workers in the coffee sub-sector. Finally, the mechanisms most used by the Projects to position the OSH issue in the coffee chain at global and regional level have been the organisation and/or participation in international events seeking to promote the work of the Project to a global audience; and additionally, in the Project in Latin America, the compilation of all guidelines, protocols and methodologies validated in Mexico, Colombia and Honduras to design and publish, in Spanish and English, the first OSH toolkit for the global coffee chain, and its subsequent sending to Project partners in the three countries and to regional and global organisations. However, there is not enough evidence to say whether these mechanisms have contributed to positioning OSH issues in the coffee chain at the global level.

Information and knowledge generation

The Project in Latin America

92. The project succeeded in developing a broad information and knowledge base on OSH. According to the Project's Final Technical Report, 15 studies have been carried out in Mexico, Colombia and/or Honduras on topics relevant to the coffee sub-sector such as the drivers and limitations of coffee GSCs; the risks and hazards faced by workers; occupational accidents and diseases; working and health conditions of those engaged in temporary and permanent activities; the supply of occupational health and safety services; the profile and participation of women producers; the effectiveness

of training for coffee growers; among others²¹ .

93. These studies have benefited from the active participation and support not only of the ILO but also of various institutions (e.g. in Colombia the coffee research company, the Colombian Security Council, the FNC, the Ministry of Labour, ANDI; in Honduras COHEP, IHCAFE; and in Mexico CENACAFE, AMECAFE, IMSS). On some occasions these institutions have been primarily responsible for carrying out the study; in others they have collaborated with the ILO; sometimes they participated in the final validation stage of the studies.
94. These studies have been an important basis for preparing the strategies and contents of the training courses and the dissemination and awareness-raising materials and toolbox. For example, one of them mentioned: *"where nothing existed before, now we know the risks and dangers faced by workers and farm owners"*. Some people said that, although before the Project they already knew something of the issues that were worked on in the studies, the methodological rigorousness of the studies gives them much greater reliability and ownership of the outcomes they produce. In addition, the project has for the first time carried out studies on the informal coffee sector, which is the predominant sector in Mexico, Colombia and Honduras, as the studies prior to the project were oriented towards the formal sector.
95. The studies prepared within the framework of the project have been presented to constituents and stakeholders, validated by them and finally published on the websites of different institutions such as the ILO, AMECAFE in Mexico, IHCAFE in Honduras, FNC in Colombia. However, there is a need to improve the dissemination strategy of the publications, previously identifying target audiences, type of format and contents to be disseminated for each type of audience. In this regard, one of the people interviewed said *"we have disseminated all the publications to our members, but people are not used to reading so much, we need very short texts that explain the results of the studies and that this is disseminated to as many actors in the chain as possible"*. Also, for the more academic target audience, other means of publication/dissemination of the studies could have been used, e.g. specialised newspapers and magazines, scientific publications.
96. In addition to the studies, the Project has produced 27 guides / methodologies / protocols / manuals / materials on occupational safety and health; hazard identification and risk assessment; reporting, recording and notification of occupational accidents and diseases; COVID-19 prevention and mitigation; chemical risk management; WIND methodology; aimed at improving the provision of services by public institutions to the most vulnerable segments of the population (migrant and seasonal workers, women)²² .

The Project in Vietnam

97. In Vietnam, the Project conducted (with the support of VCCI-HCM, DOLISA Lam Dong, DARD Lam Dong and VCA) at the start of its intervention a comprehensive Assessment of the drivers and constraints for OSH improvement in the Vietnamese coffee supply chain. This assessment identified the main hazards and risks to workers' OSH in coffee farming, as well as challenges and opportunities for improving OSH conditions in the coffee sector. The results

²¹ Annex 3c presents the complete list of studies developed in the Project, and to which output each one corresponds.

²² Annex 3c presents the complete list of guides / tools / methodologies / protocols / manuals / materials developed in the Project, and to which output each one corresponds.

of the assessment were an important input for the development of OSH training material for coffee farming and coffee processing facilities, basically: (i) OSH training and action checklist according to the WIND methodology developed by the ILO; and (ii) training for extension workers and farmers on OSH in coffee farming, and for coffee processing enterprises (formal workplaces).

98. Such training material is officially institutionalised as an integral part of the National Sustainability Curriculum (NSC) for Robusta in Vietnam. One of the interviewees mentioned that "*until before the Project, extension training for farmers focused on farming techniques and plantation care, without paying much attention to OSH (...) and with the Project for the first time there are training materials for agricultural extension on a crop that integrates OSH knowledge in such a comprehensive and detailed way*". In the interviews they also highlighted that apart from coffee, no other crop has a curriculum with such comprehensive OSH content, and that the integration of OSH in the NSC will strengthen the adoption of good OSH practices in coffee farming.
99. Other studies carried out with the Project have been the mapping of OSH conditions in small coffee processing enterprises in Dak Lak, Dak Nong and Lam Dong, with the support of VICOFA and DOLISA; as well as the survey on OSH conditions in coffee cooperatives in Lam Dong and Dak Lak provinces, carried out by the VCA. Here too, as in the Latin America Project, the results of the mapping and survey served as an important input for the development of OSH training material for coffee processing companies and cooperatives.

Capacity building of institutions

The Project in Latin America

100. The project provided training, mainly through courses and workshops aimed at public and private institutions involved in the coffee chains in Mexico, Colombia and Honduras, including agricultural technicians, extension workers and farmers; officials and employees of Ministries of Labour, Agriculture and public social security institutions; labour inspectors; representatives of business associations, companies, universities, NGOs, IWCA; small producers and coffee growers; specialists. The topics on which training has been provided are mainly OSH management in coffee value chains (production, processing, marketing, industrialisation) with a focus on COVID-19 protocols; occupational safety and health in agriculture; training of trainers for the implementation of OSH measures with a gender perspective in coffee producer organisations, as well as in ILO methodologies for Occupational Health (WIND, WISE, SOLVE); hazard identification and risk assessment and methodology for recording and reporting occupational accidents and diseases; and chemical risk management. According to the Final Technical Report of the Project, 8,441 direct participants in the countries and the global coffee chain received these training actions²³.
101. The project has made extensive use of the training of trainers strategy, whereby the ILO first trains agricultural technicians and extension workers from different public institutions, and they in turn train farm owners/managers, who in turn train their workers. In Mexico, under this strategy, the ILO trained IMSS and SADER personnel virtually through a diploma course (first level), they did the same with coffee growers (second level) and finally the coffee growers trained workers on the farms of Chiapas, Veracruz and Oaxaca (third level). Meanwhile, in Colombia, virtual training on OSH was provided to FNC extension technicians, who in turn replicated what they

²³ [Annex 3d](#) lists the complete list of the courses provided in the framework of the Project, either virtually or in person, identifying in each case in which country, which institution supported the provision of the course and workshop, as well as the type and number of participants.

had learned with the coffee farmers. The role played by the ILO's Turin Training Centre, with its range of courses offered within the framework of the project, should be highlighted here.

102. In addition, in order for its tools and training to reach the maximum number of enterprises, cooperatives and small agricultural producers, it has been very important that the project has relied on several national organisations of employers, producers and public institutions, who provided their platforms or virtual OSH centres (in Mexico, the IMSS, Prevencionar, ANICAFE, IWCA; in Colombia, the FNC, the Colombian Safety Council; in Honduras the IHCAFE via its IHCAFE Higher School of Coffee).
103. Virtual training and virtual communication in general have made it easier to establish a first contact with new partners and institutions because it is quicker and easier. However, it must be considered that connectivity is not the same in all places and this obviously makes virtual communication difficult: in some areas, especially those in rural areas farther away from cities, there is no internet, it is intermittent or slow, or the people to whom the training is addressed do not have a computer. This meant that, for example, in the first virtual courses in Colombia aimed at coffee farmers, the dropout rate was high, at around 40%. However, given this circumstance, the alternative of redesigning the courses and offering them via Whatsapp, a virtual mechanism that coffee growers could access with simple mobile phones, was very effective.
104. In Colombia, training has also been provided through the project, using the ILO's SOLVE methodology, to promote the mental health of workers as part of OSH. This training was given in Medellín to 19 participants from COLCAFE and 5 other companies of the Nutresa group, who work as occupational physicians, OSH programme managers, risk managers, in their respective organisations. All participants completed the course and, according to interviews with COLCAFE representatives, were highly satisfied, mainly valuing that before the course they thought that mental health covered only psychological issues and anxiety, stress, but with SOLVE they became aware that it included other dimensions such as alcohol, drugs, healthy lifestyle, restful sleep, healthy diet, violence in the workplace. Also, taking the course has made them aware of the importance of addressing mental health with an emphasis on prevention²⁴.

The Project in Vietnam

105. The project has carried out training actions aimed at improving the capacities of employers, workers, coffee farmers, women producers and service providers to promote OSH in the workplace and also on the prevention of COVID-19.
106. MARD, VCCI - HCM and VCA have provided training to disseminate OSH knowledge based on the WIND methodology in Lam Dong and Dak Lak provinces. According to the Project's Technical Progress Reports (TPR), 53 people from DOLISA, DARD, agricultural extension workers, VCCI, VCA, national and international coffee processing and marketing companies and NGOs participated. Following these trainings, the trainees have formed a group of WIND trainers, who, according to those interviewed, are quite active as WIND

²⁴ Further details of this training on workers' mental health using the ILO's SOLVE methodology, carried out in Colombia within the framework of the Project, are shown in [Annex 3e](#).

trainers to farmers. By the end of November 2022, according to MARD's special request, the Project funded a comprehensive and practical training for 38 agricultural extension workers from five coffee-producing provinces in the Central Highlands (including Lam Dong, Dak Lak, Gia Lai, Dak Nong and Kontum). In this way, MARD is now well equipped in terms of availability of OSH trainers.

107. In addition, VCCI-HCM provided OSH training in coffee processing for OSH specialists from the DOLISAs in Dak Lak, Dak Nong and Lam Dong; relevant staff from coffee sector associations; chain support organisations; and companies. According to the interviews, participants appreciate the training methodology and contents. One of them pointed out: *"every year coffee farmers who plan to process coffee are trained in OSH courses by different public and private agencies, but the contents are not so comprehensive and focus on the correct application and use of agrochemicals (...) most of the workers in the farms and coffee processing establishments have never attended an OSH training course that includes the topics covered by the Project"* However, some consider it necessary to include more topics to cover OSH hazards and risks specific to the coffee sector. Also, the VCCI - HCM pointed out that the Project still needs to identify a more appropriate training strategy for coffee processing enterprises.

108. The Project also organised training to increase awareness and capacity to promote OSH practices for the staff of cooperatives in Lam Dong and Dak Lak provinces. In total, 26 participants from 23 cooperatives received the training, and some signed a commitment to make changes to improve OSH practices at the production site, on the farm and in the homes of cooperative members.

Awareness raising and sensitisation on the importance of OSH

The Project in Latin America

109. The Project designed an educational campaign to raise awareness among coffee farmers and their families about the importance of OSH. To this end, various dissemination tools were designed, such as videos (30 in total), radio spots (11), podcasts (5), primers and radio soap operas, the latter being the most emblematic output of all and the one with the greatest receptivity among the target audience²⁵.

110. Colombia was the first country where the radio soap operas were broadcast; there have been 15 chapters in total on occupational risk prevention, of 8 to 10 minutes each, broadcast on the radio and social networks. One of the most valued aspects has been the agile content of each chapter, recreating cases that can occur on farms (for example, what to do if a worker is poisoned or bitten by a snake). In order to broadcast the radio soap operas, the support of the FNC has been very important. Not only does the FNC have a very strong Communications Department, which has made its social networks available, but each FNC extension worker has free airtime on local radio stations to broadcast them, and the FNC also has some resources to broadcast them on national radio stations. In the last year of the project, in coordination with IHCAFE and IWCA, the radio soap opera developed in Colombia was adapted to Honduras and launched in the country in September 2022.

111. According to the interviews conducted, the radio soap operas as a strategy to raise awareness on OSH among coffee producers and workers have a high probability of sustainability as the institutions involved, such as the FNC, have ratified

²⁵ Annex 3c presents the complete list of videos, radio spots, advertisements developed in the Project, and to which output each one corresponds.

their commitment to continue disseminating them. Also, according to the interviews conducted, some challenges are to reach more coffee farmers with the radio soap operas, as well as to evaluate the effectiveness of the radio soap operas in terms of improvements in OSH practices among coffee producers and workers who have received their messages.

The Project in Vietnam

112. Under the leadership of VCCI-HCM and with the support of DOLISA Ho Chi Minh and Lam Dong and GCP, the Project developed OSH awareness materials, including posters, brochures and banners, and implemented a billboard promotion campaign with OSH in agriculture messages with emphasis on the coffee sector in key coffee growing districts.

113. The project has also provided technical input for the development of a voluntary Code of Conduct on environmentally responsible business practices for the coffee supply chain, thereby seeking greater industry, regional and national commitment to improve compliance with OSH standards in the coffee sub-sector. According to interviews, global buyers have expressed support for a strategy that will help them make significant OSH improvements in their supply chain and the sector in general.

Promotion of social dialogue

The Project in Latin America

114. The Project was effective in promoting social dialogue and interaction between government institutions. People value the Project's effort to work together towards a common goal; thus, one of the people interviewed in Mexico stated that *"the Mexican Ministry of Labour worked, for the first time, with private institutions with which it had no previous relationship"*. According to the ILO (2022)²⁶, social dialogue is an indispensable element in OSH, as it makes it possible to achieve safe and healthy working environments, a prerequisite for ensuring decent work. That is why Convention No. 155 and Recommendation No. 164 on workers' safety and health incorporate tripartite social dialogue as a basis for negotiation in the configuration of a national OSH policy.

115. Some relevant characteristics of the social dialogue processes facilitated by the Project are the following: (i) these processes resulted in the identification of the intervention models that have guided the work of the Project in Mexico and Honduras²⁷ and the delivery of the outputs identified in this section of this report; (ii) in the case of Colombia, these processes allowed to discuss whether the existing OSH regulations were fit for purpose and to identify barriers, gaps and opportunities for improvement; (iii) these processes not only took place at the national but also at the state level; (iv) in order to have credibility among the actors participating in these dialogue processes, it has been very important for the Project to generate quality materials on technical aspects (aimed at agricultural technicians) and on COVID-19 (aimed at vulnerable populations, small producers); and (v) public institutions,

²⁶ "Diálogo social tripartito en seguridad y salud en el trabajo. Regulatory frameworks, progress and challenges in six Latin American countries", ILO - Southern Cone, Technical Reports / 24 -2022.

²⁷ The evaluation assesses positively that the prioritised intervention models in Mexico and Honduras contribute to the achievement of the project's objectives and correspond to the expected outcomes. These intervention models are identified in [Annex 3f](#).

employers' organisations and social organisations have actively participated in these processes; on the other hand, workers' organisations have had less participation, especially in Mexico, because there are no trade unions in the coffee sub-sector and/or they are not very organised.

116. The main challenge is for the actors involved to continue with social dialogue and collaborative work: according to the interviews carried out, this is more likely to be the case in Colombia and Honduras than in Mexico. In turn, this is explained by the development of the institutional framework of private actors in the chain in Colombia and Honduras, and additionally, in Colombia, by the long experience of articulated work between the Ministry of Labour and the FNC.

117. In Colombia, the FNC is a private union with a consolidated structure, with a visible commitment to provide better services to its affiliates and has 15 Departmental Committees and in each one Municipal Committees; it also has 35 coffee cooperatives²⁸. In addition, Resolution 0312 of 2019, which establishes the minimum standards for the OSH Management System, obliges agricultural production units to adopt OSH systems, and this has further encouraged the FNC to support the issue, and one of its allies in this regard was precisely the ILO through the Project, which has contributed to strengthening the services provided to its members. In Colombia, the Ministry of Labour also plays an important role as the body in charge of providing OSH guidelines²⁹, they approve any OSH-related service that the FNC or other actors want to provide. The project has worked in coordination with this Ministry, signing a letter of agreement to strengthen the capacities of coffee farmers to manage occupational risks and getting the Ministry to contribute financial resources to the project.

118. While in Honduras, COHEP also has a strong structure and provides OSH services to its affiliates. Moreover, in Honduras, the constituents had previously worked on projects with the ILO, including one on child labour in the coffee sub-sector, and were therefore very familiar with the dynamics of working with the ILO.

119. In Mexico, there is COCONASST, which is a tripartite body, created by the Federal Labour Law, whose objective is to contribute to the design of national policy on safety, health and the working environment, and one of its main achievements is to have drawn up the Public Policy on OSH 2020-2024. There are also other institutions linked to the coffee sector (AMECAFE, ANICAFE); however, one limitation is that there is no institution that oversees or regulates coffee activity (as is the case in Colombia, for example), nor is there a public policy on this activity. Regarding the institutional framework in the coffee sub-sector in Mexico, one of the people interviewed said *"those of us who participate are a group that correspond to different*

²⁸ The FNC is a guild that manages the Public Fund, which receives resources from coffee growers (for each pound exported they pay 6 cents) and with this the Fund contracts the FNC to administer them. The FNC mainly provides the following public services to all coffee growers in the country: (i) contracting (guarantee to buy coffee in case the private sector does not; in practice, the FNC buys approximately 25% of production); (ii) training and technical research via the National Coffee Research Centre (CENICAFE), on ways and techniques of coffee production, producing better techniques and varieties of coffee, better quality, productivity, pest resistance; (iii) extension through FNC agronomists who carry out technology transfer of the research done by CENICAFE, on what to plant, density, fertilisers, and (iv) support for marketing abroad.

²⁹ On the other hand, according to the interviews conducted, the Ministry of Agriculture has little leverage in the coffee sub-sector, even though it is part of the agricultural sector. This Ministry delegates its OSH functions to the Ministry of Labour.

interests and it will be very difficult for one of us to take on the leadership of what has been advanced (...) if there is no leadership, it is very difficult to continue advancing".

Generating linkages with formal bodies dealing with OSH

The Project in Latin America

120. The project generated links with formal bodies (Commissions/Committees) that deal with OSH in Mexico and Colombia and with the body that promotes coffee development in Honduras. While this is important to institutionalise the progress made, advocacy and follow-up actions are required to ensure that the reports/studies produced within the framework of the project and presented in these commissions are used as inputs for the discussion of public policies and/or the design of programmes/projects.
121. It should also be noted that in Colombia, the ILO, the Ministry of Labour and the FNC have used the results of the studies as a relevant input for the discussion roundtables that have been organised. Likewise, the project has sought to promote the reactivation of the National Committee for Safety and Health at Work, in which, in addition to the Ministry of Labour, employers and workers, the Ministry of Agriculture and companies from different sectors (not only coffee, but also palm oil and banana, for example) participate.
122. Meanwhile, in Mexico, a regulatory analysis of occupational health services was completed within the framework of the Project, which served as the main input for the preparation of the preliminary draft of the new law regulating safety and health conditions in teleworking (Official Mexican Standard - NOM 037). Also in Mexico, the document "Guidelines for the preparation of a National Programme for Occupational Safety and Health in the coffee value chain in Mexico" was prepared, which aims to be a practical input for the development of policy instruments.

The Project in Vietnam

123. The Project shared the tool "Reporting, Recording and Notification of Occupational Accidents and Diseases", developed by the VZF, with all PAC partners and also with the National Institute of Occupational Safety and Health of Vietnam and is expected to test it at the workplace level. The aim of the tool is to promote the collection of data on the occurrence of OSH accidents and diseases for better prevention of similar events.
124. The project has also carried out a study on "Coffee farmers' access to social protection and occupational health services". In this way, it aims to help MOLISA analyse how to extend social protection to informal workers in the coffee sub-sector. However, no action has yet been taken to follow up on the findings/recommendations of the study, which is indispensable if the project's work is to contribute to improving the legal and policy framework on OSH in the coffee chain³⁰.

³⁰ The results of the study only became available in November 2022. In the same month the Project shared them with PAC members and national organisations tasked with promoting work on social protection/social insurance, including access to social security benefits by informal workers in agriculture. Members of the Social Security Law Review Committee confirmed that they would take the findings of the study into consideration during the ongoing law review process.

Positioning of OSH issues in the coffee chain at the global and regional level

The Project in Latin America

125. According to the Project's Final Technical Report, the Project has organised and/or participated in 10 international events to promote its work to a global audience; build new relationships and partnerships; attract new donors; facilitate the first South-South OSH information exchange and learning; and share key findings from OSH research conducted in the coffee supply chain, as well as good practices and lessons learned³¹.
126. The other mechanism used to position the issue and generate knowledge at the global level has been that the Project compiled all the guidelines, protocols, case studies and methodologies validated in various interventions in Mexico, Colombia and Honduras, and thus designed and published the first OSH toolkit for the global coffee chain. According to the Project's Final Technical Report, almost 60% of the knowledge products developed by the Project were translated into English; and around 95% of the knowledge products included in the toolkit developed by the VZF Secretariat for coffee have been produced by the Project. Once this toolkit was published, it was sent to all Project partners in the three countries and regional and global organisations, constituting more than 500 actors in the global coffee chain, and presented at one of the international events in which the Project participated, in December 2021. Notably, the ILO Regional Office for Latin America recognised the toolkit as the best innovative intervention of the 2020-2021 biennium.
127. However, there is not enough evidence to say whether the project's participation in international events and the translation of studies and awareness-raising material into English have contributed to positioning OSH issues in the coffee chain at the global level. In any case, it must be said that the people interviewed show a greater recognition of the local, national and regional dimensions of the project than the global one, and point out that the project has lacked mechanisms, strategies and possibly time for interaction between the national and the global. In turn, this perception could be explained by the fact that the institutions they represent have not participated in these international events.
128. In relation to the exchange of good practices between countries, most of the people interviewed, especially in Mexico and Honduras, value positively the exchange of knowledge, methodology and lessons learned between them and with Colombia (principle of mutual benefit). For example, the Honduran IHCAFE and its ESCAFE school for the creation of the virtual platform that facilitates the replication of the training received support from the Mexican IMSS. The valuation in Colombia is perhaps not as high because in general it has been Colombia that has shared its good practices with Mexico and Honduras (for example, the FNC shared the training of trainers course with IHCAFE of Honduras and AMECAFE of Mexico), while the opposite has occurred less frequently. It should also be noted that the geographical scope of some of the training actions carried out by the Project also included, within the framework of South-South Cooperation (SSC), other countries in the region.

³¹ The full list of international events in which the Project has participated, and to which output each one corresponds, is presented in [Annex 3g](#).

129. The Project has participated in international online exchange events (the Vision Zero Summit in Japan in May 2022, the Mekong Delta Conference for WIND trainers in August 2022; and an exchange with IWCA country chapters in September 2022) to raise awareness on OSH among domestic and foreign coffee producers, processors and traders; and also, in a Business Forum in the Coffee Sector to promote legal due diligence requirements.

The Project in Vietnam

Training and technical assistance to the final beneficiary population of the Project (demonstration pilots on farms).

The Project in Latin America

130. According to the project's Final Technical Report, the project provided training and technical assistance to 121 coffee farms, covering approximately 10,000 producers and workers.

- In Mexico, 64 farms implemented WIND, WISE and other ILO methodologies and/or training for women producers.
- In Honduras, 26 farms implemented the WIND and WISE methodologies and/or a methodology to facilitate accident reporting and hazard identification.
- In Colombia, 31 farms implemented the WIND and SOLVE methodologies. They also received an OSH training programme and the course ("*Mi finca, un entorno saludable y seguro*"), in English, "My farm, a healthy and safe environment".

131. The objective of this training and technical assistance provided by the Project has been to raise awareness in the coffee sector, which is mostly informal, regarding the prevention and protection of occupational accidents and diseases, and to implement basic measures for worker protection. The training and technical assistance included the delivery of safety kits and signage linked precisely to the prevention and protection of occupational accidents and diseases.

132. The training provided through on-farm demonstration pilots counted with the active participation of various organisations in Mexico, Colombia and Honduras, such as coffee producer unions and coffee organisations; IMSS, SADER and the Chiapas Secretariat of Labour in Mexico; the Ministry of Labour, the FNC and its Departmental and Municipal Committees in Colombia; COHEP and IHCAFE-ESCAFE in Honduras; and the IWCA country chapters; among others. These organisations have supported in different ways: reviewing training content and materials; facilitating training workshops; convening participants; partially financing training and technical assistance actions; among others.

133. As part of the evaluation, an on-site visit was made to 5 farms that received training and technical assistance from the Project: Puebla and Don Silvano in Mexico, and La Paz, Bellavista and Buenos Aires in Colombia. Four of these farms visited are small family farms (approximately 5 hectares); they have few workers (1 or 2 permanent workers and between 8 and 10 casual workers during harvesting); they are run by women; and most of their production is sold to cooperatives, although a small part is processed and sold under their own brand. The other farm visited belongs to a business group; it has a significant

number of workers (approximately 200 during maintenance and 1,500 during harvest); they process what they produce; and they export approximately 75% of their production³² .

134. According to the people interviewed on the farms (mainly farm owners and/or managers), the training and certifications they received taught them: (i) that there are different types of risks; (ii) methodology to identify hazards and risk assessment and how to prevent them; and (iii) how to prioritise, minimise and act when incidents occur.

135. The people interviewed mainly valued the following aspects of the training and certification received: (i) the clear, simple, digestible, non-academic language that was used; (ii) the materials provided, such as the flip charts on different types of risks, brochures, but above all the map/board with graphs of probability and level of severity; and (iii) the skill of those who provided the training. On the first point, one of the people interviewed from the farms said that *"the training is still designed for a high educational level, not everyone can receive it, perhaps it should be adapted so that everyone can understand it"*, while another said that *"WIND is a more digestible, more understandable method of risk analysis; (...) WIND is clearer than the regulations of the Ministry of Labour, but it does not replace them, but complements them"*. It is worth noting that the interviewees were asked to make these assessments by comparing the training provided by the Project with training previously provided by other institutions³³ .

136. The people interviewed also mentioned the following aspects to be improved for future similar trainings, in terms of content: (i) incorporate more real examples from farms in the country; (ii) show good practices from farms in other countries, how they are managed and how to apply them on their own farms; (iii) include in the awareness raising and sensitisation kits delivered to the farms audiovisual material (videos, photos, audios) on what can happen on their farms if due importance is not given to having safe, healthy and sustainable working conditions, so that this material can be constantly observed or listened to within the farms.

137. Regarding the process of replicating what they have learned with the workers on their farms, the people interviewed indicated that the content of what they received is transmitted to them, but with a different methodology than the one used by the ILO with them. In one of the family farms, the person interviewed indicated that the replication is done *"in an experiential, dynamic way, talking with them, going around the farm, (...) not through presentations, given that the workers have a low level of education and are used to operating physically, they cannot sit and read a presentation for a long time"*. In another of the family farms, the replication is done with their workers, *"in an informal, unstructured way, I ask them questions and write down their answers (...) we also use the board with the probability and severity graphs, we all move the pieces together according to the reality of our farm"*. On the large farms,

³² Further details on the general characterisation of the farms visited and the particularities of each of them are presented in [Annex 3h](#).

³³ These trainings offering, in addition to that provided by the ILO, in Mexico includes the Ministry of Labour, which has an online training platform on technical standards 019 on health and safety, 030 on OSH preventive services, 017 on Personal Protective Equipment and 009 on safety conditions for working at heights. Meanwhile, in Colombia, it includes the Manuel Mejía Foundation, SENA, universities, insurance companies, the FNC and its Departmental and Municipal Committees.

the replication is done *"with talks to supervisors or managers, to those who manage groups, especially in those areas most exposed to risks"*. The permanent workers who receive this replication from those who were trained by the ILO, in turn pass on what they have learned to the temporary workers who join the work.

138. With regard to the safety kits and signage provided by the ILO, different signs have been installed in all the farms visited, such as "Danger: slippery ground", "Fire extinguisher", "Meeting point", "Evacuation route", "Risk of entrapment", "Dangerous dogs", "Return tools". This support has also been well appreciated by the farms, because they consider them useful, permanent reminders for staying safe. It is true that some farms already had some signage before the Project, but they were less visually attractive and located in less strategic places, where there were fewer workers.

The Project in Vietnam

139. According to the Project's TPRs, 180 farmers/agricultural workers have been trained in OSH based on the ILO WIND methodology through MARD, VCA, VCCI, local agricultural extension workers, GCP and companies (Nestlé). Large companies/processors such as Nestlé have mandates to provide OSH training every year to their coffee growers and pickers by contracting OSH trainers to provide these training services and because of their participation in the Project, the WIND methodology has been adopted by these companies.
140. The evaluation considers that the project adopted an appropriate approach to access farmers in the coffee chain and train them in OSH under the WIND methodology, by creating partnerships with the private sector, public institutions, agricultural extension centres and cooperatives. In addition, this approach allows training actions to be extended to other crops grown by coffee farmers.
141. According to the interviews conducted, farmers highly value the OSH training they received, as it was clearly related to a specific stage of the farming process. On this point, one of the WIND trainers interviewed noted *"the WIND method is very well received by the farmers, because the knowledge is simple but practical (...) the content of the training only focuses on each specific stage that the farmer is doing, for example, when the farmer is harvesting coffee, the OSH knowledge only focuses on the hazards for the farmers related to the harvesting activities"*.
142. In addition, as part of the training received in the WIND methodology, farms have introduced reasonable, affordable and simple feasible improvement measures to promote safety and health on coffee farms and in their households³⁴. In this regard, one of the WIND trainers interviewed said *"after the training, farmers registered to make one or several changes related to OSH improvement on their farm or in their household (...) some time later, we went to check, as part of the farmer training visits and we are pleased that most of those who registered, made the changes"*. Other interviewees also appreciate that training with the WIND methodology *"provides*

³⁴ Examples of these measures include attaching safety protection locks to moving parts of machines to prevent serious injuries; improving the design of motorbike helmets to promote their use among ethnic women with braided hairstyles to protect them from head injuries in the event of an accident; using sack trucks with supports to move heavy bags of coffee; using tractors to pull a shovel during the coffee drying process; improving the design of baskets used to harvest coffee cherries to make them more comfortable to carry and avoid neck and back pain; using an auxiliary handle (instead of a normal shovel) when lifting heavy loads of agricultural produce, to balance the load; and building walkways and slopes in the community to make vehicle access to workplaces and homes easier and safer.

very simple and practical solutions that can be achieved by using locally available and low-cost materials (...) trainees realise that improvements in OSH practices are not very costly and can improve their productivity and the health and safety of workers".

143. Other advantages of training with the WIND methodology are, according to the interviewees, that it promotes the participation of workers and management in the COVID-19 hazard and risk assessment process and in the development of the OSH workplace practice action plan; it also involves farmers' families and community members; and that the training provided includes farm visits as well as group discussions by farmers.

Quantitative assessment of the level of achievement of the outputs foreseen in the Projects.

144. In line with the above, and as can be seen in Annexes 3i and 3j, the level of compliance with the indicators at the output level has been very high in both Projects. In the Project in Latin America, according to the information in the Final Technical Report of the Project, the planned targets have been met in 25 of the 26 output indicators (including in 10 of these indicators, what was achieved exceeded the planned target)³⁵. While in the Vietnam Project, according to information provided by the Project Team, as of 30 September 2022 (i.e. with 6 months to go before the end of the intervention), the target for 12 of the 24 output indicators has been reached (in some of them even exceeded), in 4 indicators the target is about to be met (approximately 90% of the target has been reached), in 4 indicators between 50% and 65% of the target has been reached, and in 4 indicators there is still no progress in terms of meeting the target³⁶.

Effectiveness in implementing gender and non-discrimination approaches

145. One way in which the Projects incorporate the gender approach is in some of the studies they have developed. In the Latin America Project, there have been two in particular: (i) "Profile of women coffee producers in Mexico", which made the Project the first VZF Project to carry out a study on women's OSH conditions in agriculture, and (ii) "Profile of women coffee producers in Colombia", which was a replica of the first, but in a different geographical setting. In Vietnam, the Project has worked with IWCA on the study "Context-specific OSH challenges faced by women in the coffee supply chain". These studies provided information on the different conditions and needs experienced by women coffee workers from different links and highlighted the importance of developing gender-sensitive interventions to address the specific conditions faced by women agricultural workers.

146. According to the people interviewed, these studies have helped to make visible the participation of women in the coffee chain, which used to go unnoticed because they are not landowners and do not usually have access to OSH training. One of the people interviewed said: *"there was a lot of ignorance about the role of women (...) the ILO studies have given visibility and have made it possible to raise awareness and train male coffee growers that women are good workers, better pickers than men, they know better how to pick coffee, they have more empathy with customers".*

³⁵ The only indicator where the target was not met was "Number of participants in capacity building and technical advice interventions" under output 6, where 200 participants were planned in Honduras and 100 were reached.

³⁶ These 4 indicators are Number of industry-wide plans, statements, strategies and/or similar documents developed with national stakeholders supported by the VZF project (linked to output 1.2), Number of workplaces that have tested the OSH data collection tool (linked to output 2.1), Number of coffee provinces trained in Strategic Compliance (linked to output 2.2), and Number and type of tools developed to improve schemes delivered to relevant authorities, disaggregated by country (linked to output 2.3).

147. A second way of effectively incorporating the gender approach in the Projects has been in the training actions, mainly in terms of the profile of those who received them. Thus, in the Project in Latin America, according to the Project's Final Technical Report, 58% of the 8,441 people who have participated in the training actions as recipients are women³⁷; while in the Project in Vietnam, this percentage is ostensibly lower: 30%. In some trainings, such as those of SOLVE in Colombia and some carried out in Vietnam, the gender approach has been incorporated in a cross-cutting manner in the content of the training.
148. There were also trainings, events and/or forums exclusively aimed at women or women's cooperatives, as well as national and international meetings where experiences and good practices of women coffee farmers from different countries were exchanged. For example, in Mexico, in coordination with AMECAFE, IWCA and its Mexican chapter, and PREVENCIONAR, an OSH training programme was developed for women workers in the coffee value chain. Furthermore, the study on women coffee producers in Mexico was presented at the Latin American coffee summit in Veracruz, Mexico, in November 2021, specifically at the Women in Coffee Forum organised by the Mexican chapter of IWCA.
149. The main partner institution for the incorporation of the gender approach in the project in Latin America has been the IWCA chapters in Mexico, Colombia and Honduras. Through the project, it has sought to empower women coffee growers mainly through training activities, supporting the dissemination of information, calls for applications and registration for training, seminars, forums and meetings. One limitation of the IWCA chapters in Colombia, Mexico and Honduras is that, according to interviews, they do not have sufficient operational or financial capacity to replicate the training that women coffee growers have received through the project.
150. Some of the ILO interviewees, while recognising the progress made by the projects in terms of gender mainstreaming, identified in the preceding paragraphs, consider that the projects lacked a greater focus on the gender perspective in the value chain and the strengthening of gender indicators in the chain in order to have more comprehensive interventions: *"there was a lack of creativity in understanding gender in the coffee value chain, it is not only about working with women or training them"*. On this point, it is worth noting that while VZF Projects are gender-sensitive and seek to ensure that gender is mainstreamed in all their activities, they are not gender-focused projects and are not intended to be gender-transformative.
151. To conclude this section, some reflections on the gender approach on coffee farms in Latin America. According to the interviews conducted, approximately 30% of the workers on the farms are women, although this percentage varies according to the occupation: in coffee harvesting and picking, around 30%-35% of workers are women; in seedling and nursery production, this percentage exceeds 50%; while in field work such as weeding and pruning, only 5% to 10% are women.
152. Regarding the farms that participated in the Project in Latin America, according to the Project's Final Technical Report, approximately 20% of the

³⁷ A breakdown of this percentage for each of the courses provided in the framework of the Project is given in [Annex 3d](#).

workers are women. In contrast, in the sample of 5 farms visited as part of the evaluation, this percentage is around 50%. In these farms visited, the following can also be observed regarding the distribution of occupations and tasks between male and female workers: (i) most tasks are done indistinctly by men or women; (ii) the weight and size of inputs, instruments and tools are usually adapted to the weight, size and strength of the worker, (iii) there are predominantly male tasks, such as machete handling, pruning and weeding, which require greater physical strength, as well as work on sloping plots, where there is more risk and more physical strength is required; (iv) in selection and harvesting tasks, women are valued more, they are more organised, meticulous, careful, delicate and efficient; and (v) within an occupation or type of task, salaries are equal for men and women, although they report that this is not the case in all farms.

Effective stakeholder participation in project implementation, level of satisfaction and perception of value of the outputs delivered

153. In its intervention strategy, the VZF recognises that sustainable and meaningful OSH improvements in GSC require strong commitment, collective action, influence and resources from a wide range of stakeholders, including global companies, employers' organisations, suppliers at national and transnational levels, governments, international financial and labour organisations, workers and trade unions, civil society, private philanthropy and development agencies. According to the ILO³⁸, the VZF made collective action by a broad range of stakeholders a central component of its global strategy 2019-2023.

154. Interviewees agree on a positive assessment of the VZF collective action approach and that there have been both facilitating and constraining factors for this collective action to take place. The former include the chain governance model in Honduras and Colombia; the inter-institutional coordination spaces for OSH operations in Mexico and Colombia; and the growing demand from global buyers for the adoption of safe and healthy practices in the chain. Among the latter, the volatility of the international price of coffee; the lack of agency of certain actors; barriers to coordination among chain actors (particularly in Mexico); and the poor development of certain markets in agriculture were mentioned.

155. As mentioned in previous paragraphs, one of the most notable aspects of the projects has been the active participation of various institutions during their implementation, both from the State and from organisations of producers and the coffee chain, employers' organisations and academia. In the Project in Latin America, in Colombia, the participation of institutions such as the Ministry of Labour, the FNC, ANDI, the Colombian Security Council, the Centre for Regional Coffee and Business Studies (CRECE), universities; in Mexico, the STPS, SADER and IMSS, both at national and federal level, AMECAFE, ANICAFE, CONCAMIN, coffee producers' organisations; and in Honduras, IHCAHE and COHEP, although in this country one of the people interviewed had a more critical stance, stating that *"the Project should have had a sufficiently broad strategic framework and knowledge of the different parties involved so that each one could identify what their contribution to the Project was and what was to be achieved with their participation"*. In addition, in all three countries, the participation of the IWCA stands out.

156. In the Vietnam project, it has leveraged the mandates and strengths

³⁸ "VZF strategy 2019 - 2023: collective action for safe and healthy supply chains".

of various stakeholders and coffee sustainability initiatives to promote OSH improvements through partnerships and collective action. Specifically, key chain partners and stakeholders from both the public sector (MOLISA, MARD and their provincial and local entities) and the private sector, as well as social associations such as the GCP, have been engaged in the promotion and implementation of OSH in the coffee sub-sector. In this regard, one of the interviewees noted: *"We really appreciate the Project for the way it involves different stakeholder organisations such as MARD, DARD and the private sector in its implementation, it is collective action to improve OSH in the coffee supply chain"*.

157. However, according to the people interviewed, there was a lack of greater involvement of the following institutions:

- In the project in Latin America, especially in Mexico, the trade unions in the coffee sub-sector, because they are few and/or not very organised. Additionally, in Honduras, some public institutions such as STPS and CONACAFE had an active participation but only until the change of government administration in January 2022.
- In the Vietnam project, there has not yet been any work on strengthening the capacity of the Department of Labour Safety in labour inspection to improve OSH promotion and enforcement in the coffee supply chain. There was also no greater involvement of trade unions, specifically the VGCL, which could be explained by the fact that the Project focuses more on the targets of farmers and informal sector workers and there are almost no trade unions for informal workers in this sector. One respondent said: *"One would expect the Project to have interventions in the formal sector, with private sector companies and state-owned enterprises, who also need to improve their OSH practices and standards"*.

158. The constituents, partners and/or stakeholders interviewed agree in their great appreciation of the usefulness of the project and the ILO's contribution:

- In Mexico, they highlight that the ILO has responded quickly to COVID-19 on care and OSH issues; that it has disseminated publications on good institutional practices in other countries in the region; that it has developed didactic and visually attractive methodologies, guides and protocols (*"the standards in the country say what to do and the ILO helps to explain how to do it, especially through the guides"*); and that it has contributed to raising awareness on OSH and social security (*"the project had few resources for the dimension of the problem addressed (...) it still allowed us to generate a common objective on OSH in coffee"*.) *but it still allowed us to generate a common goal on OSH in coffee"*).
- In Colombia, they highlight that the ILO has contributed with policies, materials, strategies, and ongoing studies, which can be useful for the design of policies, projects, and programmes; that it has helped the Ministry of Labour to consider more effectively the characteristics of rural areas and how to make the regulations applicable to the rural sector. And as in Mexico, they also appreciate that the ILO has raised awareness among actors in the coffee sector, especially farms, about the importance of OSH, the prevention and protection of occupational accidents and diseases, and the implementation of basic measures for worker protection.
- In Honduras, they coincide with some of the assessments expressed for Mexico and Colombia. In addition, one of the people interviewed reflected that *"the progress made with the project is an opportunity that will allow us to move forward in building an agenda that demonstrates that Honduras produces responsibly in environmental, social and commercial terms"*.

- In Vietnam, the people interviewed expressed their satisfaction with the quality and usefulness of the outputs and activities implemented by the Project and pointed out that they have improved their capacities in the prevention and protection of occupational diseases and accidents and, in general, in OSH management as a result of the training received by the Project.

159. A limitation of the project in Latin America has been that the participation of MNEs, which was one of the most innovative aspects of the intervention, has been less than foreseen in the design. In this regard, one of the people interviewed stated: *"they only participated in some training sessions, local representatives of these companies participated, not from the parent company (...) on a large scale they did not commit themselves"*, while another stated: *"multi-national companies have not yet closed their participation in the project, the vision of commitment, contribution and development has not been consolidated"*.

160. According to the interviews conducted, some of the reasons for the lower than expected participation of MNEs in the project are that the ILO is not used to working with this type of organisation and that there was a lack of time, resources and other strategies for approaching MNEs. On the first point, one of the interviewees said that *"the low participation of MNEs in the project may reflect the structure of the ILO, it is not used to it, its natural interlocutors are business organisations and not enterprises"*. Regarding the latter, another interviewee pointed out that *"there was a lack of visibility of the Project in coffee industry events"* and a third that *"if one seeks to incorporate multinationals, a cross-border approach is required; however, this requires more time and available resources"*.

161. In the Vietnam Project, unlike the Latin America Project, MNEs (such as Nestlé, Peets JDE, Tchibo) have played an important role as partners and have also benefited from the project. As partners, they support initiatives to promote OSH in the coffee chain, specifically by disseminating to the community of coffee farmers and processors that are part of their network, the OSH knowledge products developed by the Project, such as studies and training tools, guides and materials. And they have benefited from the Project by accessing new OSH training materials and linking with the ILO and other stakeholders in the coffee supply chain to strengthen/expand their network.

Effects of the pandemic on project effectiveness

162. The Projects' response to COVID-19 has been timely, flexible and relevant to the needs of national constituents and highly valued by them. In the pandemic, and partly because of it, the Projects positioned OSH on national agendas, developing protocols, prevention and mitigation guidelines; incorporating these tools in their educational processes and training courses; producing audiovisual material and carrying out public awareness campaigns on how to mitigate COVID-19 risks and on the importance of prevention.

163. In Latin America, the fact that the Project had been active in the target countries for more than a year prior to the pandemic, and that trusting relationships had been established with the constituents, made it easier for the ILO to provide a timely response to new and emerging needs, such as those generated by the pandemic, and above all that these responses were so well received by the constituents, partners and stakeholders of the intervention.

164. The tools (guides, protocols, courses) developed by the Latin America Project became a reference point for the response to COVID-19 in the agricultural sector in general (and in the coffee sub-sector in particular). The fact that these tools were developed in collaboration with governments and social organisations in the countries facilitated wider dissemination and replication of the material. The project also shared the protocols and contents of the courses with other agricultural value chains and countries in the region (such as Peru, Nicaragua, Salvador, Ecuador and Bolivia).
165. In Mexico, at the request of SADER, the Project developed a Practical Guide for the prevention and mitigation of COVID-19 in agriculture, which was adopted as an official document by the Government of Mexico and distributed by the Ministry of Agriculture to all actors in the agricultural supply chain in Mexico. OSH protocols were then developed by occupations, linked to the different links/stages of the coffee chain: producers in coffee farms, associations, industrialists, traders, exporters, service companies. And then five virtual courses on COVID-19 were developed³⁹.
166. In Colombia, with the support of the Colombian Safety Council, two virtual courses on OSH and COVID-19 "Occupational Safety and Health Management to face the pandemic" were designed and implemented: one for the agricultural sector and the other specifically for the coffee sub-sector. In addition, following the pandemic, a partnership was formed with the FNC to raise awareness among workers in the coffee sector on how to mitigate the risks of COVID-19. This was done through a strategy called "My farm, my home and treasure", which included radio spots and radio soap operas. This material was disseminated, with the support of the FNC and the Ministry of Labour, through 70 radio programmes in the different coffee producing regions, reaching more than 500,000 families in the sector.
167. In Honduras, the National Committee for Food Security, employers' organisations and other public bodies in the agricultural sector requested the adaptation to Honduras of the Practical Guide for the prevention and mitigation of COVID-19 in agriculture, developed by the Mexico project. In collaboration with the private sector (IHCAFE and COHEP), this resulted in the development of two guides, one for the agricultural industry and one for the coffee sector, which were the basis for the development of new national COVID-19 protocols in the country. In addition, a COVID-19 e-course was delivered to coffee technicians and the ILO and COHEP used the first modules to develop courses for other sectors (textile and construction).
168. In the Vietnam Project, a COVID-19 prevention guideline was developed for the agricultural sector; VCCI-HCM COVID-19 prevention training materials were adapted to include updated content; and COVID-19 prevention trainings were conducted with VCCI and GCP for coffee processing companies, MNEs, VCA members, cooperatives, NGOs, and agricultural extension services. These trainings followed the ILO's

³⁹ (i) Primary production of coffee processing; (ii) Wet and dry processing at farm and industrial level; (iii) Marketing of coffee processing; (iv) Industrial processing at different levels, from whole bean to sale of coffee beans; and (v) Coffee cupping and sale in coffee shops. In September 2022, IMSS updated the five virtual courses against COVID-19, placing them on its virtual training platform and taking ownership of their asynchronous dissemination and administration.

participatory action approach, which involves workers and management in the process of assessing COVID-19 hazards and risks and developing a COVID-19 prevention action plan at the workplace.

169. Regarding studies on the effects of the pandemic, the VZF conducted three case studies on OSH measures and actions taken by stakeholders to prevent exposure and transmission of COVID-19 in workplaces linked to the agricultural and textile/garment GSCs, one of which was "COVID-19 and occupational safety and health in the global coffee supply chain in Colombia"⁴⁰. This study focused on temporary and seasonal workers and outlined strategies to ensure safer and healthier supply chains and the development of policies and strategies to address future crises. This study focused on temporary and seasonal workers and put forward strategies to ensure safer and healthier supply chains and the development of policies and strategies to deal with future crises.
170. The pandemic has had an impact on the mode of delivery of services provided by the project. In 2020 and most of 2021, face-to-face activities, such as training courses or workshops and studies, were virtualised, and only at the end of 2021 and during 2022 were face-to-face activities resumed. This adaptation of the delivery modality has led to a positive externality in that government institutions and coffee farmers have acquired, albeit almost by obligation, digital skills and competencies.
171. The pandemic has also caused delays in the implementation of the project in Latin America, resulting in an 8-month extension of the project's end date. These delays can be explained by the fact that during the first months of the pandemic, the Project's partner institutions and allies reduced their interest in the Project, since the priority was to seek to mitigate the effects of the pandemic on the health, work and economy of the population; and because some activities, especially those involving the most vulnerable populations, needed to be carried out in person, so it was necessary to wait for more than a year for the pandemic to attenuate its incidence and level of danger. One of the people interviewed left the following reflection on the pandemic and the Project: *"The pandemic had an impact on the dynamics of project execution in general, it slowed them down (...) it was hard work to convince actors to continue working hard with the Project, but it was achieved (...) what was done in the Project should be more highly valued, because it was done in a pandemic context"*.
172. A "positive" aspect of the pandemic, in terms of the Project's objectives, is that it helped to position OSH as a priority issue on national agendas. While the ILO had been raising awareness of the importance of OSH prior to the pandemic, the pandemic brought it to the forefront and highlighted the need for safe and healthy work practices in the chain.
173. Another "positive" aspect of the pandemic is that, since the pandemic, greater importance has been given to different elements linked to OSH management: (i) occupational health surveillance and the need for companies to carry out actions to monitor the health of their workers and safety diagnoses regarding accidents and diseases; (ii) the relationship between OSH and business productivity; (iii) reactivation focused on workers and their families; and (iv) diseases related to psycho-social risk factors such as confinement. On the

⁴⁰ The other two studies were on garment/textile GSCs in Ethiopia; and on garment GSCs in Myanmar.

latter, OSH until before the pandemic was mainly linked to safety and industrial hygiene, to the prevention of accidents at work, but with the pandemic, stress and psychosocial risks have increased, which has contributed to an increasing focus on mental health. One of the people interviewed summed up what the pandemic meant for the implementation of the Project in this way: "*on a technical level it is a double-edged sword because it was a challenge in terms of logistics and organisation, but at the same time it allowed us to put the issue of OSH at the top of the country's agenda*".

Contribution of projects to the achievement of VZF outcomes

The Project in Latin America

174. According to the Project's Final Technical Report, the Project has contributed to all three VZF Outcomes, although not to all of its outputs. In VZF Outcome 1, the Project has contributed to both outputs (1.1 and 1.2). In VZF Outcome 2, the Project has contributed to output 2.2, but has not contributed to outputs 2.1 and 2.3. In VZF Outcome 3, the Project has contributed to output 3.1, but has not contributed to outputs 3.2 and 3.3.
175. Annex 3k shows the contribution of the Project in Latin America according to VZF outcomes and outputs and whether this contribution has been produced by the intervention in Mexico, Colombia, Honduras or at a general level (global or Latin America). The contributions identified in this Annex have already been developed in more depth in the preceding sections of this "Effectiveness" section but it is considered necessary to show the information in the Annex again, in summary form, in order to visualise more clearly the contribution of the Project to each VZF outcome⁴¹.

The Project in Vietnam

176. According to the TPRs of the project, the project, like the Latin America project, contributes to the VZF in outputs 1.1 and 1.2 of Outcome 1. As for Outcome 2, it contributes to output 2.1 (whereas the Latin America project contributed basically to output 2.2). And with respect to Outcome 3, it contributes, like the Latin America Project, to Output 3.1. Annex 3m shows the contributions of the Vietnam Project to the VZF.
177. This evaluation also reviewed the TPRs prepared by the VZF Secretariat on the "Contribution to the Vision Zero Fund to Prevent and Reduce Workplace Related Deaths and Serious Injuries" (GLO/17/53/EUR). These TPRs provide a comprehensive overview of the work undertaken by VZF at global and country level in Myanmar, Laos, Vietnam, Ethiopia, Madagascar, Mexico, Colombia and Honduras. Specifically, the September 2021 (covering the period October 2017 - March 2021) and February 2022 (covering the period October 2020 - September 2021) TPRs identified significant progress on all three VZF outcomes and also contributions of the country projects to these outcomes and the findings, for the case of the Latin America and Vietnam Projects, are consistent with what has been shown in preceding paragraphs. Annex 3n details this information.

⁴¹ In case the reader is particularly interested in learning more about the contribution to a particular VZF output or outcome, further details on the contributions of each country are presented in Annex 3l.

3.4 Efficiency

Allocation and use of resources

178. The technical team of the Project in Latin America consisted of three persons: a Project Manager, based in the ILO Country Office in Mexico and in charge of the overall management and implementation of the Project; a National Programme Coordinator, based in Colombia, responsible for the implementation of country activities; and an administrative and financial assistant, based in Mexico. The technical team of the Project in Vietnam is also composed of three persons: a Chief Technical Adviser, who performs the same functions as the Project Manager in Latin America; a National Project Officer, who is in charge of the regular follow-up of the monitoring and evaluation plan; and a Project Assistant, who performs the same functions as the Project assistant in Latin America.

179. The evaluation considers that the number of people making up the technical team in Latin America does not correspond to the number of strategies and products envisaged nor to the number of actors, partners and stakeholders involved in the implementation of the project. This is particularly true in Honduras, where the people interviewed consider that the project should have had the support of a permanent professional. In contrast, the project in Vietnam is adequately staffed to implement and monitor the project.

180. In both Latin America and Vietnam, project teams have actively participated in coordination mechanisms between partners, which has been useful in creating synergies between the different actors in the supply chain and reaching more workers in the coffee sector.

181. The project in Latin America executed US\$ 2,056,937, which represents 99.5% of the budget (US\$ 2,066,388), which is consistent with the fact that all planned outputs have been delivered. When broken down by general items, 69% corresponds to Mexico, 25% to Colombia and 6% to the cost of ILO programming support⁴². When broken down by more specific items, almost 45% corresponds to the Project Team and 25% to publications/studies/research. Then, about 20% of what was executed corresponds to the following three items: conferences and seminars that the Project organised or participated in, office rental and supplies, and ILO programming support. Finally, the remaining 10% corresponds to the other items: communication materials, international and local travel, interpretation and translation costs, project launch and project evaluation, furniture and equipment.

Table 8. Distribution of the amount executed in the Latin America Project, according to general and specific items.

	US\$.	% of total
<i>According to general items</i>		
Mexico	1,412,391	68.7%
Colombia	511,000	24.8%

⁴² What has been implemented in Honduras is mainly included in what has been implemented in Mexico.

ILO Programming Support Cost (PSI)	133,546	6.5%
Total	2,056,937	100.0%
<i>According to specific items</i>		
Project Team	910,472	44.3%
International and local travel	54,748	2.7%
Furniture and equipment	7,969	0.4%
Office rental, supplies	118,931	5.8%
Publications, studies, research - objective 1	183,717	8.9%
Publications, studies, research - objective 1	221,603	10.8%
Publications, studies, research - objective 3	114,314	5.6%
Conferences and seminars - objective 1	76,662	3.7%
Conferences and seminars - objective 2	62,976	3.1%
Conferences and seminars - objective 3	17,098	0.8%
Interpreting and translation costs	42,107	2.0%
Evaluations	15,920	0.8%
Project Launch	17,206	0.8%
Communication materials	79,664	3.9%
Cost Support ILO Programming	133,546	6.5%
Total	2,056,937	100.0%

Source: Information on the financial implementation of the Latin America Project, as of 16 December 2022, provided by the ILO.

182. The Project in Vietnam has executed, as of December 19, 2022, US\$ 950,222⁴³, which represents 81.8% of the budget (US\$ 1,162,058), having elapsed approximately 90% of the planned execution time for the Project (27 out of 30 months). When disaggregating the budget of the Project and the level of financial execution (executed / budget) according to the objectives and outputs of the Project, the following can be observed:

- In terms of budget distribution, approximately 60% corresponds to project management (mainly the project team), 25% to the first, second and third project objectives, and almost 15% to the cost of ILO programming support.
- The level of financial execution is higher for the second objective of the project (93.4%) and for the management of the project (89.6%) than for the first and third objectives (74.2% and 66.8% respectively).

Table 9. Budget and financial execution in the Vietnam Project, according to objectives, outputs and project management.

Objectives / Outputs	Budget		Implementation as of 19 December 2022	
	US\$.	% of total	US\$.	% executed / budget
Objective 1	86,796	7.5%	64,446	74.2%
Output 1.1	42,876	3.7%	27,597	64.4%
Output 1.2	43,920	3.8%	36,849	83.9%
Objective 2	92,633	8.0%	86,507	93.4%
Output 2.1	0	0.0%	0	
Output 2.2	92,633	8.0%	86,507	93.4%

⁴³ This figure also includes the amount committed.

Output 2.3	0	0.0%	0	
Objective 3	110,958	9.5%	74,137	66.8%
Output 3.1	97,481	8.4%	60,665	62.2%
Output 3.2	13,477	1.2%	13,472	100.0%
Project Management	705,855	60.7%	632,425	89.6%
Project Team	567,487	48.8%	530,443	93.5%
Operational cost	100,367	8.6%	87,718	87.4%
Monitoring and evaluation	38,000	3.3%	14,264	37.5%
ILO Programming Support Cost (PSI)	165,816	14.3%	92,708	55.9%
Total	1,162,058	100.0%	950,222	81.8%

Source: Information on the financial implementation of the Vietnam Project, as of 19 December 2022, provided by the ILO.

Governance and management arrangements

183. The VZF global governance structure consists of a Secretariat; a VZF Steering Committee; an Advisory Committee; and a GTAC-OSH. The role of the VZF Secretariat is to support the initiation and implementation phases of the Projects, including organising stakeholder consultations; providing technical support and supporting reporting; and facilitating liaison with the ILO's Flagship Programme Safety + Health for All and with other ILO departments, branches and units. The Latin America Project appreciates the support received from the VZ Secretariat at HQ, the only drawback being, according to the Project's Final Technical Report, the time differences between Geneva and Latin America, which sometimes limited closer support.

184. It is also foreseen in the Project Documents that the Projects will receive technical support from the LABADMIN/OSH Branch of the ILO in Geneva. In practice, LABADMIN/OSH specialists have effectively provided technical support by reviewing the studies developed by the Projects; providing Project Managers with ILO strategies and tools to improve the effectiveness of the intervention and ensure the coherence of their intervention with ILO global policies and strategies; and sharing experiences from other countries. On the programmatic side, it has been the VZF that has supported the Projects, providing guidelines on the intervention framework and indicators of the Projects and ensuring their alignment with the ILO's Flagship Programme Safety + Health for All.

185. The Project Document for Latin America also envisaged that it would receive technical support from ILO regional OSH specialists based in Lima, Bogota or Mexico. Although there was support from the ILO Labour Administration specialist based in Bogotá, in particular for the activities carried out in Colombia; and from regional OSH expert consultants with experience working with the ILO.

186. The donor is part of the VZF Steering Committee and in the Latin America project, the EC participated in administrative decision-making. According to some interviews, in the international events in which the project participated and in the outputs it produced, there was a lack of visibility for the donor (especially at the beginning of the project), especially considering that they finance more than 90% of the intervention.

187. At the country level, it was envisaged from design to establish VZF PACs or national Tripartite Project Advisory Committees, whose main functions are to promote the adoption of VZF goals by national policy makers and business leaders; to report to the VZF Steering Committee on the progress of interventions in the country; and to provide guidance to national stakeholders. In practice, in the Vietnam Project, the CEP has been the main mechanism for fostering multi-stakeholder dialogue on OSH in the coffee sub-sector. At PAC meetings, the Project work plan has been updated; members have reconfirmed their support for Project activities and discussed strategies for more effective implementation; the Project has been presented to stakeholders, including MNEs; the OSH survey has been validated; and a private sector engagement strategy has been developed. At PAC meetings, the Project has also involved the donor in providing input to discussions within the context of the donor's portfolio and sector strategies for Vietnam.

188. According to interviewees from the Vietnam Project, the PAC is a good mechanism as an advisory board for project activities and also allows key partners such as MOLISA, VCCI, VCGL to be informed and updated on the progress and constraints of the project. On the other hand, it has not been used as a space for dialogue on policies, regulations or to promote an enabling environment for the promotion of OSH. On this point, one interviewee said that *"the PAC has been a good space for discussions on project implementation strategies, but I had hoped that the PAC would have had interventions to contribute to more effective OSH-related institutions, policies or legislation or social protection for actors in the coffee sector"*.

Project monitoring and evaluation systems

189. Since 2018 the VZF Steering Committee agreed for the period 2019 - 2021 on an annual reporting cycle and approved a standard reporting template for the annual VZF Global Progress Report. In addition, to ensure that donors are informed of regular progress as of March and June each year, the VZF Secretariat provides the Steering Committee with "snapshot" reports, which follow the structure of the annual reporting template.

190. Projects in Latin America and Vietnam monitor their performance through the Project Monitoring Matrix (in Excel) and through the TPRs. All activities have been accompanied and supervised by Project staff, thus ensuring the quality of the activities and outputs and the verification of the requirements of the terms of reference of the contracts with external institutions or consultants in terms of scope of service, methodology, quality and timely delivery. For farmer training and sensitisation activities, the Projects apply a tool when visiting, to measure changes in farmers' knowledge, practices and behaviours.

Synergies with other institutions and projects

191. The projects in Latin America and in Vietnam did not have defined spaces for interaction between them; communications and coordination between them were sporadic.

192. Regarding the articulation of the Project in Latin America with other ILO projects in the region, the synergy generated with the project "Addressing child labour in the coffee supply chain" in Honduras, initiated in 2018, whose objective

is to generate social compliance in coffee cooperatives in three departments of Honduras, stands out. This compliance occurs if the farms comply with the 11 standards that form part of a Code of Conduct, one of which (#8) is linked to OSH; for which the Project first developed this Code; then provided OSH training with WIND and WISE methodology to IHCAFE technicians in the different standards that make up the Code, so that they in turn replicate what they learned in the cooperatives, intermediaries and exporters; and finally assessed whether the cooperatives comply with the Code and, if so, gave the Declaration of Conformity or certification of social compliance. So, on the one hand, the OSH Project benefited from the child labour project to train and disseminate its tools and training materials to more of its target audience (coffee farms) because it allowed it to "enter" with COHEP and IHCAFE, which are the partner institutions of both projects. On the other hand, the child labour project benefited from the OSH project because its target audience (the coffee cooperatives) were trained on standard #8 of the Code of Conduct. Perhaps the only difficulty was that, at the beginning of the joint work of both projects in Honduras, there was a lack of coordination between them in terms of summoning COHEP and IHCAFE technicians to receive training.

193. Regarding the articulation between the Project in Latin America with projects of other UNS institutions, there are almost no OSH projects in coffee implemented by other UNS agencies, although at a more bilateral level, in VZF projects there is coordination with the UN Global Compact and, in the field, with the FAO (to certify trade union centres).

194. On the other hand, there are projects financed by international cooperation, which are not part of the UNS, especially in Colombia on the prevention and eradication of child labour in different sectors, including the coffee sector (with funding from the United States Department of Labor - USDOL) and the United States Agency for International Development - USAID), as well as others linked to the Free Trade Agreement (FTA) with the United States and in the certification of competencies with coffee pickers, and the United States Agency for International Development - USAID), as well as others linked to the Free Trade Agreement (FTA) with the United States and in certification skills with coffee pickers (the latter two funded by the European Union - EU). Meanwhile, in Honduras, a project is also being carried out in the coffee and cocoa sector, with a social component, implemented by a US NGO with funding from the US Department of Agriculture. Those interviewed agreed that there should be greater coordination between these international cooperation projects and those of the ILO. One of the interviewees stated that *"decent work, OSH, fundamental labour rights and other "ILO" issues should be incorporated into productive projects to formalise the coffee sector, for example, considering that the added value of the ILO is the possibility of building proposals on the basis of tripartite social dialogue.* Another person interviewed said: *"there is a project financed by USAID in Colombia on the eradication of child labour, where the ILO does not play any role despite the fact that it is a reference institution in the field".*

3.5 Orientation towards impact and sustainability

Strengthening the capacities of national institutions

195. The strategy and management of the Projects have been clearly impact-oriented by focusing on capacity building for various stakeholders to promote

OSH practice. Through the studies carried out and especially through training and awareness raising actions, the Projects have contributed to: (i) increase stakeholders' knowledge on OSH standards and management for the agricultural sector and in the coffee value chain; (ii) foster an OSH culture in the coffee sector, generate greater awareness on prevention and protection of occupational accidents and diseases; and (iii) strengthen the institutionalism of the actors, both in terms of discourse on OSH and the establishment of alliances and commitments with other institutions linked to the coffee sector.

196. In the project in Latin America, training actions have enabled representatives of public and private institutions involved in coffee chains in Mexico, Colombia and Honduras to have greater knowledge on OSH management in coffee value chains, with a focus on COVID-19 protocols; occupational safety and health in agriculture; implementation of OSH measures with a gender perspective in coffee producer organisations; hazard identification and risk assessment; among others.

197. In the Vietnam Project, the training actions have enabled employers, workers, service providers, coffee processing companies. more knowledge on how to promote OSH practices in the workplace and on sustainable development standards for the coffee sector, in terms of economic, social and environmental aspects. In addition, as stakeholders of the PAC, they have consolidated a stronger presence in the discussion on strategic coffee supply chain issues, and this gives them more opportunities to improve and expand their networks.

Ownership and institutionalisation of projects by national institutions

The Project in Latin America

198. The project in Latin America has favoured the sustainability of the intervention by raising the visibility of the issue of temporary agricultural workers in OSH, which, before the project, was absent in public policies and private institutions in the chain; by bringing together public and private institutions related to the chain whose previous degree of interaction, in the case of Mexico, was scarce to work towards a common objective; and above all by ensuring that public and private institutions that had an active participation in the trainings offered, adopt the OSH theme in their training programmes. On this last point, the replication of the virtual platforms and training programmes, aimed at companies, cooperatives and agricultural producers, will depend on the operational and financial capacity of the institutions to continue the activities developed.

199. In Colombia, training courses for farmers in the coffee sector were provided via the Safety Council platform. Universities also provide courses on OSH, chemical hazards and risks. For example, the National University of Colombia has included a course on chemical hazards as a subject in its curriculum, which students receive from the ILO Training Centre in Turin. While the University of Santo Tomas uses part of the content of ILO courses and tools (e.g. hazard identification and risk assessment in the coffee sector) in its curricula at undergraduate, specialization and master's level (on OSH hazards, OSH management and quality and integrated management) and also offers as part of its curriculum, as of 2022, the elective course on chemical hazards developed by the ILO and its Training Centre in Turin. Both universities plan to formalise the alliance with the ILO in the near future through agreements or memoranda of understanding, which will provide greater certainty about the permanence of these courses as part of their training offer.

200. In Mexico, the IMSS and the SADER adopted tools and training developed by the WIND methodology project for the training of their technicians, adapted them to the Mexican context (including a new section on biological risks derived from COVID-19) and then integrated them into their own training programmes. According to the interviews conducted, the IMSS will continue to disseminate the courses on its website, although it does not have a strategy to disseminate them specifically to the potential target audience; and the SADER wants to replicate the courses for coffee organisations and producers, although funding is still pending. On the other hand, another relevant institution in the country's coffee chain, AMECAFE, does not have the operational or financial capacity to replicate the courses.
201. In Honduras, the IHCAFE and COHEP, with the support of the project, created platforms and/or virtual resource centres to facilitate the replication and implementation of the training. According to interviews, COHEP will continue with OSH training programmes, as will IHCAFE. It should be noted that, in this country, the ILO carried out a virtual training for trainers in WIND methodology aimed at IHCAFE technicians and technicians from employers' and workers' organisations and the Ministry of Labour; and above all that the second phase of this training for trainers was managed exclusively by ESCAFE-IHCAFE, and trained inspectors from all over the country and technicians belonging to coffee cooperatives.
202. In September 2022, the Project, in coordination with the International Training Centre of the ILO, completed the preparation of a free, virtual and asynchronous 9-hour course on the WIND methodology, with the objective of certifying future trainers to continue scaling up the method not only in Latin America but globally and to strengthen the Project partners who implemented the methodology and have it as part of their business development services.

The Project in Vietnam

203. The Vietnam Project has made it possible to include OSH chapters in the NSC for Robusta cultivation and is institutionalised in the national agricultural extension system for national adoption in coffee cultivation. In the future, agricultural extension technicians will take on the role of promoting OSH in the coffee sector, for which they have their own human and financial resources; these technicians can also push for the integration of OSH in farmer training visits.
204. Also in the Vietnam Project, the WIND methodology has been widely shared among social partners, including agricultural extension technicians, industries, MNEs, who provided farmers with a replication of the OSH sessions, and a network of trainers has been established to implement the knowledge and adoption of OSH, including small groups of WIND volunteer farmers .
205. In addition, in Vietnam, OSH is integrated in coffee sustainability initiative programmes (such as the GCP), in MARD training material, and in OSH training material used by private companies in their supply chains.

Improving legal and regulatory frameworks and the design and implementation of public policies

The Project in Latin America

206. In Mexico, the study on the regulatory analysis of occupational health services, carried out in the framework of the Project, served as the main input for the preparation of the preliminary draft of the new law regulating safety and health conditions in telework (Norma Oficial Mexicana - NOM 037). This study

- promoted another study on the feasibility of the possible ratification of ILO Convention No. 187 on the Promotional Framework for Occupational Safety and Health and contributed to the tripartite dialogue process on the ratification of this Convention.
207. Also in Mexico, as a result of a field mission to one of the farms (Concordia), with tripartite actors from COCONASST, the Ministry of Agriculture and IMSS, the US labour aggregation in Mexico, FAO, actors from the coffee sector and local authorities from the Ministry of Agriculture, the Concordia Pact was signed and presented to COCONASST. This Pact establishes the following agreements: (i) tripartite dialogue tables will be promoted to strengthen the coffee value chain in the framework of decent work, especially OSH; (ii) the bases will be established for the development of mechanisms to extend social protection in the Mexican coffee value chain, with emphasis on small producers; (iii) higher education will be linked to Mexican coffee actors in the framework of the new commitments of the Treaty between Mexico, the United States and Canada (T-MEC); and (iv) a green jobs and business development programme will be established to strengthen the coffee chain in Mexico. The Pact also states that COCONASST will follow up on the implementation of these agreements.
208. In Colombia, the project contributed to the coffee sector being the first rural sector to have OSH strategies, guidelines and materials. One of the people interviewed said: *"the Social Development Directorate of the FNC had no policy, materials or strategy. But now it already has something to show, it already has what to do, now it needs coverage, to reach coffee growers with all of this"*.
209. On the other hand, based on all the studies developed in the framework of the project, a proposal for a national OSH plan for the coffee industry was developed in Colombia, in close coordination with the Ministry of Labour, but the latter finally decided not to adopt it for the coffee chain but to include its components in the National OSH Plan 2022-2031. Thanks to the Plan proposal, the ILO Representation in Colombia was able to mobilize US\$ 390,000 to expand OSH activities in the agricultural sector.
210. Also in Colombia, the project had an impact on the government's OSH management system; although it already had, with Resolution 312 of 2019, minimum standards for the OSH management system, the project has helped it to have differentiated standards for the agricultural sector, in which the informality of companies predominates. The Ministry of Agriculture's OSH regulations are not very applicable to the rural sector, and the FNC and the ILO have supported the Ministry of Labour in making OSH laws and measures applicable to the rural sector as well. As a result, said one interviewee, *"the Ministry of Labour is stronger on the issue, they are more prepared for when the government makes certain OSH measures compulsory"*.

The Project in Vietnam

211. The Vietnam Project has shared the tool "Reporting, Recording and Notification of Occupational Accidents and Diseases", developed by the VZF, with all PAC partners and also with the National Institute of Occupational Safety and Health of Vietnam and is expected to be tested at the workplace level; according to the interviews conducted, MOLISA expressed its interest in adopting / institutionalising this tool, although it suggested that its feasibility should first be discussed with the Labour Inspectorate (under MOLISA), taking

into account that, given their limited resources, inspectors focus mainly on areas with labour relations, without reaching agricultural workers, self-employed workers and farmers.

212. In addition, according to interviews, MOLISA, the Ministry of Health (MOH) and the Vietnam Health Environment Management Agency (VIHEMA) want to seek ILO support to review the OSH Law (specifically whether the needs of the informal economy in agriculture and particularly in the coffee chain are reflected in the Law) and to explore whether the provisions of the occupational accident and disease insurance scheme could be extended to informal agricultural workers.

Contextual factors that favour the impact and sustainability of the projects.

213. A first contextual factor that, a priori, should contribute to the sustainability of the Project's achievements is that, since the ILC of the ILO in 2022, OSH is considered by the ILO as a fundamental labour right. This should make it possible to mobilise more resources, for example, in training and capacity building on OSH and in strengthening the Ministries of Labour in the countries, especially with regard to the occupational risk prevention unit or directorate.

214. Other factors are country-specific:

- In Mexico, in June 2021, the Labour Council of the United States-Mexico-Canada Agreement (USMCA), met for the first time to discuss national mechanisms, institutions and procedures to ensure compliance with the labour provisions of the T-MEC, including those related to OSH.
- In Colombia, the country has a National OSH Plan 2022-2031, which includes a prevention and promotion line and within it a specific line for rural and agricultural areas. There are also resources from the Occupational Risks Fund; specifically, 3% of this Fund is earmarked for promotion and prevention actions, risk control and vulnerable people, and also for technical studies. The country also has adequate OSH regulations (among the most complete in Latin America), implements an OSH management system based on plan, do, check and act, and has strengthened OSH in terms of inspection, with the inspection of child labour and OSH having been combined in a single area, although regulations are still pending.
- In Honduras, the country has a policy on coffee development and a model of chain governance (IHCAFE, CONACAFE) with the potential to replicate the work developed.
- In Vietnam, in June 2021, a Prime Minister's Directive (16/CT-TTg) on ensuring decent work, raising living standards and improving working conditions for workers underlined high-level support for the work of the ILO.

215. Both Projects have been carried out in a scenario of international coffee price volatility, a factor that can accelerate or slow down the decision of institutions and producers to incorporate safe and healthy practices at work. In the early years of the project, the low coffee price had a negative impact, as producers focused on maintaining income levels and not on working conditions, including OSH. In contrast, in 2021 the price increased due to declining

production in countries such as Brazil and Vietnam and this increase was conducive not only to producers and day labourers seeing their wages increase but also to support the Projects' efforts to promote investment in OSH improvements.

Analysis of effects and impacts at the level of final beneficiaries

The Project in Latin America

216. In the Latin America Project, taking into account the TPRs and especially the farm visits in Mexico and Colombia, the evaluation considers that the main effects of the intervention in terms of reducing exposure to OSH risks in the workplace for the final beneficiaries are the following:

- Workers are more aware of the importance of teamwork. One of the interviewees said: *"workers now tell others if there are any holes, they help their colleague to lift heavy loads (...) now they think "I take care of myself, so I take care of others"*.
- Farms have implemented ergonomic measures for workers' heavy loads, and on farms that harvest in unstable locations, measures have been taken to spread the ground to minimise the risk of accidents.
- The workers are using personal protective equipment (PPE) as it should be (*"they used to do it as their father or grandfather told them to"*) and although they have basic equipment (overalls, mask, goggles, gloves, boots), this is adjusted according to the type of activity the worker is carrying out (weeding, spraying, fertilisation) and the sense that is most exposed (sight, hearing, skin, smell). Moreover, the workers have internalised and put into practice that the use of PPE is indispensable, even though some of them consider that it is sometimes a little uncomfortable to wear it.
- Periodic preventive maintenance is carried out on machinery and tools, necessarily before harvesting to avoid accidents. These preventive maintenance actions are carried out both to look after the safety and health of workers and to save the cost of replacing machines.
- The farms have developed incident protocols, which include which farm staff should be contacted in the event of an incident (owner, supervisor, doctor, mobility area), hospital and taxi service telephone numbers. These protocols have been developed in writing, workers have been trained in them, and some of their elements (e.g. hospital and taxi service telephone numbers) have been posted in visible places on the farm. In addition, the farms generally have stretchers, immobilisers, and one farm has developed a first aid manual based on the project.
- In the processing plants, the workers, starting with the project, check electrical installations, ensure that everything is disconnected at the end of the day, carry out periodic maintenance of the threshing machine, among other things.

217. In general, the farms that have participated in the project have implemented ingenious measures, home-made, cheap and efficient solutions to reduce risks. In addition, they give talks to each new worker on OSH, first aid, how to minimise risks, how to act in the event of an event or incident. Thus, in both ways they reduce risks. One limitation here is that farms often do not have

the resources to invest in more OSH-related issues, so the challenge is how to lower the costs for farms to implement new risk reduction measures. On this point, the Colombian FNC stated *"in the Federation we are thinking of holding "Make it at home", "Do it yourself" competitions with prizes and incentives for the winners"*.

The Project in Vietnam

218. In the Vietnam Project, new on-farm and workplace OSH practices and improved working conditions of coffee farmers, households and cooperatives in the supply chain are also observed as a result of the trainings received. According to the Project Team, as of December 2022, more than 30 workplace improvement measures have been implemented in farming communities (Lam Dong and Dak Lak). According to the farm visits conducted as part of the evaluation, some of these measures are:

- Farmers took appropriate measures to protect themselves, such as masks, gloves, footwear, hats with neck protection, long-sleeved shirts.
- Farmers take breaks and drink water to avoid exhaustion and dehydration.
- Farmers apply sliding motion to move agricultural products while working on a slope.
- The working height has been adjusted to elbow level or slightly below.
- The charges have been divided into smaller units and carry one in each hand.
- The safety cover has been installed on the dangerous moving parts of the machines.
- Multi-level shelves have been placed near the work area to store materials, tools or products.
- Aisles are kept clear and in good condition for the movement of agricultural products.
- Warning signs are used that are easily understood by the workers.
- Secure wiring connections for equipment and lights are guaranteed.

Medium-term effects and social protection

219. According to the information gathered during the visits to the farms, the relationship between improvements in OSH, greater worker motivation and lower costs for the company is clear. In this regard, one of the interviewees pointed out that *"improvements in order, safety and security result in lower costs, because it is expensive to pay for workers' health care in cases of back pain or other diseases"*. On the other hand, they do not clearly visualise the relationship between improvements in OSH and increased productivity, sales and income, which, in theory, is one of the consequences of investing in OSH.

220. In terms of social protection (health and accident insurance) for workers, there are contextual factors that make it difficult for farm workers to access it, mainly in Colombia and Mexico.

221. In Colombia, these are the main difficulties regarding social protection for coffee farm workers:

- The regulations are designed for affiliation of permanent workers, whereas in the coffee sector they are usually temporary workers.

- Workers do not want to join a contributory affiliation scheme, because doing so would deprive them of the benefits of the “Sistema de Identificación de Potenciales Beneficiarios de Programas Sociales” (SISBEN), which is a subsidised scheme. One interviewee said *"if they leave because they are in the contributory scheme and then want to return to the subsidised SISBEN scheme, it is more difficult (...) and it is not worth the risk because the work in the coffee sector is for a very short time"*.
- Small farms cannot afford the cost of affiliating all their temporary workers. One of the people interviewed said: *"labour represents around 90% of the costs of producing coffee (...) we would like to give them health, pension and accidents and labour risks coverage- but economically, it is too much"*.

222. In Mexico, these are the main difficulties regarding social protection for coffee farm workers:

- There are workers who do not comply with the administrative or documentary requirements of the national regulations to be insured in the social security system and, therefore, to be able to work, such as the birth certificate, the unique registration code, the taxpayer's registration, the social security worker's number.
- Social security is of very poor quality; therefore, the company and the workers agree that the farm does not affiliate the worker but, in case of disease or accident, pays for medicines and pays their wages for the days they are unable to work due to disease or accident.

223. In Vietnam, the Project has conducted a study on "Coffee farmers' access to social protection and occupational health services", which aims to help MOLISA analyse how to extend social protection to informal workers in the coffee sub-sector. However, no action has yet been taken to follow up on the findings/recommendations of the study.

Quantitative assessment of the level of achievement of the outputs foreseen in the Projects.

224. In line with what has been mentioned in the preceding paragraphs and as can be seen in [Annex 3](#), the level of compliance with the outcome indicators has been very high in the Latin America Project: according to the information in the Final Technical Report of the Project, the targets for the 5 outcome indicators⁴⁴ have been met and even exceeded. For the Vietnam Project, the outcomes are presented in [Annex 3b](#), showing that in most of the outcome indicators the target has not been achieved, which is to be expected taking into account that there are still 6 months to go before the end of the Project and that the analysis of compliance at the level of outcome indicators is usually done when an intervention is completed.

Sustainability and replication of results

225. An attraction of the projects from their design is the possibility of

⁴⁴ These indicators relate to the number of concrete initiatives undertaken by national stakeholders to promote OSH following project support and resulting in safer and healthier working conditions at each level of the value chain (Project objective 1); percentage of workers in the agricultural sector benefiting from institutional OSH coverage (objective 2); and number of tools produced with the support of the Project disseminated among public and private initiatives, certifications and platforms and other stakeholders, as well as number of public and private initiatives, certifications and platforms reporting improved knowledge following capacity building activities facilitated by the Project (objective 3).

replicating them in other chains. In practice, in Latin America, it has contributed to the development of new projects, which are based on the outcomes of the coffee project and the tools and methodologies developed.

226. In 2021, VZF started a project in Mexico in the pepper and tomato chains, financed by USDOL. It should be noted that chilli peppers, tomatoes and other crops such as fruit and vegetables are generally more profitable than coffee, and therefore investments are more likely to be made by the private sector (whereas coffee requires more government investment).

227. On the other hand, a project on OSH in coffee, "Improving safety and health in the global coffee supply chain", started in October 2022, with a budget of 500,000 euros, funded by the EC, and with a planned duration of 15 months, focusing on awareness raising and capacity building. Through this intervention, the VZF seeks to consolidate the lessons learned from the country projects and to scale up these lessons globally.

228. According to the interviews conducted, other sectors where interventions similar to those of projects in Latin America and Vietnam being or could be carried out are:

- In Colombia, there is a new project of the Ministry of Labour aimed not only at the coffee sector but also at other agricultural sectors such as fisheries, bananas and palm oil. First, via the FNC platform, FNC extensionists and coffee growers were trained, and then the project was replicated in 4 departments in the aforementioned sectors. In addition, the people interviewed mentioned that the methodology for hazard identification could also be replicated in floriculture, sugar cane and fruit, among other sectors.
- In Vietnam, interviewees said that MARD plans to apply the same approach and training material from the Project to tea crop production.

4. Conclusions, lessons learned, good practices and recommendations

4.1. Conclusions

Relevance

1. The evaluation considers that both Projects are very relevant and pertinent, both to the needs of public and private actors linked to the coffee supply chain in Mexico, Colombia, Honduras and Vietnam for the adoption of safe and healthy practices, and to the coffee farmers, as most of them are in the informal sector and have less access to OSH information and training services.
2. The evaluation finds that there is a high linkage of the Projects with national OSH regulatory frameworks, mainly in Colombia, Mexico and Vietnam, and to a lesser extent in Honduras; and a high alignment with government priorities, especially in Colombia and Vietnam, and to a lesser extent in Mexico and Honduras. In addition, the evaluation positively assesses the fact that the projects have been supported by the institutions in charge of the steering role of the coffee chain in the countries.

3. Both Projects are also aligned with ILO OSH principles and standards, with the Strategic Policy Framework and the Programme and Budget, and, in the case of Vietnam, with the ILO DWCPs. In addition, overall strategic alignment to the UNSCDF is high, especially in Mexico and Honduras and to a lesser extent in Colombia, as is Vietnam's alignment with the UN One Strategic Plan 2017-2021.
4. The evaluation positively assesses that both Projects show a high capacity to adapt to challenging and challenging scenarios such as the pandemic, which made the Projects even more relevant because it highlighted the need for the chain to have safe and healthy working practices and highlighted OSH prevention and management actions.

Validity of design

1. The evaluation considers that the design of both projects is appropriate because: (i) the specific objectives complement each other and their achievement contributes to the overall objective; (ii) there is coherence between objectives, outputs and outcomes; (iii) they adequately combine strategic activities at the national level with policies and implementation at the local level; and (iv) the objectives, intervention models and strategies are in line with the VZF model.
2. The indicators of both projects adequately reflect what is to be achieved, correspond to the VZF indicators, and, in the case of the Latin America project, the proposed goals are reasonable and feasible to achieve during the implementation period. However, there are weaknesses in the design of the Latin America Project, which does not identify the risks it could face during its implementation; the spaces for interaction with similar projects of the ILO, of other institutions of the UNS or of international cooperation; and the sustainability strategy.
3. Both projects have incorporated, in their design, the needs and particularities of the territories in the activities developed, as well as the participation of actors of the coffee chain located in the main producing areas/regions of each country. The evaluation values this approach to territorial heterogeneity, as the characteristics and dynamics of the territories are factors that explain the agricultural productive performance and the behaviour of the labour market.
4. The design of both Projects addresses the gender equality approach by recognising the potential impact of the sexual division of labour on OSH and by explicitly incorporating the gender dimension in the overall objective to reduce the exposure of female and male workers in the coffee chain to OSH risks in the workplace. Additionally, in the Latin American project, some products explicitly include the gender dimension in their definition.

Effectiveness

9. The evaluation positively assesses the different achievements in the implementation of both Projects, which can be grouped into the following categories, which respond to the products and strategies foreseen in their designs: (i) generation of information and knowledge; (ii) capacity building of institutions; (iii) sensitisation and awareness creation among coffee farmers on the importance of OSH; (iv) promotion of social dialogue; (v) positioning of the OSH issue in the coffee chain at global and regional level; and (vi) training and assistance to the final beneficiary population of the Projects.

- With regard to the generation of information and knowledge, the 15 studies developed in the Latin American Project form a broad base of information and knowledge on OSH; they have been used to prepare the strategies and contents of the training courses and the 27 guides / protocols / manuals / awareness-raising materials aimed at improving the provision of OSH-related services by public institutions; and they are highly valued due to their methodological rigour and because it is the first time that studies referring to the informal coffee sector have been carried out in the countries.
- In Vietnam, OSH training materials are highly valued because they are adapted to the capacities of coffee farmers.
- With regard to institutional capacity building, the training of trainers strategy has been key in the Latin America Project, providing training to more than 8,000 representatives of public and private institutions involved in coffee chains, as well as to small producers and coffee farmers in Mexico, Colombia and Honduras. In addition, seeking to ensure that its tools and training can reach the maximum number of companies, cooperatives and small agricultural producers, the Project has been able to rely on several national organisations of employers, producers and public institutions, who provided their platforms or virtual OSH centres (in Mexico, IMSS, Prevencionar, ANICAFE, IWCA; in Colombia, the FNC, the Colombian Safety Council; in Honduras, IHCAFE via ESCAFE).
- In Vietnam, the training of trainers strategy was also used to promote OSH in the workplace based on the WIND methodology to more employers, workers, coffee farmers, women producers and service providers, noting that the trainees have formed a group of WIND trainers, who are quite active in training farmers. In addition, it is appreciated that the Project provided OSH training in coffee processing to OSH specialists, staff of coffee sector associations, chain support organisations and companies, although a more appropriate training strategy for these coffee processing companies has yet to be identified.
- Regarding awareness raising and sensitisation on the importance of OSH in Latin America, of all the dissemination tools that were part of the educational campaign designed and developed by the Project, the radio soap operas were the most emblematic product and the one with the greatest receptivity among the target audience, mainly in Colombia. Even so, challenges remain to reach more coffee farmers with the radio soap operas and to evaluate the effectiveness of the radio soap operas in terms of improvements in OSH practices among producers and workers.
- In Vietnam, the Project implemented a billboard promotion campaign with OSH messages in the coffee sector in key coffee growing districts. It has also provided technical inputs for the development of a voluntary Code of Conduct on environmentally responsible business practices for the coffee supply chain.
- The social dialogue promoted in the Latin America Project resulted in the identification of intervention models that have guided the work in Mexico and Honduras, while in Colombia it allowed to discuss whether existing OSH regulations were fit for purpose and to identify barriers, gaps and opportunities for improvement.
- The mechanisms most used by the Project in Latin America to position the OSH issue in the coffee chain at global and regional level have been the organisation and/or participation in 10 international events seeking to promote the work of the Project to a global audience; and the compilation of the guidelines, protocols and

methodologies validated in Mexico, Colombia and Honduras to design and publish, in Spanish and English, the first OSH toolkit for the global coffee chain. Then it was shared with Project partners in the three countries and with regional and global organisations. The interviewees showed greater appreciation for the national and regional dimension of the project, and pointed out that the project lacked mechanisms, strategies and time for interaction with the global. In any case, the evaluation has not found sufficient evidence to say whether these mechanisms have contributed to positioning the OSH issue in the coffee chain at the global level.

- The training and technical assistance provided by the Project in Latin America to 121 coffee farms in Mexico, Colombia and Honduras, aimed at raising awareness, through ILO methodologies such as WIND, WISE and SOLVE, on the prevention and protection of occupational accidents and diseases and promoting the implementation of basic measures for worker protection, have enabled farm owners, managers and workers to learn that there are different types of hazards and risks. Also, they have learnt about methodologies to identify them, assess them, prioritise them, prevent them and act when incidents occur. The people who received this training and assistance mainly value the clear, simple, non-academic language that was used; the materials provided; and the skill of those who provided the training. In addition, they have passed on the content of what they received to their permanent workers, who in turn pass it on to their temporary workers as they join them.
 - The Vietnam Project adopted an appropriate approach to access 180 farmers/agricultural workers in the coffee chain and train them in OSH under the WIND methodology. Notable aspects of this training were that it was clearly related to a specific stage of the farming process; that it promoted the participation of workers and management in the process of hazard and risk assessment and in the development of the OSH workplace practice action plan; that it also involved the farmers' families and community members; and that it included farm visits by the specialists.
10. The evaluation considers that both projects are gender-sensitive and seek to ensure that gender is mainstreamed in all their activities, although they are not solely gender-focused and do not claim to be gender-transformative. The evaluation positively assesses that the incorporation of the gender approach in the Projects has taken place mainly in three ways: in the studies carried out, in the training activities, and in the alliances with representative women's organisations. Regarding the first, studies have been carried out on the profile of women coffee producers in Mexico and Colombia and on the OSH challenges faced by women in the coffee chain in Vietnam, which have made women's participation in the chain more visible. Regarding the second, the percentage of women participants who received training is 58% in the Latin American project and 30% in the Vietnam project; in addition, there were trainings, events, meetings for the exchange of good practices and experiences exclusively aimed at women or women's cooperatives. Regarding the third aspect, the main partner institution for the incorporation of the gender approach in the projects has been the IWCA, which has supported the dissemination, convening and registration of participants for training, seminars and forums. However, the evaluation considers that the projects lacked a greater focus on the gender perspective in the different stages of the coffee value chain and the strengthening of gender indicators in the chain in order to have more comprehensive interventions.
11. For the evaluation, one of the most noteworthy aspects of the projects has been the implementation of the collective action approach of the VZF, which is

manifested in the active participation of various institutions during its implementation, both from the State as well as organisations of producers and the coffee chain, employers' organisations and academia. In Colombia, the participation of the Ministry of Labour, the FNC, ANDI, the Colombian Security Council, CRECE, and universities stands out; in Mexico, the STPS, SADER, IMSS, AMECAFE, ANICAFE, CONCAMIN; in Honduras, IHCAHE and COHEP; and in Vietnam VCCI, MARD, MOLISA, VCA, GCP. This participation has been mainly in the elaboration of studies and in the training of farms through demonstration pilots.

12. However, in the Latin America project, the evaluation found that there was a lack of greater participation of coffee trade unions, especially in Mexico, because they are few and/or not very organised, as well as of MNEs, due to the fact that the ILO is not used to working with this type of organisations and/or that there was a lack of time, resources and other strategies to approach MNEs. Meanwhile, in the Vietnam project, no work has yet been done to strengthen the Department of Labour Safety in labour inspection, nor have trade unions been involved, because the project focuses more on the informal sector, where they are almost non-existent. In contrast, and unlike the project in Latin America, the MNEs have played an important role as partners and beneficiaries of the project.
13. The response of both projects to COVID-19 has been timely, flexible and relevant to the needs of national constituents. Studies on COVID-19 and OSH in the coffee chain (in Colombia) and prevention and mitigation guides and protocols aimed at different links in the coffee chain were developed; these tools were incorporated into their training processes and training courses; and audio-visual material was produced and public awareness campaigns were carried out on how to mitigate COVID-19 risks and on the importance of prevention. On the other hand, although the pandemic has caused delays in the implementation of the Project in Latin America, it also helped the Project to position OSH in the national agendas and contributed to give more importance to different elements linked to OSH management, such as occupational health surveillance and diseases related to psycho-social risk factors such as confinement.

Efficiency

14. For the evaluation, the small number of people in the technical team of the project in Latin America does not correspond to the large number of strategies and products contemplated and the number of actors, partners and stakeholders involved in their implementation; on the other hand, in the Vietnam project, the number of staff to implement and monitor the project is adequate. It is positive that, in both projects, the technical teams have actively participated in the coordination mechanisms between partners, which has been useful to create synergies between the different actors in the supply chain and to reach more workers in the coffee sector. On the other hand, a weakness is that the projects in Latin America and Vietnam did not have defined spaces for interaction and communications and coordination between the two were sporadic.
15. The technical team of the Project in Latin America appreciates the support received from the VZF Secretariat at Headquarters, especially at the programmatic level, providing guidelines on the intervention framework and indicators of the Project and ensuring its alignment with the ILO's Flagship Programme Safety + Health for All. It also values the technical support received

from the specialists of the ILO LABADMIN/OSH Branch, reviewing the studies developed by the Project, providing strategies and tools to improve the effectiveness of the intervention, and sharing experiences from other countries. Meanwhile, in the Vietnam Project, the technical team mainly values the PAC as a mechanism to foster multi-stakeholder dialogue on OSH in the coffee sub-sector and to discuss the Project's implementation strategies; pending its use as a space for dialogue on policies, regulations or to promote an OSH enabling environment.

Orientation towards Impact and sustainability

16. Through studies, training and awareness raising actions, the Projects have contributed to: (i) increase stakeholders' knowledge on economic, social and environmental standards, management and OSH practices for the agricultural sector and the coffee chain ; (ii) foster an OSH culture in the coffee chain, generate greater awareness on prevention and protection of occupational accidents and diseases ; and (iii) strengthen the institutionalism of the actors, in terms of discourse on OSH but above all in the establishment of alliances and commitments with other institutions linked to the coffee sector, and in the consolidation of a stronger presence in the discussion on strategic issues of the coffee chain
17. The Project in Latin America has favoured the sustainability of the intervention, bringing together public and private institutions related to the chain to work towards a common goal, but mainly achieving that institutions that had an active participation in the training offer, adopt the OSH theme in their training programs; on this last point, the replication of the virtual platforms and training programmes will depend on the operational and financial capacity of the institutions to continue the activities developed. For the Vietnam Project, the evaluation considers very positive the inclusion of OSH chapters in the NSC for Robusta coffee cultivation, which is institutionalised in the national agricultural extension system; that agricultural extension technicians will assume the role of promoting OSH in the coffee sector and that they have their own human and financial resources for this; and that OSH is integrated in the programmes of coffee sustainability initiatives (such as the GCP) and also in the OSH training material of the MARD and of private companies in their supply chains.
18. The Projects have had some impact (or are likely to have some impact) on the improvement of national legal and regulatory frameworks, on the enforcement of regulations and/or on the design and/or implementation of national public policies/programmes/strategies to promote OSH in the supply chains of coffee workers, mainly in Colombia.
 - In Colombia, the project contributed to coffee being the first rural sub-sector to have OSH strategies, guidelines and materials. On the other hand, based on the studies developed under the Project, a proposal for a national OSH plan for the coffee industry was elaborated in coordination with the Ministry of Labour, but the latter finally decided not to adopt it for the coffee chain but to include its components in the National OSH Plan 2022-2031; likewise, thanks to this Plan proposal, the ILO in Colombia was able to mobilize US\$ 390,000 to expand OSH activities in the agricultural sector. Also in Colombia, the project had an impact on the government's OSH management system; although the government already had minimum OSH management system standards, the project has

helped it to have differentiated standards for the agricultural sector.

- In Mexico, the study on the regulatory analysis of occupational health services, carried out in the framework of the Project, served as input for the elaboration of the preliminary draft of the new law regulating safety and health conditions in telework (NOM 037). This study promoted another study on the feasibility of the possible ratification of ILO Convention No. 187 on the Promotional Framework for Occupational Safety and Health and contributed to the tripartite dialogue process on the ratification of this Convention.
- In Vietnam, the Project shared the tool "Reporting, Recording and Notification of Occupational Accidents and Diseases", developed by the VZF, with all CAP partners and the Vietnam National Institute of Occupational Safety and Health and is expected to test it at workplace level. MOLISA expressed its interest in adopting/institutionalising this tool, although it suggested discussing its feasibility with the Labour Inspectorate beforehand. In addition, MOLISA, MOH and VIHEMA would like to seek ILO support to review the OSH Law and to explore whether the provisions of the occupational accident and disease insurance scheme could be extended to informal agricultural workers.

19. A determining factor for the sustainability of the projects is that the actors involved continue with social dialogue and collaborative work, which in turn depends, to a large extent, on the development of the institutional framework of the coffee sector. In this regard, the evaluation considers that Colombia, Vietnam and, to a lesser extent, Honduras have an advantage over Mexico.

- Colombia has a strong and decentralised private institutional framework led by the FNC. The Ministry of Labour also plays an important role in providing OSH guidelines. In addition, the country has a National OSH Plan 2022-2031, which includes a prevention and promotion line and within it a specific line for rural and agricultural areas; it has resources from the Occupational Risks Fund; and it has adequate and complete OSH regulations.

- Vietnam has strong public and private institutions and public policies in favour of coffee development.

- Honduras has a strong private institutional framework, with COHEP having a consolidated structure and providing OSH services to its affiliates. The country has a policy on coffee development; however, public policies on OSH are not consolidated.

- Mexico has a broad and solid legal framework on OSH and COCONASST has developed the Public Policy on OSH 2020-2024. However, although there are institutions linked to the coffee sector (AMECAFE, ANICAFE), none of them exercises leadership or regulates coffee activity or a public policy on this activity.

5. Another determining factor for the sustainability of the projects is that the actors involved continue with social dialogue and collaborative work, which in turn depends, to a large extent, on the development of the institutional framework of the coffee sector, and in this sense, Colombia, Vietnam and, to a lesser extent, Honduras have an advantage over Mexico.

- Colombia has strong and decentralised private institutions led by the FNC, which is a private union with a consolidated structure and a visible commitment to

provide better services to its affiliates. The Ministry of Labour also plays an important role in providing OSH guidelines. In addition, the country has the National OSH Plan 2022-2031, which includes a prevention and promotion line and within it a specific line for rural and agricultural areas; it has resources from the Occupational Risks Fund; and it has adequate and complete OSH regulations.

- Vietnam has strong public and private institutions and public policies in favour of coffee development.
- Honduras has a strong private institutional framework, with COHEP having a consolidated structure and providing OSH services to its affiliates. The country has a policy on coffee development; however, public policies on OSH are not consolidated.
- Mexico has a broad and solid legal framework on OSH and COCONASST has developed the Public Policy on OSH 2020-2024. And although there are institutions linked to the coffee sector (AMECAFE, ANICAFE), there is no institution that governs or regulates coffee activity or a public policy on this activity.

20. In the Latin America Project, as recorded in the farms visited during the evaluation, the main effects of the intervention in terms of reducing exposure to OSH risks in the workplace are: (i) workers are more aware of the importance of teamwork; (ii) the farms have implemented ergonomic measures for workers' heavy loads; (iii) workers are using PPE as it should be and although they have basic equipment, this is being adjusted according to the type of activity the worker performs and the direction in which they are most exposed ; (iv) regular preventive maintenance is carried out on machinery and tools; and (v) the farms have developed protocols for incidents. In the Vietnam Project, according to the visits made to the farms as part of the assessment, new OSH practices and improved working conditions in the supply chain are also observed as a result of the training received: (i) farmers have PPE to protect themselves; (ii) farmers take breaks and drink water to avoid exhaustion and dehydration; (iii) farmers apply sliding motion to move agricultural products while working on a slope; (iv) working height has been adjusted to elbow level; and (v) loads have been divided into smaller units.

21. New projects have been developed in Latin America, building on the results of the evaluated project and the tools and methodologies developed: (i) in 2021 the VZF initiated a project in Mexico in the chilli and tomato chains, funded by USDOL; (ii) in October 2022 a project on OSH in coffee, "Improving safety and health in the global coffee supply chain", funded by the EC, was initiated, through which VZF seeks to consolidate learnings from country projects and scale lessons globally; and (iii) in Colombia, a Ministry of Labour project was initiated targeting the coffee sector and others in the agricultural sector such as fisheries, bananas and palm. Other sectors where interventions similar to those of the Latin America and Vietnam projects could be implemented include floriculture, sugar cane and fruits in Colombia, as well as tea in Vietnam.

4.2. Lessons learned

1. Training and, in general, virtual communication have made it easier to establish

contact with new individual and/or institutional actors because it is quicker and easier; it is a form of communication that arrived almost forced by the circumstances of the pandemic, and apparently to stay for a long time. However, it should be considered that connectivity is not the same in all places, which can make virtual communication difficult: in some areas, especially rural areas farther away from cities, there is no internet, it is intermittent or slow, or the people to whom the trainings are addressed do not have a computer. In addition, it is important to analyse the possible disadvantages of virtual training compared to face-to-face training in terms of the attention, retention and learning capacity of the participants.

2. The institutionalisation of some achievements of the Projects, such as the improvement of national legal and regulatory frameworks, in the enforcement of regulations and/or in the design and/or implementation of national public policies/programmes/strategies to promote OSH in the supply chains of coffee sector workers, implied not only having generated links with formal bodies (Commissions, Committees) but mainly carrying out advocacy and follow-up actions to ensure that the reports/studies prepared and presented in these bodies are used as inputs for the discussion of public policies and the design of programmes/projects.
3. Implementing the collective action approach in agriculture requires the development of effective strategies that allow the voices of the different actors in the chain to be heard. This is a particularly sensitive issue in agriculture in developing countries, where small farmers and agricultural workers (especially seasonal workers) do not have mechanisms for their demands to be considered in public policies.
4. Factors beyond the scope of project interventions that may limit their ability to achieve their objectives include: structural barriers to rural and agricultural development; underdeveloped rural labour markets; insufficient youth labour force; reduced organisational capacity and agency of rural workers; and structural limitations for coffee farm workers to access social protection.

On this last point, in Colombia these structural limitations are: (i) the regulations are designed for affiliation of permanent workers, and in the coffee sector they tend to be temporary; (ii) workers do not want to join a contributory affiliation scheme, because doing so would deprive them of the benefits of the SISBEN, which is a subsidised scheme; and (iii) small farms cannot afford the cost of affiliating all their temporary workers. While the main limitations are: (i) requirements of the national regulations to be insured; and (ii) social security is of poor quality, so the company and the workers agree that the farm does not affiliate the worker but, in case of disease or accident, it pays for medicines and pays their wages for the days they are unable to work.

5. It has been difficult to turn MNE opportunities for collaboration into concrete plans, due, among other reasons, to different institutional configurations and decision-making structures. This applies mainly to the project in Latin America, as Nestlé has been involved in Vietnam to improve OSH and social protection for coffee farmers.

Given this situation, the VZF; (i) realised that MNCs engagement with the Fund can not only be relevant as donors, but can take various forms; (ii) has

engaged with local suppliers and representatives of global buyers; and (iii) is increasingly emphasising engagement with industry associations or multi-stakeholder initiatives with broad private sector membership; and (iv) in the Vietnam Project, a private sector engagement strategy was devised to engage with the private sector; and (iii) is increasingly emphasising engagement with industry partnerships or multi-stakeholder initiatives with broad private sector membership; and (iv) a private sector engagement strategy was designed in the Vietnam Project and is being implemented as of May 2021, with the collaboration of Nestlé, other MNCs and the GCP.

4.3. Good practices

1. In Latin America, VZF's intervention in coffee GSCs sought to build on the progress made in a previous project carried out in Colombia (in 2016-2017) on expanding the knowledge base on safety and health in GSCs, including coffee. In addition, the projects in Latin America and Vietnam were based on a participatory diagnosis among the different actors in the chain where the OSH vulnerability profiles of workers were identified, and the public and private institutions linked to the chain and OSH were analysed.
2. The projects in Latin America and Vietnam were successful in identifying and convening a range of public and private actors from government, employers' and workers' organisations, academia, women's organisations and other international bodies in the different activities developed. This has been valued by stakeholders as an effective mechanism for identifying and defining objectives and activities to be prioritised. In the Latin America Project, the intervention models developed in Mexico and Honduras show the high capacity of the Project to adapt and convene different relevant actors of the chain and incorporate in the Project the attention to their OSH needs. In the Vietnam Project, the PAC is the main mechanism to foster multi-stakeholder dialogue on OSH in the coffee sub-sector, to discuss the Project's implementation strategies and to inform partners on the progress and constraints of the Project.
3. The capacity of the Latin America and Vietnam Projects to respond quickly and in a timely manner to the demands of national constituents during the pandemic. The Latin America Project developed a series of tools (guides, protocols, training courses) that explain clearly, simply and precisely what COVID-19 is and the strategies to mitigate its impact. These tools were not only highly appreciated by national constituents, but also became a reference point for the response to COVID-19 in the agricultural sector and in the coffee sub-sector. In addition, the project shared these tools with other agricultural value chains and countries in the region (Peru, Nicaragua, Salvador, Ecuador and Bolivia).
4. The Latin America Project was the first of the VZF projects to conduct a study on women's OSH conditions in agriculture. The "Profile of women coffee producers" studies in both Mexico and Colombia provided information on the conditions and needs experienced by women coffee workers in different links and highlighted the importance of developing gender-sensitive interventions to address these specific conditions faced by women agricultural workers. These studies have helped to make women's participation in the coffee chain more visible.
5. To position the issue and generate knowledge globally, the Project in Latin America compiled all the guidelines, protocols, case studies and methodologies validated in various interventions in Mexico, Colombia and Honduras, and

designed and published the first OSH toolkit for the global coffee chain. Almost 60% of the knowledge products developed by the Project were translated into English; and around 95% of the knowledge products included in the toolkit developed by the VZF Secretariat for coffee have been produced by the Project. This toolkit was sent to all Project partners in the three countries and regional and global organisations, constituting more than 500 actors in the global coffee chain. Notably, the ILO Regional Office for Latin America recognised the toolkit as the best innovative intervention of the 2020-2021 biennium.

6. In the Vietnam Project, the WIND methodology has been widely shared among social partners, including agricultural extension technicians, industries, MNEs, who provided farmers with a replication of the OSH sessions, and a network of trainers has been established to implement OSH knowledge and adoption, including small groups of WIND farmer volunteers. This practice also includes farm visits combined with a checklist exercise and group discussions by farmers, which are very useful for improving safety and health. Strengthening the skills of the trainers through technical and practical learning, coaching, mentoring and networking support can contribute to extending the impact of the project beyond its completion.
7. In the Latin America Project, the alliance between the ILO and some universities in Colombia (UNC, Santo Tomás) to incorporate part of the content of ILO courses and tools (such as hazard identification and risk assessment in the coffee sector) in their curricula at the undergraduate level, (on OSH hazards, OSH management and quality and integrated management) generated benefits for both parties, as the ILO is able to reach more people with training activities, while the universities gain in positioning and credibility with their students by having a partner of the magnitude of the ILO. Likewise, in the Project in Latin America, another experience of joint work that generated benefits for both parties was the one they had with the project "Addressing child labour in the coffee supply chain" in Honduras, through which the OSH Project benefited because it was able to disseminate its tools and training materials to more target audiences (COHEP, IHCAFE, coffee farms, etc.), IHCAFE, coffee farms), while the child labour project benefited because its target audience (coffee cooperatives) were trained on the Code of Conduct standard #8 and therefore increased their chances of obtaining the Declaration of Conformity or social compliance certification provided by the project.

4.4. Recommendations

For improving design of new projects

R1. In the design of future similar projects, explicitly incorporate:

- Risk factors, their potential occurrence, effects and mitigation measures.
- The opportunities for interaction with similar projects of the ILO, other UNS institutions or international cooperation, specifying possible synergies and complementarities with them.
- The sustainability strategy, specifying the resources and institutional arrangements needed to carry it out.
- Evidence of the participation of the constituents in the design process, specifying what it consisted of and the commitments they undertook.
- Appropriately dimension the relationship between project objectives, outcomes and activities and the number of project team members, ensuring that there is at

least one member with a physical presence in each of the countries that form part of the intervention area.

- Focus more on the gender perspective in the different links of the coffee value chain and strengthen gender indicators in the chain in order to have more comprehensive interventions.
- Propose indicators to measure the effectiveness of planned mechanisms to raise awareness and sensitise on the importance of OSH (such as radio soap operas) or to position OSH issues in the GSCs (such as organising or participating in international events).

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it is linked
*VZF *ILO officials in charge of project design	High priority	Medium term	Low resource involvement	Conclusions 6, 9, 10 and 14

R2. Consider intersectional and complementary approaches to address more comprehensively the structural deficits and barriers faced by agricultural workers and producers in adopting safe and healthy workplace practices, and put forward value propositions for all actors in the supply chain, including MNEs, workers' organisations and labour inspection or occupational risk prevention directorates, who have had little involvement in the projects evaluated; attract new partners from the private sector and civil society to provide financial and political support. In addition, consider attract new partners from the private sector and civil society to provide financial and political support.

- Intersectional approaches may involve specific components/products within projects and/or cross-cutting components. But above all they imply fostering complementarity and synergies with other projects or institutions working on issues such as formalisation of agriculture; development of labour markets in rural areas; right to unionisation of agricultural workers; social protection mechanisms; child labour, in order to integrate OSH in their work and, in this way, try to reverse the structural deficits and barriers to adopting safe and healthy practices in the workplace.
- In the case of MNEs, implementing this recommendation could involve taking into account the learnings from the VZF, identified in one of the preceding sections, i.e. that MNE participation can take various forms, that local suppliers and representatives of global buyers can be involved, as well as industry associations or multi-stakeholder initiatives with broad private sector membership.
- Also, in order to encourage the participation of MNEs and the private sector, it could be useful to establish a double channel of dialogue and negotiations by the ILO: one from ILO Headquarters in Geneva with MNEs and one from the Field Offices with business organisations respectively.

Regarding considering new partners:

- A favourable element for attracting new partners is that from 2022 OSH is considered by the ILO as a fundamental labour right. This should make it possible to mobilise more resources, e.g. for OSH training and capacity building, and to strengthen national ministries of labour, especially in the occupational risk prevention unit/directorate.
- It is suggested to work with VZF Steering Committee members to attract

- financial and political support, in particular from G7 members.
- Also, further promote private sector engagement in countries and at the global level, including business partnerships and global corporate social responsibility initiatives such as the UN Global Compact.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it links to
*VZF *ILO - Geneva and Country Offices *ILO – LABADMIN/OSH Branch *Technical team of ILO projects *National constituents and main partners of ILO projects *UN system institutions and international cooperation institutions * Governments of the countries that are part of the geographical scope of the projects *Workers' organisations *Labour inspection units / directorates of governments *Processing companies, MNEs	High priority	Medium term	Medium resource involvement	Conclusion 6, 8, 13 and 17 and Lesson learned 4 and 5

To strength sustainability of results

R3. In terms of capacity building through training courses or workshops:

- To achieve greater coverage, in addition to maintaining the training of trainer's strategy, add other strategies such as dissemination in schools to raise awareness among students about the importance of safety and protection of workers, as well as the establishment of partnerships with more universities to incorporate OSH in their curricula.
- If training using the WIND methodology is maintained, promote greater participation of women to be trained and certified as trainers.
- If training using the SOLVE methodology is maintained, adapt the language and teaching techniques to participants with a lower level of education, and to extend the training to include not only the accompaniment of companies in the preparation of an implementation plan to put into practice what has been learned, but also in the implementation process itself.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it is linked
*Technical team of ILO projects *National constituents and main partners of ILO projects	Medium priority	Medium term	Medium resource involvement	Conclusion 9 and good practice 6

R4. For direct interventions with farm owners, managers and/or workers:

- **In the content of the training courses or workshops:** (i) incorporate more real examples from farms in the country; (ii) show good practices from farms in other countries and how to apply them on their own farms; and (iii) include in sensitisation and awareness-raising kits delivered to farms, audiovisual material on what can happen on their farms if they do not give due importance to safe, healthy and sustainable working conditions, so that it can be constantly observed or listened to within the farms.
- **In the methodology of the training courses or workshops:** identify and establish alliances with school-farms, so that they in turn can train other farms. This could generate the following advantages: (i) more dynamic, practical and demonstrative teaching; (ii) greater cost-effectiveness because more farms could be reached with fewer external ILO consultants; and (iii) those who receive the training would pay more attention because the person training them would be known by them, a worker like them, with real experiences similar to theirs, all of which generates more confidence and motivation.
- **Complement the training with personalised on-site assistance and accompaniment on the farms themselves.** Five or six farms could be visited in each country, working 1 or 2 days per farm; and the farms would be selected on an intentional basis after reviewing a work plan or other document that reveals the farms' interest, motivation and commitment to improve OSH on their premises.
- **To expand on the ground, taking into account the heterogeneity of farms.** Extend the progress made in the pilot experiences and demonstration cases and incorporate more farms as beneficiaries, taking advantage of the fact that, due to the good results of the projects, they have the backing of government bodies, employers and workers. It would be important that the new farms reflect the diversity and heterogeneity of coffee production in the selected producing areas, in terms of gender and mother tongue of the producer; size of the farm; membership of a producers' organisation; type of market to which production is oriented; among other characteristics.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it links to
*Technical team of ILO projects *National constituents and main partners of ILO projects	Medium priority	Medium term	Medium resource involvement	Conclusions 9, 11 and 20

To enhance knowledge management and learning

R5. Concerning the generation of information and knowledge through studies/research/publications:

- **Conduct more quantitative studies**, with probability samples of the population and whose results can be representative and generalisable.
- **Conduct studies on issues that have not yet been worked on**, such as the characterisation of the migrant population working in coffee harvesting or the impact of climate change on OSH.
- **Complement the application of quantitative research techniques with qualitative techniques**, which allow us to characterise the problems faced by women in terms of OSH and to address issues that have not yet been worked on,

such as the link between pregnancy, chain work and health services for women, or the specific risks faced by temporary workers and the specific OSH-related services they require.

- **Improve the dissemination strategy of studies/research/publications**, identifying in advance target audiences, type of format and content to be disseminated for each type of audience. For example, for the more academic target audience, specialised newspapers and magazines or scientific publications could be used.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it is linked
*Technical team of ILO projects *National constituents and main partners of ILO projects	Medium priority	Medium term	Medium resource involvement	Conclusion 9, 10 and Lesson Learned 2

R6. Collect and systematise information and evidence on good practices on plantations and farms as a result of their participation in the Projects, and disseminate it to employers and workers, to serve as a basis for evidence-based policy-making.

- The aim is to show evidence from the demonstration pilots, specifically on adoption of new OSH practices, positive effects generated, critical success factors, costs of adopting these practices.
- In the media to be used for dissemination include radios, which is the medium most used by workers in the field.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it is linked
*Technical team of ILO projects	Medium priority	Short term	Low resource involvement	Conclusions 9, 11 and 20

Specific recommendations to country offices

R7. In future similar projects, specific recommendations for Mexico and Colombia:

- In Mexico and Colombia, in terms of social protection for coffee farm workers, given that there is no specific health and accident insurance for farm workers, develop alternatives to promote the affiliation of these workers to social security and protection systems.
- These alternatives must be viable and take into account the particularities of farm work: piecework; short periods of time; rotation from one farm to another; the type of work they do; the low level of training that workers usually have and that they are generally already affiliated to subsidised systems; and that farms tend to be subsistence economies; among others.

- One can think of specific insurance for temporary field workers, a temporary service company that hires coffee farmers and covers them, even if they rotate from farm to farm, or some other type of special rural insurance.
- In Mexico:
 - Formulate and/or review national OSH policies or programmes.
 - Review and/or update national OSH legislation.
 - Strengthen labour inspection systems.
 - Work closely with companies to encourage greater investment in basic and health services and in standards and technical reports to manage OSH.
 - Work with trade unions to encourage greater investment in prevention and worker development.
 - Improve mechanisms for reporting and recording occupational accidents and diseases.
- In Colombia:
 - Modify or approve regulations and standards on OSH in the rural sector.
 - There should be more vigilance to ensure compliance with OSH legislation, which means developing technical regulations and applying them in the territory.
 - In the territory, stronger work with FNC extensionists, so that they can give OSH aspects similar attention and emphasis as they give to production aspects.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it is linked
*National constituents and main partners of ILO projects	High priority	Medium term	High resource involvement	Conclusion 18 and 19 and Lesson Learned 4

R8. Specific recommendations for Vietnam:

- Prepare an exit strategy or sustainability plan for the project. It should include a more adequate training strategy for the processing companies, taking into account that so far the Project has focused its efforts more on the agricultural area and farmers and less on the processing area, which is also important in the supply chain.
- Strengthen agricultural extension workers to provide OSH training by adopting the WIND methodology. Trained agricultural extension workers should begin to apply their learning and provide OSH training to farmers. If necessary, consider further investment in their skills at a later stage.
- Use the PAC not only to discuss project implementation strategies and to inform partners about the progress and constraints of the project, but also as a space for dialogue on policies, regulations or to promote an enabling environment for OSH.
- Discuss with MOLISA and the Labour Inspectorate the feasibility of institutionalising the tool "Reporting, Recording and Notification of Occupational Accidents and Diseases".
- ILO, MOLISA, MOH and VIHEMA review the current OSH Act, identify what specific needs of the coffee chain are reflected in the Law and whether the provisions of the occupational accident and disease insurance scheme could

be extended to informal agricultural workers.

- Disseminate the findings of the study "Coffee farmers' access to social protection and occupational health services" and its recommendations on how to extend social protection to informal workers in the sub-sector to institutions responsible for policy and/or legislation in the country.

Who is it aimed at?	Prioritisation level	Deadline	Level of resource involvement	Conclusion, lesson learned or good practice to which it links to
*Technical team of ILO projects *National constituents and main partners of ILO projects	High priority	Short term	Medium resource involvement	Conclusion 9, 15 and 18 and Good Practice 2 and 5

Annexes

Annex 1a. Linking Project strategies and outputs in Latin America

Project Strategies	Project Outputs
Promotion of social dialogue between the different actors in the chain, supported by evidence as a working strategy at national level and in the main producing areas.	Output 3.4
Promotion of social dialogue between the different actors in the chain, supported by evidence as a working strategy at national level and in the main producing areas.	Outputs 1.3, 1.5, 2.2 and 3.1
Strengthening the capacities of the institutions involved in the chain	Outputs 1.1, 1.6, 2.5, 3.2 and 3.3
Development of evidence-based intervention models that respond to the needs of the different stakeholders and emerge from a participatory construction process between the different actors in the chain.	Outputs 1.2 and 2.4
Development of recommendations to adapt legal, policy and institutional frameworks to ensure effective health and compensation coverage for rural workers.	Outputs 1.4, 2.1 and 2.3
Implementation of demonstration models (pilots of the training methodologies) with final beneficiaries of the Project, i.e. coffee farms.	Outputs 1.1, 1.3 and 3.2

Annex 2a. Evaluation matrix

Criteria	#	Adjusted TOR question	Suggested judgment criteria	Suggested indicators	Suggested data collection methods	Suggested secondary and primary sources
RELEVANCE	1	<p>Globally and nationally, how relevant is the Facility's work to the coffee supply chain and its OSH needs? Did the project adequately address or incorporate the main occupational hazards and risks identified? Was the project relevant in incorporating the opportunities and challenges for improving OSH performance in the coffee supply chain?</p> <p><i>Corresponds to question 1 of the TOR.</i> <u>Concept: Relevance of the coffee supply chain and the project's ability to incorporate the OSH needs of the chain.</u></p>	C.1.1 Assessment of the relevance of VZF to the OSH needs of the coffee supply chain	<p>I.1.1 Share of coffee in agricultural gross value added in each country (C1.1)</p> <p>I.1.2 Share of coffee exports in the agricultural trade balance in each country (C1.1)</p> <p>I.1.3 Total number of workers engaged in coffee production in each country (C1.1)</p> <p>I.1.4 Identification of the capacity of the project to adequately incorporate the main occupational hazards and risks associated with the coffee supply chain, in coffee production</p>	*Documentary review (I.1.1, I.1.2, I.1.3, I.1.4, I.1.5)	<p><u>Secondary sources</u></p> <p>*_Statistics from the national statistical systems of each of the countries.</p> <p>* Specialized publications on performance and OSH in the coffee supply chain in Mexico, Colombia, Vietnam or Honduras.</p>

				and processing (C1.1) I.1.5 Identification of the project's capacity to adequately incorporate the main opportunities and challenges to improve OSH performance in the coffee supply chain in each country (C1.1)		
RELEVANCE	2	<p>Were the projects designed and implemented according to the needs, priorities and capacities of the constituents, stakeholders and beneficiaries? What are the main factors that, prior to the start of the projects, were limiting or driving the adoption of safe and healthy labor practices in the coffee value chain) What is the alignment of the projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain?</p> <p><i>Corresponds to question 2 of the TOR. Concept: <u>Relevance of projects to the needs, priorities and capacities of constituents, stakeholders, direct and final beneficiaries.</u></i></p>	<p>C.2.1 Assessment of project alignment with the needs, priorities and capacities of constituents, stakeholders and beneficiaries.</p> <p>C2.2. Assessment of the alignment of projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain.</p>	<p>I.2.1 Level of alignment of projects with the needs, priorities and capacities of constituents, stakeholders and beneficiaries (C.2.1)</p> <p>I.2.2 Level of alignment of projects with the national and/or territorial policy framework on OSH at the workplace in the coffee supply chain (C.2.2)</p>	<p>*Documen tary review (I.2.2) *Individua l interviews (I.2.1) *Field visits to farms (I.2.1)</p>	<p><u>Secondary sources</u> * PRODOC of the projects * National and territorial policies (if applicable) on agricultural development and/or development of the coffee supply chain and/or employment with emphasis on the agricultural sector.) * Specialized publications on</p>

				<p><i>Levels of alignment: strategic (priority, objectives, axes) or operational (activities, indicators)</i></p>	<p>OSH in the coffee supply chain in Mexico, Colombia, Vietnam or Honduras.</p> <p><u>Primary sources</u></p> <ul style="list-style-type: none"> * Interviews with members of the projects' technical teams. * Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated in the projects. * Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects. * Interviews with representatives
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						of universities, research centers that participated in the projects. * Field visits to farms
RELEVANCE	3	<p>What is the level of alignment of the projects with international OSH frameworks/instruments? What is the alignment with the ILO Program and Budget, with ILO DWCPs and CPOs, with the UNSDCF in Latin America and the UN One Strategic Plan 2017-2021 in Vietnam and with the 2030 Agenda for Sustainable Development?</p> <p><i>This is a "new" question, not contemplated in the TOR.</i> <u>Concept: Alignment of projects to national strategic planning frameworks/instruments and international cooperation frameworks.</u></p>	<p>C.3.1 Assessment of the alignment of projects with international OSH frameworks/instruments (the Resolution on decent work in global supply chains adopted by the ILC in 2016 and its 2017-2021 Agenda for Action on decent work in global supply chains).</p> <p>C.3.2. Assessment of the alignment of projects with international cooperation development assistance frameworks.</p>	<p>I.3.1 Level of alignment of projects with international and national OSH frameworks/instruments (C.3.1)</p> <p>I.3.2 Level of alignment of projects with the ILO Program and Budget, with ILO DWCPs and CPOs, with the UNSDCF in Latin America and the UN One Strategic Plan 2017-2021 in Vietnam, and with the 2030 Agenda for Sustainable Development (C.3.2).</p> <p><i>Levels of alignment:</i></p>	*Documen tary review (I.3.1, I.3.2)	<p><u>Secondary sources</u> *PRODOC of the projects * Resolution on decent work in global supply chains adopted by the ILC in 2016, Program of Action 2017-2021 on decent work in global supply chains. * ILO Program and Budget, ILO DWCPs and CPOs in Mexico, Colombia, Honduras and Vietnam, UNSDCF in Latin America, UN One Strategic Plan 2017-2021 in Vietnam, Agenda</p>

				<i>strategic (priority, objectives, axes) or operational (activities, indicators).</i>		2030 for Sustainable Development.
RELEVANCE	4	<p>To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee sector workers, did the Project design in Latin America adjust its strategies, actions and/or prioritized target population to remain relevant in the context of the COVID-19 crisis, in Vietnam how was the pandemic context taken into account in designing the project, its strategies, actions and/or prioritized population? Did the project responses align with measures taken by States, the UNS, VZF and other partners considered relevant to respond to the crisis?</p> <p><i>Corresponds to TOR question 4. <u>Concept: Potential effects of pandemic on OSH deficits and responsiveness of projects to intervene during the pandemic context</u></i></p>	<p>C4.1 Assessment of the effects of the pandemic on OSH deficits among coffee workers</p> <p>C.4.2 Assessment of the capacity of projects to respond to the COVID-19 crisis and whether the response is aligned to the measures taken by States, the UNS, the VZF and other partners considered relevant to respond to the crisis</p> <p>considerados pertinentes para responder a la crisis</p>	<p>I.4.1. Potential effects of the pandemic on OSH deficits in coffee sector workers (C.4.1)</p> <p>I.4.2 Type of considerations or adjustments in project design (strategies, actions and/or target population) to be relevant in the context of COVID-19 (C.4.2)</p>	<p>*Documentary review (I.4.1, I.4.2)</p> <p>*Individual interviews (I.4.1, I.4.2)</p> <p>*Field visits to farms (I.4.1, I.4.2)</p>	<p><u>Secondary sources</u></p> <p>* PRODOCs of projects</p> <p>* Documents that account for adjustments to projects due to COVID-19</p> <p>* Documents from States, SNU, VZF on measures or proposals for measures to mitigate the effects of the pandemic on OSH</p> <p><u>Primary sources</u></p> <p>* Interviews with members of the technical teams of the projects.</p> <p>* Interviews with representatives</p>

						<p>of ILO LABADMIN- OSH, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO OSH projects in LAC.</p> <p>* Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated in the projects.</p> <p>*Interviews with representatives of companies / multinational companies</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p>
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						<p>*Interviews with representatives of universities, research centers that participated in the projects. *Interviews with representatives of other UNS agencies. *Field visits to farms</p>
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COHERENCE	5	<p>To what extent is the design of the projects logical and coherent? Are the outputs sufficient and adequate to achieve the expected outcomes? Do the strategies, outputs and activities complement each other? Does the design adequately identify the risks and assumptions of the intervention and measures to mitigate their occurrence and/or effects? Does the design identify strategies to favor the sustainability of the outcomes? What is the level of alignment of the projects with the VZF strategic results framework?</p> <p><i>Corresponds to TOR questions 5 and 7. Concept: Integrality of the Theory of Change or vertical design of the projects' Logical Framework and alignment of the projects' design with the VZF strategic results framework.</i></p>	<p>C.5.1 Assessment of the coherence of project design (objectives, outcomes, outputs, actions complement each other and generate synergies) and their comprehensiveness to achieve the expected results (whether the underlying TOC covers the main causes of OSH deficits in coffee workers).</p> <p>C.5.2 Assessment of the incorporation of risks, assumptions and mitigation measures into project design</p> <p>C.5.3 Assessment of the incorporation of sustainability of outcomes strategies into project design</p> <p>C.5.4 Assessment of the alignment of projects</p>	<p>I.5.1 Project design has a comprehensive TOC that addresses the main causes of the OSH deficit in the coffee sector (C.5.1).</p> <p>I.5.2. Project design has considered risks and intervention assumptions as well as mitigation measures (C.5.2)</p> <p><i>*The main operational, strategic and political risks that may affect the achievement and sustainability of the results have been identified. *These risks have been quantified in terms of their probability of occurrence and importance relative to the realization of</i></p>	<p>*Documentary review (I.5.1, I.5.2, I.5.3, I.5.4.)</p> <p>*Individual interviews (I.5.2, I.5.3)</p>	<p><u>Secondary sources</u></p> <p>* PRODOC of the projects</p> <p>* VZF Strategic Framework / Logical Framework / Theory of Change</p> <p><u>Primary sources</u></p> <p>* Interviews with members of the projects' technical teams.</p>
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			<p>with the VZF strategic results framework</p>	<p><i>activities and outputs and the achievement of results.</i> <i>*Mitigation measures for the identified risks and assumptions have been planned.</i></p> <p>I.5.3. The design of the projects has contemplated measures to guarantee sustainability as well as an exit or transition strategy to favor the continuity of its outcomes (C.5.3).</p> <p><i>*The critical assumptions for the sustainability of the intervention and the strategies to contribute to the fulfillment of these assumptions have been identified.</i> <i>*The actors subject to the appropriation</i></p>		
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				<p><i>of the results have been identified and a coherent strategy has been proposed, taking into account the characteristics of the actors.</i></p> <p><i>*An exit strategy has been defined that includes a plan for transferring responsibilities and handing over the project gradually and effectively to the national partners.</i></p> <p>I.5.4 Level of alignment of the projects with the VZF strategy and programming (C.5.4)</p> <p><i>*Levels of alignment: strategic (priority, objectives, axes) or operational (activities, indicators)</i></p>	
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COHERENCE	6	<p>Do the projects have appropriate indicators for what is to be achieved at the level of objectives, outcomes and specific outputs? Are the goals realistic to achieve within the timeframe?</p> <p><i>Corresponds to TOR question 6.</i> <u>Concept: Project Performance Indicators and Monitoring and Evaluation Framework / System</u></p>	<p>C.6.1 Assessment of whether indicators of project objectives, outcomes and outputs are appropriate.</p> <p>C.6.2. Assessment of the reasonableness of achieving the goals within the planned timeframe.</p>	<p>I.6.1. Projects have appropriate indicators at the level of objectives, outcomes and outputs (C.6.1).</p> <p>I.6.2. Projects have appropriate indicators at the objective, outcome and output levels and achievable time-bound targets (C.6.2).</p>	<p>*Documentary review (I.6.1) *Individual interviews (I.6.2)</p>	<p><u>Secondary sources</u> * PRODOC of the projects</p> <p><u>Primary sources</u> * Interviews with members of the projects' technical teams.</p>
COHERENCE	7	<p>To what extent are gender equity and equality, non-discrimination and protection of vulnerable groups incorporated in the project design? To what extent does the project design contribute, a priori, to the achievement of gender equity and equality, non-discrimination and protection of vulnerable groups in the coffee supply chain?</p> <p><i>Corresponds to question 3 of the TOR.</i> <u>Concept: Incorporation of the gender approach in project design</u></p>	<p>C.7.1 Assessment of the incorporation of gender, non-discrimination and protection of vulnerable groups (migrant workers, young workers) in project design.</p>	<p>I.7.1 The project design included studies/assessments (on gender roles in OSH, risks in male- and female-dominated occupations, gender inequalities and gaps in OSH, OSH conditions of women coffee producers or workers, drivers and constraints for the improvement of</p>	<p>*Documentary review (I.7.1, I.7.2, I.7.3, I.7.4, I.7.5) *Individual interviews (I.7.1, I.7.2, I.7.3, I.7.4, I.7.5)</p>	<p><u>Secondary sources</u> * PRODOC of the projects</p> <p><u>Primary sources</u> * Interviews with members of the projects' technical teams.</p>

				<p>OSH in the coffee value chain, women's participation in workers' organizations, employers' organizations and government structures) or presents in the same design document an updated diagnosis on these issues (C.7.1).</p> <p>I.7.2 The project design included target groups, strategies (tools), products (services) and/or actions aimed at reversing gender gaps in OSH, as well as the differentiated needs and interests of women (C.7.1).</p> <p>I.7.3. The design of the projects incorporated</p>	
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				<p>indicators (outcome, products and/or activities) and targets disaggregated by sex, which make it possible to measure the differentiated effects of the intervention on women and men (C.7.1).</p> <p><i>Indicators can be:</i> <i>*Disaggregated by sex: collect data on effects with a record of gender characteristics.</i> <i>*Gender-specific: collect data relevant only to a specific gender group</i> <i>*Gender-differentiated: assess the representation and empowerment of women in different spheres.</i></p> <p>I.7.4. Project design includes gender</p>	
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				<p>budgeting (gender-sensitive) as a tool to allocate concrete resources to reduce the OSH deficit of female workers (C.7.1).</p> <p>I.7.5. Project design foresees the active participation of government or civil society institutions specialized in gender and/or training actions for constituents and stakeholders on gender mainstreaming in OSH (C.7.1).</p>	
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EFFECTIVE NESS	8	<p>To what extent did the projects deliver the outputs and achieve the outcomes envisaged in the designs? What were the main internal and external or contextual constraints/challenges faced during implementation? What were the critical success factors and what have been the main contributions of the ILO? Have the risks and assumptions envisaged in the design been met and have the mitigation measures been carried out? Were outcomes achieved that were not envisaged in the initial design of the projects?</p> <p>If there are significant differences in progress between one project and another, what are the reasons for this? And if the differences in progress are within the same project, at the level of results/objectives, countries (this consideration applies only to the Latin America project), type of strategy (institutional capacity building; vertical, horizontal or supplier country knowledge sharing) and level of scope (workplace/industry, national, global), what are the reasons for this?</p> <p><i>Corresponds to TOR question 8. Concept: Analysis of product-level achievements</i></p>	<p>C.8.1 Level of achievement of outputs (15 in the Latin America project and 7 in the Vietnam project, according to the designs) and outcomes of the projects and main factors explaining the difference in the level of achievement</p> <p><i>Outcomes in the Latin America project</i></p> <p>1. Sustainable, safe and healthy working practices and conditions are developed and/or strengthened at the industrial and enterprise level in the coffee value chains in the target countries.</p> <p>2. More workers have access to better prevention, protection and compensation of OSH hazards and risks through adequate institutional support in the coffee value chains in the target countries.</p> <p>3. National, regional and</p>	<p>I.8.1 Level of compliance with project outcomes and outputs (C.8.1)</p> <p>I.8.2 Main factors explaining the outcomes achieved (C.8.1)</p> <p>I.8.3 Outcomes achieved by the projects not foreseen in the design (C.8.2)</p> <p>I.8.4 Level of occurrence of risks and assumptions of project intervention and implementation of mitigation measures. (C.8.3)</p>	<p>*Documen tary review (I.8.1, I.8.2, I.8.3, I.8.4) *Individua l interviews (I.8.1, I.8.2, I.8.3, I.8.4) *Field visit to farms (I.8.1, I.8.2)</p>	<p><u>Secondary sources</u> *Project progress reports *Documents that account for the outputs produced *Information provided by the monitoring and evaluation system *Project progress reports</p> <p><u>Primary sources</u> * Interviews with the members of the technical teams of the projects. * Interviews with representatives of ILO LABADMIN-OSH, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO projects on OSH in LACLC * Interviews with</p>
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		<p><i>global public and private initiatives, certifications and platforms addressing coffee value chains have improved knowledge and tools to prevent and reduce workplace related deaths, injuries and illnesses.</i></p> <p><u><i>Outcomes in the Vietnam project</i></u></p> <p><i>1. Strengthened regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain.</i></p> <p><i>2. Enhanced legal and policy frameworks to promote and enforce OSH protection, prevention and compensation in Vietnam's coffee supply chain.</i></p> <p><i>e. Increased enforcement of effective OSH prevention, protection and compensation</i></p>		<p>representatives of public institutions, employers' organizations, workers' organizations that participated in the projects.</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p> <p>*Interviews with representatives of other UNS agencies.</p> <p>*Interviews with ILO methodology trainers.</p> <p>*Field visits to farms</p>
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		<p><i>mechanisms for women and men working in the coffee supply chain.</i></p> <p>C.8.2 Identification of outcomes achieved that were not foreseen in the project design</p> <p>C.8.3 Assessment of compliance with project risks and intervention assumptions and implementation of measures to mitigate the occurrence and/or effects of risks.</p>			
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EFFECTIVE NESS	9	<p>To what extent have the outputs developed in the projects addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information available on the progress of the projects disaggregated by sex and/or by these other relevant categories, and have the gender-inclusive goals been met? Do organizations representing or working with these groups participate in any way in the implementation of the projects?</p> <p><i>This is a "new" question, not addressed in the TOR.</i></p> <p><u>Concept: Effectiveness in implementing gender and non-discrimination approaches.</u></p>	<p>C.9.1 Assessment of the attention to the OSH deficit of female workers, in the products developed in the framework of the projects and in the implementation of the projects in general.</p> <p>C.9.2 Assessment of the attention to the OSH deficit in other vulnerable groups of workers, in the products developed under the projects and in project implementation in general.</p>	<p>I.9.1 Level to which the different outputs developed in the framework of the projects (studies/assessments, training/training on OSH) have taken into account the specific problems of OSH deficits among women workers and other vulnerable groups of workers. (C.9.1, C9.2)</p> <p>I.9.2 Availability of information on the progress of projects, disaggregated by sex; and this information reveals the achievement of gender-inclusive goals (outcomes, processes, activities). (C.9.1)</p> <p>I.9.3. Level of participation of government or civil society specialists</p>	<p>*Documen tary review (I.9.1, I.9.2, I.9.3) *Individua l interviews (I.9.1, I.9.3) *Field visits to farms (I.9.1)</p>	<p><u>Secondary sources</u> *Project progress reports *Documents that report on the outputs produced *Information provided by the monitoring and evaluation system</p> <p><u>Primary sources</u> * Interviews with members of the technical teams of the projects. * Interviews with representatives of ILO LABADMIN-OSH, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO OSH projects in LAC. * Interviews with representatives of public institutions,</p>
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				<p>or institutions specialized in gender in project implementation (C.9.1)</p> <p><i>*Leveraging the knowledge and experience of specialist professionals and/or institutions specialized in gender for the implementation of the intervention with a gender approach.</i></p> <p><i>*Training actions for stakeholders on gender mainstreaming in OSH policies/strategies.</i></p> <p><i>*Participate in the implementation, monitoring and/or accountability of projects by organizations representing or working with women workers.</i></p>		<p>employers' organizations, workers' organizations that participated in the projects.</p> <p><i>*Interviews with representatives of companies / multinationals.</i></p> <p><i>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</i></p> <p><i>*Interviews with representatives of universities, research centers that participated in the projects.</i></p> <p><i>*Interviews with trainers of OIT methodologies.</i></p> <p><i>*Field visits to farms</i></p>
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EFFECTIVE NESS	10	<p>What has been the level and type of effective participation of constituents, stakeholders and beneficiaries in the implementation of the projects, at national and provincial levels? What factors explain this? Is this result commensurate with their level of participation in the design of the projects? What has been the capacity of the project to incorporate and enhance the benefits of the participation of multinational companies, coffee platforms and other relevant private actors? Has the collective action of diverse stakeholders (employers' organizations, workers' organizations, private sector, multinationals and brands, governments, international financial and labor organizations, civil society) that is a central component of the 2019-2023 VZF global strategy been effective? What have been the most effective mechanisms used by the projects to promote tripartite plus social dialogue?</p> <p>What is the level of satisfaction and perceived usefulness of the direct and final beneficiaries on the products achieved?</p> <p><i>Corresponds to TOR question 9.</i> <u>Concept: Effective participation of</u></p>	<p>C.10.1 Assessment of the participation of constituents, stakeholders and beneficiaries in project implementation and the roles they played.</p> <p>C.10.2 Perception of usefulness of constituents, stakeholders and beneficiaries with the products delivered (studies/tools/guidelines/protocols, training, technical assistance, exchange of experience and south-south cooperation, global events).</p>	<p>1.10.1. Type/level of participation of constituents, stakeholders and beneficiaries in project implementation (C.10.1)</p> <p><i>*Provider or recipient of assistance services, training, awareness-raising or other project outputs.</i></p> <p><i>*Participant in dialogue and decision making instances related to project themes.</i></p> <p><i>*Participant in ad hoc consultative bodies to discuss project progress, joint monitoring/follow-up, joint reporting/reporting.</i></p>	<p>*Documen tary review (1.10.1)</p> <p>*Individua l interviews (1.10.1)</p> <p>*Field visits to farms (1.10.1)</p>	<p><u>Secondary sources</u> *Project progress reports</p> <p><u>Primary sources</u> * Interviews with members of the projects' technical teams. * Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated in the projects. *Interviews to representatives of companies / multinationals * Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p>
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		<u>stakeholders in project implementation, level of satisfaction and perceived usefulness of the outputs delivered.</u>				*Interviews with representatives of universities, research centers that participated in the projects. *Field visits to farms
EFFECTIVENESS	11	<p>What are the implications of the COVID-19 crisis on project implementation and effectiveness? What difficulties has the pandemic caused? What opportunities has it generated? To what extent have the projects and their governance structure fostered integrated and strategic processes of technical support and policy dialogue for a timely response to the COVID-19 crisis? To what extent have stakeholders been predisposed to respond to the effects of the crisis?</p> <p><i>This is a "new" question, not addressed in the TOR.</i> <u>Concept: Effects of Pandemic on Project Effectiveness</u></p>	C.11.1 Assessment of Pandemic Effects on Project Implementation and Effectiveness	<p>I.11.1 Effects of COVID-19 on project implementation (C.11.1)</p> <p><i>*Suspension, stoppage or prioritization of activities / greater or lesser interest, prioritization and involvement of stakeholders / training actions for constituents and inter-institutional coordination spaces are predominantly virtual or semi face-to-face.</i></p>	<p>*Documentary review (I.11.1) *Individual interviews (I.11.1)</p>	<p><u>Secondary sources</u> *Project progress reports</p> <p><u>Primary sources</u> *Interviews with project representatives.</p>

EFFECTIVE NESS	12	<p>What are the main contributions of the projects to the achievement of the VZF outcomes? In the LAC project has the multi-country approach contributed to achieving better outcomes across the GSC and promoted South-South cooperation? In the case of Vietnam what is the likelihood that the project will achieve the expected outcomes within the timeframe and what factors should the project take into account in the remaining period until completion?</p> <p><i>Corresponds to TOR questions 12 and 13.</i></p> <p><u>Concept: Project Contribution to Achievement of VZF Outcomes</u></p>	<p>C.12.1 Assessment of the main contributions of the projects to the achievement of VZF outcomes</p> <p><u>VZF Outcomes</u></p> <p><i>1. Global and national stakeholders confirm their commitment to OSH by taking action to improve OSH in global supply chains.</i></p> <p><i>2. Strengthened system of OSH services, legislation, policy, data availability and compliance in target countries.</i></p> <p><i>3. Workers in global supply chains and target countries benefit from reduced exposure to OSH risks and improved access to occupational accident insurance.</i></p>	<p>I.12.1 Main contributions of the projects to the VZF outcomes achievement (C.12.1)</p>	<p>*Documen tary review (I.12.1) *Individua l interviews s (I.12.1)</p>	<p><u>Secondary sources</u> *Project progress reports *Documentation accounting for the projects' contributions to the VZF</p> <p><u>Primary sources</u> * Interviews with members of project technical teams. * Interviews with ILO LABADMIN-OSH representatives, VZF officials, ILO OSH specialists in LAC.</p>
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EFFICIENCY	13	<p>Have project resources been used efficiently to deliver activities and outputs on time? Have projects shown a level of financial implementation consistent with the level of progress in technical implementation? Have projects received adequate support from relevant ILO departments, branches and country offices?</p> <p><i>Corresponds to TOR question 14.</i> <u>Concept: Allocation and use of resources</u></p>	<p>C.13.1 Budget allocated and budget used for project implementation, overall and disaggregated by outcome/outputs and type of expenditures</p> <p>C.13.2 Assessment of the support received from various ILO bodies (LABADMIN/OSH, Decent Work Team specialists based in Bangkok, OSH technical specialists, OSH technical specialists in LAC), to implement the projects.</p>	<p>I.13.1 Budget allocated and budget used for project implementation, overall and disaggregated according to results. (C.13.1)</p> <p>I.13.2 Type of support received from various ILO agencies to implement the projects (C.13.2)</p>	<p>*Documentary review (I.13.1) *Individual interviews (I.13.2)</p>	<p><u>Secondary sources</u> *Budget and financial execution reports of projects</p> <p><u>Primary sources</u> * Interviews with the members of the technical teams of the projects. * Interviews with representatives of ILO LABADMIN-OSH, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO OSH projects in LAC. * Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated</p>
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						in the projects. * Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.
EFFICIENCY	14	<p>Does the governance structure and management model of the projects facilitate the delivery of outputs, outcomes and efficient implementation? and how has the strategic support of the VZF global governance and national governance bodies contributed to the achievement of project outcomes?</p> <p><i>Corresponds to TOR question 16.</i> <u>Concept: Governance and management arrangements</u></p>	<p>C.14.1 Assessment of the contribution of the governance structure and project management model to the effectiveness and efficiency of the implementation of the intervention.</p> <p>C.14.2 Assessment of the strategic support to projects by VZF global governance bodies (through its Secretariat, VZF Global Program Manager, Steering Committee, Advisory Committee) and national</p>	<p>I.14.1 Elements of the governance structure and the project management model that favor or limit the effectiveness and efficiency of the implementation of the intervention (C.14.1)</p> <p><i>*Mechanisms for promoting tripartite social dialogue; knowledge management; promotion of active stakeholder</i></p>	<p>*Individual interviews (I.14.1, I.14.2) *Field visit to farms (I.14.1)</p>	<p><u>Primary sources</u> * Interviews with the members of the technical teams of the projects. * Interviews with representatives of ILO LABADMIN-OSH, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO OSH projects in LAC. * Interviews with representatives of public</p>

			<p>level governance bodies (Tripartite Project Advisory Committees).</p>	<p><i>participation; mobilization of resources and generation of alliances with national and international organizations to achieve project outcomes.</i></p> <p>I.14.2 Type of support provided by global and national VZF governance bodies for the implementation of projects (C.14.2)</p>		<p>institutions, employers' organizations, workers' organizations that participated in the projects. *Interviews to representatives of companies / multinationals * Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects. *Interviews with representatives of universities, research centers that participated in the projects. *Field visits to farms</p>
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EFFICIENCY	15	<p>Has a monitoring and evaluation system/mechanism been put in place that adequately and timely measures progress in project implementation at the output and outcome level? Are the outcomes of monitoring and evaluation disseminated to stakeholders and used by projects for decision making, accountability and/or dissemination of information aimed at increasing the credibility of interventions among stakeholders?</p> <p><i>This is a "new" question, not addressed in the TOR.</i> <u>Concept: Project monitoring and evaluation systems</u></p>	<p>C.15.1 Assessment of the quality, reliability and timeliness of project progress information generated from the monitoring and evaluation system/mechanism.</p> <p>C.15.2 Assessment of the use of information generated by the project monitoring and evaluation system/mechanism for decision making, accountability and/or dissemination of information to stakeholders.</p>	<p>I.15.1 The monitoring and evaluation system/mechanism has appropriate and effective data collection instruments and generates quality and reliable periodic reports on the progress of project implementation. (C.15.1)</p> <p>I.15.2 Adjustments made to project strategies, lines of action, outputs and indicators as well as accountability activities carried out based on information generated by the monitoring and evaluation system/mechanism. (C.15.2)</p>	<p>*Documentary review (I.15.1) *Individual interviews (I.15.1, I.15.2)</p>	<p><u>Secondary sources</u> *Project progress reports *Documents that report on the outputs produced *Information provided by the monitoring and evaluation system</p> <p><u>Primary sources</u> *Interviews with members of the projects' technical teams.</p>
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EFFICIENCY	16	<p>What has been the level of interaction between the Latin American and Vietnamese projects given that they are part of a common initiative? To what extent were the VZF efforts to promote this collaboration successful? Did the projects take advantage of what has been done by other OSH projects of the ILO and/or national institutions, private sector, other development agencies and the UN to improve the relevance and effectiveness of their interventions and promote OSH in the GSC? Is there evidence of mutual leverage, synergies and complementarities?</p> <p><i>Corresponds to TOR questions 7, 11 and 15.</i></p> <p><u>Concept: Synergies with other institutions and projects</u></p>	<p>C.16.1 Assessment of the synergies and complementarities between the Latin America project and the Vietnam project</p> <p>C.16.2 Assessment of synergies and complementarities between the Latin America and Vietnam projects and other ILO OSH projects (in particular those of the Safety + Health for All program and related initiatives such as the ILO Decent Work Agenda, the Global Supply Chains Program) and/or national institutions, private sector, other development agencies and UN agencies (UN Global Compact, FAO, WHO).</p>	<p>I.16.1 Type of synergies and complementarities between the Latin America project and the Vietnam project. (C.16.1)</p> <p>I.16.2 Type of synergies and complementarities between Latin American and Vietnamese projects and other OSH projects of ILO and/or other institutions. (C.16.2)</p>	<p>*Documentary review (I.16.1, I.16.2)</p> <p>*Individual interviews (I.16.1, I.16.2)</p>	<p><u>Secondary sources</u></p> <p>*Progress reports</p> <p><u>Primary sources</u></p> <p>*Interviews with the members of the technical teams of the projects.</p> <p>*Interviews with ILO LABADMIN-OSH representatives, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO OSH projects in LAC.</p> <p>*Interviews with representatives of other UNS agencies.</p>
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<p>IMPACT AND SUSTAINABILITY</p>	<p>17</p>	<p>What are the effects of the projects in relation to strengthening the capacities of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee supply chains and in relation to creating greater awareness and agenda setting on the importance of OSH? How does this capacity building manifest itself or what does it reflect? Can these changes be causally linked to the interventions implemented under the projects? What other factors can explain this?</p> <p><i>Corresponds to TOR questions 17 and 18.</i></p> <p><u>Concept: Capacity building of national institutional</u></p>	<p>C.17.1 Assessment of the strengthening of the individual and institutional capacities of project beneficiary institutions</p>	<p>I.17.1 Individual capacities have been developed in key local partners and this translates into changes in individual performance that can contribute to consolidating the results of the intervention (C.17.1)</p> <p><i>*Individual capabilities (knowledge, hard skills specific to a given activity, soft or interpersonal skills) have been developed.</i></p> <p>I.17.2 Functional institutional (organizational and managerial) and technical capacities have been developed in key local partners (C.17.1)</p>	<p>*Document review (I.17.1, I.17.2)</p> <p>*Individual interviews (I.17.1, I.17.2)</p> <p>*Field visit to farms (I.17.1, I.17.2)</p>	<p><u>Secondary sources</u></p> <p>*Project progress reports</p> <p><u>Primary sources</u></p> <p>* Interviews with members of project technical teams.</p> <p>* Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated in the projects.</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p> <p>*Interviews with representatives of universities, research centers</p>
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				<p><i>*Functional organizational and management capabilities have been developed, associated with the broader functioning of the organization.</i></p> <p><i>*Technical, specific capabilities associated with particular areas of specialization, such as OSH, have been developed.</i></p>		<p>that participated in the projects.</p> <p>*Interviews with trainers of OIT methodologies.</p> <p>*Field visits to farms</p>
IMPACT AND SUSTAINABILITY	18	To what extent have the projects favored the appropriation of the intervention by the relevant institutions in Colombia, Mexico, Honduras and Vietnam? How is the level of appropriation linked to the level of participation of these actors during the implementation of the projects and to their perception of the usefulness of the products developed? Have they institutionalized some of the tools developed within the framework of the projects or do they have the potential to do so? Are these national institutions willing to maintain the outcomes once the projects have finalized? Do they	C.18.1 Assessment of the appropriation of the intervention by the project beneficiary institutions and of the institutionalization by these beneficiaries of some of the tools developed within the framework of the projects (own training programs, establishment of OSH platforms or virtual centers,	<p>I.18.1 Level of appropriation of the results achieved by the projects and of institutionalization of the tools developed in the projects by the project beneficiary institutions (C.18.1)</p> <p>I.18.2 Adoption of formal commitments by the beneficiary</p>	<p>*Individual interviews (I.18.1, I.18.2)</p> <p>*Field visit to farms (I.18.1, I.18.2)</p>	<p><u>Secondary sources</u></p> <p>*Project progress reports</p> <p><u>Primary sources</u></p> <p>* Interviews with members of project technical teams.</p> <p>* Interviews with representatives of public institutions, employers' organizations,</p>

		<p>have the operational structure and budget to do so?</p> <p><i>This is a "new" question, not contemplated in the TOR.</i></p> <p><u>Concept: Ownership and institutionalization of the projects by the national institutions</u></p>	<p>development of tools/guides/protocols).</p> <p>C.18.2 Availability of operating structure and budget by the project beneficiary institutions to maintain the results after project completion.</p>	<p>institutions of the projects for the allocation of financial or human resources to ensure the continuity of the results achieved, in order to scale up the outcomes. (C.18.2)</p>	<p>workers' organizations that participated in the projects.</p> <p>*Interviews with representatives of companies / multinational companies</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p> <p>*Interviews with representatives of universities, research centers that participated in the projects.</p> <p>*Interviews with representatives of other UNS agencies.</p> <p>*Field visits to farms</p>
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<p>IMPACT AND SUSTAINABILITY</p>	<p>19</p>	<p>To what extent is there an impact (or is there a favorable outlook for this to happen) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programs/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?</p> <p><i>Corresponds to TOR question 17. Concept: <u>Improvement of legal and regulatory frameworks and design and implementation of public policies.</u></i></p>	<p>C19.1 Assessment of progress in the improvement of national legal and regulatory frameworks, in regulatory compliance, in the design and/or implementation of national public policies/programs/strategies to promote OSH in coffee workers' supply chains</p>	<p>I.19.1 Number of national/provincial laws or regulations that adopted OSH changes (C.19.1)</p> <p>I.19.2 Progress in regulatory compliance; in the design and/or implementation of national public policies/programs/strategies to promote OSH in the supply chains of workers in the sector. (C.19.1)</p>	<p>*Documentary review (I.19.1, I.19.2)</p> <p>*Individual interviews (I.19.1, I.19.2)</p> <p>*Field visit to farms (I.19.1, I.19.2)</p>	<p><u>Secondary sources</u></p> <p>*Project progress reports</p> <p><u>Primary sources</u></p> <p>* Interviews with members of project technical teams.</p> <p>* Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated in the projects.</p> <p>*Interviews with representatives of companies / multinational companies</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in</p>
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						<p>the projects.</p> <ul style="list-style-type: none"> *Interviews with representatives of universities, research centers that participated in the projects. *Interviews with representatives of other UNS agencies. *Field visits to farms
IMPACT AND SUSTAINABILITY	20	<p>Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards</p>	<p>C.20.1 Assessment of progress in terms of reducing exposure to OSH risks in the workplace among final beneficiaries and the sustainability of this progress.</p> <p>C.20.2 Assessment of the contribution of the projects to progress towards improving the OSH conditions of women workers (have contributed to making visible the role and importance of women workers in the coffee</p>	<p>I.20.1 Effects/impacts of projects expected to be achieved in terms of reduced exposure to OSH hazards in the workplace (C.20.1)</p> <p>I.20.2 Progress towards improving the OSH conditions of women workers (C.20.2)</p>	<p>*Documentary review (I.20.1 I.20.2)</p> <p>*Individual interviews (I.20.1, I.20.2)</p> <p>*Field visits to farms (I.20.1, I.20.2)</p>	<p><u>Secondary sources</u></p> <ul style="list-style-type: none"> *Project progress reports <p><u>Primary sources</u></p> <ul style="list-style-type: none"> * Interviews with members of project technical teams. * Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated

		<p>improving the OSH conditions of female workers? <i>Corresponds to TOR questions 10 and 19.</i> <u>Concept: Analysis of effects and impacts at the level of final beneficiaries.</u></p>	<p>chain, to promoting equal access to occupational health services, to involving women workers more in decisions affecting their OSH, including greater participation in bipartite committees at the workplace level).</p>		<p>in the projects. *Interviews with representatives of companies / multinational companies * Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects. *Interviews with representatives of universities, research centers that participated in the projects. *Interviews with representatives of other UNS agencies. *Field visits to farms</p>
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IMPACT AND SUSTAINABILITY	21	<p>To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilize the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?</p> <p><i>Corresponds to question 20, TOR</i> <u>Concept: Sustainability and replication of outcomes</u></p>	<p>C.21.1 Assessment of the potential for sustaining and scaling up project results.</p> <p>C.21.2 Identification of other countries or other GSCs where projects could be replicated and of actors that could finance these replications (governments, intergovernmental or non-governmental organizations, companies and private foundations).</p>	<p>I.21.1 Level of sustainability of the outcomes and interventions carried out (C.21.1)</p> <p>I.21.2 Countries and supply chains where projects can be replicated (C.21.2)</p>	<p>*Documentary review (I.21.1 I.21.2)</p> <p>*Individual interviews (I.21.1, I.21.2)</p>	<p><u>Secondary sources</u></p> <p>*Project progress reports</p> <p><u>Primary sources</u></p> <p>*Interviews with members of project technical teams.</p> <p>*Interviews with ILO LABADMIN-OSH representatives, VZF officials, ILO OSH specialists in LAC, coordinators of other ILO OSH projects in LAC.</p> <p>* Interviews with representatives of public institutions, employers' organizations, workers' organizations that participated in the projects.</p> <p>*Interviews with representatives of companies /</p>
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						<p>multinationals.</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p> <p>*Interviews with representatives of universities, research centers that participated in the projects.</p> <p>*Interviews with representatives of other UNS agencies</p>
IMPACT AND SUSTAINABILITY	22	<p>Do the projects have an adequate exit strategy? Have they developed a sustainability plan as established in the project design? What elements should be considered for a successful exit strategy to increase the sustainability of their actions after completion?</p> <p><i>Corresponds to TOR, question 21.</i> <u>Concept: Exit Strategy</u></p>	C.22.1 Assessment of the appropriateness of the project exit strategy	I.22.1 Adequacy of project exit strategy (C.22.1)	<p>*Documentary review (I.22.1)</p> <p>*Individual interviews (I.22.1)</p>	<p><u>Secondary sources</u></p> <p>*Exit strategy for projects</p> <p><u>Primary sources</u></p> <p>* Interviews with members of the projects' technical teams.</p> <p>* Interviews with representatives</p>

						<p>of public institutions, employers' organizations, workers' organizations that participated in the projects.</p> <p>* Interviews with representatives of coffee institutions/associations, cooperatives, farms that participated in the projects.</p>
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Annex 2b. List of secondary sources reviewed

Project RLA1808EUA (Latin America)

Project design documents and reviews

SIGNED VS 2021 0272 02 NCE European Commission VZF BudgetCoffeeSupplyChains Eur.pdf

Amendment N° 1 (VS/2021/0272) to pa grant agreement VS/2018/0420

Theory of change_coffee

European Union grant agreement for pillar assessed organisations (pa grant agreement). Agreement number VS/2018/0420 (the 'agreement')

VS-2018-0420 02 Programme ILO. Direct grant to the International Labour Office - Vision Zero Fund Initiative: Improving occupational safety and health in coffee supply chains.

Budget and relevant financial reviews

VS-2018-0420 04 budget ilo

Information on the financial implementation of the Latin America Project, as of 16 December 2022, provided by the ILO.

Progress reports (TPRs) and final report

Vision zero fund, Safety + Health for all y OIT (2020). PROGRESS REPORT. Vision Zero Fund (VZF) Improving occupational safety and health in the coffee supply chain. Reporting period: (1February 2019 – 31 January 2020)

Vision zero fund, Safety + Health for all y OIT (2021). Progress report. Vision Zero Fund (VZF) Improving occupational safety and health in the coffee supply chain. Reporting period: (the 1st of February 2020 – the 31st of January 2021)

Vision zero fund, Safety + Health for all y OIT (2022). Progress report. Vision Zero Fund (VZF) Improving occupational safety and health in the coffee supply chain. Reporting period: (1 February 2021 – 31 January 2022)

Vision zero fund, Safety + Health for all y OIT (2022). Technical Project Report. Vision Zero Fund (VZF) Improving occupational safety and health in the coffee supply chain. Reporting period: (the 1st of February 2019 – the 30st of September 2022)

Publications and other relevant outputs

Output 1.1.

ILO Vizion Zero Fund and Safety + Health for All (2020). The experience of the National Federation of Coffee Growers of Colombia in occupational safety and health.

ILO Vizion Zero Fund. The experience of the National Federation of Coffee Growers of Colombia in occupational safety and health. Executive summary.

ILO Vizion Zero Fund. The experience of the National Federation of Coffee Growers of Colombia in occupational safety and health. Executive summary.

Output 1.2.

ILO, Zero Vision Fund and Safety + Health for all (2020). Incentives and constraints to improving occupational safety and health in Mexico's global coffee value chain. Case study.

ILO, Zero Vision Fund and Safety + Health for all (2020). Improving occupational safety and health in the global value chain of coffee in Mexico: Drivers and constraints. A case study.

Output 1.4.

ILO Zero Vision Fund. Health and working conditions tool for people engaged in temporary or seasonal coffee farming activities. Note for application.

ILO Zero Vision Fund. Occupational Safety and Health Tool for Temporary and Seasonal Coffee Workers. Note on Application.

Output 1.5.

United Nations ECLAC (2014). Latin America - European Union cooperation. A partnership for development.

Output 1.6.

ILO Vision Zero Fund. Reporting, Recording, and Notification of Occupational Accidents and Diseases: A brief guide for Employers and Managers.

ILO Vision Zero Fund. Guide for workers. Reporting, recording and notifying occupational accidents and diseases in Honduras: A brief guide for workers.

ILO, Vision Zero Fund (2020). Methodology for OSH Hazard identification and risk assessment and evaluation in the coffee sector.

Output 2.2.

ILO Vision Zero Fund (2020). Work-related accidents and diseases: Perceptions and good practices in the Colombian coffee sector. Executive summary.

ILO Vision Zero Fund (2020). Occupational accidents and diseases, perceptions and good practices in the Colombian coffee sector.

ILO Vision Zero Fund (2022). Occupational accidents and diseases, perceptions and good practices in the Mexican coffee sector.

Output 2.4.

ILO, Vision Zero Fund and Safety + Health for All (2020). Incentives and constraints to improving occupational safety and health in the global coffee value chain in Honduras.

ILO, Vision Zero Fund and Safety + Health for all (2020). Improving occupational safety and health in the global coffee value chain in Honduras: Drivers and constraints.

Output 2.5.

ILO, Safety + Health for all and Vision Zero Fund. Practical guide for the prevention and mitigation of covid-19 in the coffee value chain in Honduras.

ILO, ACT/EMP, Vision Zero Fund and Safety + Health for All (2020). Practical guide for the prevention and mitigation of COVID-19 in the coffee value chain in Honduras.

ILO, ACT/EMP, Vision Zero Fund and Safety + Health for All (2020). Guía práctica de prevención y mitigación de la COVID-19 en la agricultura en Honduras. Recommendations for medium and large agricultural enterprises.

ILO, Vision Zero Fund and Safety + Health for All (2020). Handbook for producers. Occupational safety and health regulations for agriculture in Honduras.

ILO, Vision Zero Fund and Safety + Health for All (2020). Manual for trainers. Occupational safety and health regulations for agriculture in Honduras.

Output 3.1.

ILO, Vision Zero Fund (2021). Profile of women coffee producers in Mexico. Case study on their safety and health conditions at work.

ILO, Vision Zero Fund (2021). Women coffee producers in Mexico. Case study of their occupational health and safety conditions.

ILO, Vision Zero Fund (2021). COVID-19 and occupational safety and health in the coffee global supply chain in Colombia. A case study.

ILO, Vision Zero Fund (2021). COVID-19 and occupational safety and health in the global coffee supply chain in Colombia. A case study.

Output 3.2.

Activity 3.2.1.

ILO, Vision Zero Fund (2021). Improving occupational safety and health in the coffee supply chain. A toolbox for action. Compilation of tools, methodologies and research to reduce occupational accidents and diseases.

ILO, Vision Zero Fund (2021). Improving occupational safety and health in the coffee supply chain. A toolkit for action. A compilation of tools, methodologies and research for reducing occupational accidents and diseases.

ILO, Vision Zero Fund and Safety + Health for All (2020). Practical guide for the prevention and mitigation of COVID-19 in agriculture.

ILO, Vision Zero Fund and Safety + Health for all (2020). Practical guide for the prevention and mitigation of COVID-19 in agriculture.

ILO, Vision Zero Fund (2020). Methodology for OSH Hazard identification and risk assessment and evaluation in the coffee sector.

ILO, Vision Zero Fund (2021). Protocol for occupational safety and health in the coffee value chain Emphasis on COVID-19 prevention and mitigation.

ILO. Posters on Safety and health in coffee harvesting and processing. Avoid risks, adopt safe practices.

Activity 3.2.2.

ILO (2022) Chemical risk management in the agricultural sector | ITCILO.

ILO (2014). Global Action Guide for WIND. Work Improvement in Neighbourhood Development. Practical approaches for improving safety, health and working conditions in agriculture.

ILO (2021). WIND Instructor's Manual Work Improvement in Neighbourhood Development. Practical approaches for improving safety, health and working conditions in agriculture.

ILO, Vision Zero Fund and Safety + Health for All (2020). Handbook for producers. Occupational safety and health regulations for agriculture in Mexico.

ILO, Vision Zero Fund and Safety + Health for All (2020). Manual for trainers. Occupational safety and health regulations for agriculture in Mexico.

ILO (2021). Global WISE Handbook. Improving work in small enterprises. Programme for improving occupational safety and health (OSH) and productivity.

Output 3.3.

ILO, Vision Zero Fund. Vision Zero Fund HIGH LEVEL FORUM. 2021 and Beyond: Collective Action for Safe and Healthy Supply Chains. 23-25 February 2021.

ILO, Vision Zero Fund (2021). Profile of women coffee producers in Mexico. Case study of their occupational health and safety conditions.

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ICO (2021) Overview of the ICO Report on Coffee Development 2020. February 2021. Retrieved from the ICO website: <https://www.ico.org/documents/cy2020-21/ed-2358c-overview-cdr-2020.pdf>

Colombian Ministry of Labour, FNC and ILO (April 2019) Pact entitled "For an OSH culture in the coffee sector".

Vision Zero Fund Strategy (2019) Collective Action for Safe and Healthy Supply Chains. Retrieved from the VZF website: <https://live-vzf.pantheonsite.io/wp-content/uploads/2021/04/Vision-zero-Fund-Strategy-.pdf>

Government of Vietnam (2022). National Programme on Occupational Safety and Health for the period 2021-2025.

UNSDS (2021). United Nations Sustainable Development Cooperation Framework Honduras 2022-2026. Retrieved from the UNS website: <https://honduras.un.org/sites/default/files/2022-01/Marco%20Desarrollo%20Sostenible%20Naciones%20Unidas%20para%20el%20Desarrollo%20Sostenible%20%7C%20Honduras%202022%20-%202026.pdf>

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UN Vietnam. UN One Strategic Plan 2017-2021. Retrieved from the UN website: https://vietnam.un.org/sites/default/files/2019-06/OSP%202017%20-%202021_EN_27June2017_no_signature.pdf

ILO (2011) Safety and health in agriculture. Code of Practice. International Labour Office. Retrieved from the ILO web portal: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/normativeinstrument/wcms_161137.pdf

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ILO (2021) Methodology for hazard identification, evaluation and risk assessment in the agricultural sector

ILO (2021) Protocol on occupational safety and health in the coffee value chain. Emphasis on COVID-19 prevention and mitigation.

ILO (2020) Incentives and constraints to OSH in the global coffee value chain in three producing regions of Colombia.

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Project design documents and reviews

ILO, Vision Zero Fund and Safety + Health for all (2020). Development cooperation project document. Improving Safety and Health in cooperation with the Public and Private Sector in the Coffee Supply Chain in Viet Nam. A Vision Zero Fund Project.

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ILO. Bundesministerium für wirtschaftliche zusammenarbeit und entwicklung. The International Labour Organisation.

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Information on the financial implementation of the Vietnam Project, as of 19 December 2022, provided by the ILO.

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ILO, VCCI Vision Zero Fund. 1st Progress Report Vision Zero Fund project Vietnam 10/2019 - 12/2021 (prepared for Project Advisory Committee meeting on 13 January 2022).

Annual progress report Vision. Zero Fund (VZF). Reporting period: 1 October 2020 - 30 September 2021.

Work plan

VZF VN Work Plan Sept. 20_Feb 23_updated Feb. 2022

M&E Mechanism

Brief summary of completed activities in 2021, ongoing & planned activities for 2022 Vision Zero Fund - (VNM/20/50/EUR) & (VNM/20/01/DEU).

Vietnam_Flagship_VZF_Project alignment and reporting_Mini_with input KK

Publications and other relevant products

COVID19 prevention

ILO, Vision Zero Fund. Prevention and Mitigation of COVID - 19 at Work (coffee cultivation, collection and processing). Action Checklist.

Copy of COVID-19 training needs (Responses)_additional responses.xlsx

ILO, Vision Zero Fund (2021). Preventive measures to COVID-19 and other infectious diseases in the coffee supply chain. Manual for managers. Mitigate on going risks with Good practice approach.

ILO, Vision Zero Fund. COVID - 19 prevention awareness raising and training for coffee harvesters, collectors, coffee processors in Vietnam (Central Highlands) - proposed actions -

COVID-19 prevention training needs_Questions for Monkey Survey_ENG

Global coffee platform ILO, Vision Zero Fund. COVID - Prevention Training Outreach Strategy.

Global coffee platform ILO, Vision Zero Fund. COVID - Prevention in the coffee supply chain Pilot Training Report.

Dai cuong ve virus16-09-2021 Coffe

Feedback after the COVID 19 pilot training -v1

Upcoming COVID - 19 prevention training for workplaces (ToT). General guidance.

ILO, Vision Zero Fund. Training needs assessment for COVID - 19 prevention training target groups survey findings.

ILO, Vision Zero Fund (2022). OSH for workplaces in coffee cultivation and semi - Processing. Session V: Prevention of COVID - 19 and other infectious diseases.

VZF PPT for VCCB meeting on COVID19 prevention 170921 FINAL.pptx. ILO, Vision Zero Fund (2021). Phòng ngừa COVID-19 trong nông nghiệp - Chuỗi cung ứng cà phê. COVID-19 Prevention in Agriculture - Coffee Supply Chain. Vision Zero Fund (VZF) Viet Nam.

ILO. COVID - 19 prevention at work. Occupational safety and health in the coffee global supply chain in Vietnam.

Donor Communication / Snap Shot Reports for Donors

ILO, Vision Zero Fund. Viet Nam safety & health in the coffee supply chain. Project Snapshots from April 2021 - June 2021.

ILO, Vision Zero Fund. VIET NAM safety & health in the coffee supply chain. Project Snapshots from October 2021 - January 2022.

ILO, Vision Zero Fund. VIỆT NAM AN TOÀN VỆ SINH LAO ĐỘNG TRONG CHUỖI CUNG ỨNG CÀ PHÊ. Tóm tắt hoạt động dự án Tháng 10/2021-Tháng 01/2022.

ILO, Vision Zero Fund. VIET NAM Safety & health in the coffee supply chain. Project Snapshots from July 2021 - October 2021.

ILO, Vision Zero Fund. VIET NAM Safety & health in the coffee supply chain. Project Snapshots from October 2020 - April 2021.

OSH Assessment

Assessment of drivers and constraints for occupational safety and health in the coffee global supply chain in Vietnam. Validation of Results Da Lat City 6 April 2021.

Assessment of drivers and constraints for occupational safety and health (OSH) improvement in the coffee global supply chain (GSC) in Vietnam. Assessment Report 1 - Revised 2nd Draft.

OSH Training Material / OSH awareness raising videos

VZF_OSH-Day_ENG_APRIL27.mp4

Other

Study on Coffee Farm Workers' Access to Social Protection and Occupational Health Services (9/2022 - Second draft)

Private Sector Engagement for Safe and Healthy Supply Chains

OSH Wind Training Materials

OSH Learning Posters

COVID action checklist

OSH Wind Training Materials Vietnamese

OSH Posters for Awareness Raising Campaign Lam Dong Province

Report on Mapping of OSH conditions among VCA member cooperatives, Lam Dong and Dak Lak provinces -

OSH ToT training material coffee cultivation (Robusta) for staff from the National Agricultural Extension System

OSH ToF (Training-of-Farmers) material coffee cultivation (Robusta);

ILO VZF Vietnam PAC Meeting Minutes 27 August 2021

ILO VZF Vietnam PAC Meeting Minutes 13 January 2022_Final

LABDMIN/OSH accident and disease reporting too in Vietnamese (Employers)

LABDMIN/OSH accident and disease reporting too in Vietnamese (Workers)

Conducting OSH Inspections in Agriculture - A Guide for Labour Inspectors

PPT on OSH practice for presentation at the 10-month multi-session training programme organised by GCP, IWCA and the ILO/VZF project

Implementation Agreement - "Development of OSH training material for coffee processing companies"; implement training of trainers and training for companies using OSH training material developed for members of the Vietnamese Coffee and Cocoa Association (VICOFA).

Report on OSH mapping for coffee processing companies in Lam Dong

OSH training material for coffee processing companies VCCI and Coffee and Cocoa Association (VICOFA).

Annex 2c. Interview guide by type of interviewee

Technical team of the Projects

Criterion	#	Adjusted TOR question
RELEVANCE	2	Were the projects designed and implemented according to the needs, priorities and capacities of the constituents, stakeholders and beneficiaries? What are the main factors that, prior to the start of the projects, were limiting or driving the adoption of safe and healthy work practices in the coffee value chain? What is the alignment of the projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain? What is the alignment of the projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain?
RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee workers? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam, how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
DESIGN VALIDITY	5	To what extent is the project design logical and coherent? Are the outputs sufficient and adequate to achieve the expected outcomes? Do the strategies, outputs and activities complement each other? Does the design adequately identify the risks and assumptions of the intervention and measures to mitigate their occurrence and/or effects? Does the design identify strategies to support sustainability of the outcomes? What is the level of alignment of the projects with the VZF strategic results framework, what is the level of alignment of the projects with the VZF strategic results framework?
DESIGN VALIDITY	6	Do the projects have appropriate indicators for what is to be achieved at the level of objectives, outcomes and specific outputs? Are the targets realistic to achieve in the timeframe envisaged?
DESIGN VALIDITY	7	How are gender, non-discrimination and protection of vulnerable groups mainstreamed in project design? To what extent does project design a priori contribute to the achievement of gender equity and equality, non-discrimination and protection of vulnerable groups in the coffee supply chain?
EFFECTIVENESS	8	<p>To what extent did the projects deliver the outputs and achieve the outcomes foreseen in the designs? What were the main internal and external or contextual constraints/challenges faced during implementation? What were the critical success factors and what have been the main contributions of the ILO? Have the risks and assumptions foreseen in the design been met and have the mitigation measures been carried out? Were outcomes achieved that were not foreseen in the initial design of the projects?</p> <p>If there are significant differences in progress between projects, what are the reasons for this? And if the differences in progress are within the same project, at the level of outcomes/objectives, countries (this consideration applies only to the Latin American project), type of strategy (institutional capacity building; vertical, horizontal or inter-provider country knowledge sharing) and level of scope (workplace/industry, national, global), what are the reasons for this?</p>

EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met, are organisations representing or working with these groups involved in any way in the implementation of the projects?
EFFECTIVENESS	10	What has been the level and type of effective participation of constituents, stakeholders and beneficiaries in project implementation at national and provincial levels? What factors explain this? Does this outcome correspond to their level of participation in project design? Has the collective action of diverse stakeholders (employers' organizations, workers' organizations, private sector, multinationals and brands, governments, international financial and labor organizations, civil society) that is a central component of the VZF's 2019-2023 global strategy been realized? What have been the most effective mechanisms used by the projects to promote tripartite plus social dialogue? What is the level of satisfaction and perceived usefulness of the direct and final beneficiaries on the outputs delivered?
EFFECTIVENESS	11	What are the implications of the COVID-19 crisis for project implementation and effectiveness? What difficulties has the pandemic caused? What opportunities has it created? To what extent have projects and their governance structure fostered integrated and strategic processes of technical support and policy dialogue for a timely response to the COVID-19 crisis? To what extent have stakeholders been prepared to respond to the effects of the crisis?
EFFECTIVENESS	12	What are the main contributions of the projects to the achievement of the VZF outcomes? In the LAC project has the multi-country approach contributed to achieving better outcomes across the GSC and promoted South-South cooperation? In the case of Vietnam what is the likelihood that the project will achieve the expected outcomes within the timeframe and what factors should the project take into account in the remaining period until completion?
EFFICIENCY	13	Have project resources been used efficiently to deliver activities and outputs on time? Have projects shown a level of financial implementation consistent with the level of progress in technical implementation? Have projects received adequate support from relevant ILO departments, branches and country offices, have projects received adequate support from relevant ILO departments, branches and country offices?
EFFICIENCY	14	Does the governance structure and project management model facilitate the delivery of outputs, the achievement of outcomes and efficient implementation? What has the strategic support of the VZF global governance and national-level governance bodies consisted of and how has it contributed to the achievement of project outcomes?
EFFICIENCY	15	Is a monitoring and evaluation system/mechanism in place that adequately and timely measures progress in project implementation at output and outcome level? Are the results of monitoring and evaluation disseminated to stakeholders and used by projects for decision-making, accountability and/or dissemination of information aimed at increasing the credibility of interventions among stakeholders?
EFFICIENCY	16	What has been the level of interaction between the Latin American and Vietnam projects given that they are part of a common initiative? To what extent were the VZF's efforts to promote this collaboration successful? Did the projects build on what has been done by other ILO and/or national institutions, private sector, other development agencies and UN OSH projects to improve the relevance and effectiveness of their interventions and promote OSH in the GSC? Is there evidence of mutual leverage, synergies and complementarities?

IMPACT AND SUSTAINABILITY	17	What are the effects of the projects in relation to strengthening the capacities of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee supply chains and in relation to creating greater awareness and agenda setting on the importance of OSH? How does this capacity building manifest itself or what does it reflect? Can these changes be causally linked to the interventions implemented under the projects? What other factors can explain this?
IMPACT AND SUSTAINABILITY	18	To what extent have the projects favoured the ownership of the intervention by the relevant institutions in Colombia, Mexico, Honduras and Vietnam? How is the level of ownership linked to the level of participation of these actors during the implementation of the projects and their perception of the usefulness of the outputs developed? Have they institutionalised some of the tools developed in the framework of the projects or do they have the potential to do so? Are these national institutions willing to maintain the outcomes after the completion of the projects? do they have the operational structure and budget to do so?
IMPACT AND SUSTAINABILITY	19	To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?
IMPACT AND SUSTAINABILITY	20	Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards improving the OSH conditions of women workers?
IMPACT AND SUSTAINABILITY	21	To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?
IMPACT AND SUSTAINABILITY	22	Do the projects have an adequate exit strategy? Have they developed a sustainability plan as set out in the project design? What elements should be considered for a successful exit strategy, which will enhance the sustainability of their actions after completion?

ILO Officials (LABADMIN-OSH, VZF, OSH specialists)

Criterion	#	Adjusted TOR question
RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee workers? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the

		project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
EFFECTIVENESS	8	<p>To what extent did the projects deliver the outputs and achieve the outcomes envisaged in the designs? What were the main internal and external or contextual constraints/challenges faced during implementation? What were the critical success factors and what have been the main contributions of the ILO? Have the risks and assumptions envisaged in the design been met and have the mitigation measures been carried out? Were outcomes achieved that were not foreseen in the initial design of the projects, and were outcomes achieved that were not foreseen in the initial design of the projects?</p> <p>If there are significant differences in progress between projects, what are the reasons for this? And if the differences in progress are within the same project, at the level of outcomes/objectives, countries (this consideration applies only to the Latin American project), type of strategy (institutional capacity building; vertical, horizontal or inter-provider country knowledge sharing) and level of scope (workplace/industry, national, global), what are the reasons for this?</p>
EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met? Are organisations representing or working with these groups involved in any way in the implementation of the projects?
EFFECTIVENESS	12	What are the main contributions of the projects to the achievement of the VZF outcomes? In the LAC project has the multi-country approach contributed to achieving better outcomes across the GSC and promoted South-South cooperation? In the case of Vietnam what is the likelihood that the project will achieve the expected outcomes within the timeframe and what factors should the project take into account in the remaining period until completion?
EFFICIENCY	13	Have project resources been used efficiently to deliver activities and outputs on time? Have projects shown a level of financial implementation consistent with the level of progress in technical implementation? Have projects received adequate support from relevant ILO departments, branches and country offices?
EFFICIENCY	14	Does the governance structure and project management model facilitate the delivery of outputs, the achievement of outcomes and efficient implementation? What has the strategic support of the VZF global governance and national governance bodies been and how has it contributed to the achievement of project outcomes?
EFFICIENCY	16	What has been the level of interaction between the Latin American and Vietnam projects given that they are part of a common initiative? To what extent were the VZF's efforts to promote this collaboration successful? Did the projects build on what has been done by other ILO and/or national institutions, private sector, other development agencies and UN OSH projects to improve the relevance and effectiveness of their interventions and promote OSH in the GSC? Is there evidence of mutual leverage, synergies and complementarities?
IMPACT AND SUSTAINABILITY	21	To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?

Constituents (government institutions, employers' organisations, workers' organisations)

Criterion	#	Adjusted TOR question
RELEVANCE	2	Were the projects designed and implemented according to the needs, priorities and capacities of the constituents, stakeholders and beneficiaries? What are the main factors that, prior to the start of the projects, were limiting or driving the adoption of safe and healthy work practices in the coffee value chain? What is the alignment of the projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain?
RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in workers of the coffee sector? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
EFFECTIVENESS	8	To what extent did the projects deliver the outputs and achieve the outcomes foreseen in the designs? What were the main internal and external or contextual constraints/challenges faced during implementation? What were the critical success factors and what have been the main contributions of the ILO? Have the risks and assumptions foreseen in the design been met and have the mitigation measures been carried out? Were outcomes achieved that were not foreseen in the initial design of the projects? If there are significant differences in progress between projects, what are the reasons for this? And if the differences in progress are within the same project, at the level of outcomes/objectives, countries (this consideration applies only to the Latin America project), type of strategy (institutional capacity building; vertical, horizontal or inter-provider country knowledge sharing) and level of scope (workplace/industry, national, global), what are the reasons for this?
EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met? Are organisations representing or working with these groups involved in any way in the implementation of the projects?
EFFECTIVENESS	10	What has been the level and type of effective participation of constituents, stakeholders and beneficiaries in project implementation at national and provincial levels, and what factors explain this? Does this outcome correspond to their level of participation in project design? Has the collective action of diverse stakeholders (employers' organizations, workers' organizations, private sector, multinationals and brands, governments, international financial and labor organizations, civil society) that is a central component of the VZF's 2019-2023 global strategy been realized? What have been the most effective mechanisms used by the projects to promote tripartite plus social dialogue? What is the level of satisfaction and perceived usefulness of direct and final beneficiaries on the outputs delivered?
EFFICIENCY	14	Does the governance structure and project management model facilitate the delivery of outputs, the achievement of outcomes and efficient implementation? What has the strategic support of the VZF global governance and national governance bodies been and how has it contributed to the achievement of project outcomes?

IMPACT AND SUSTAINABILITY	17	What are the effects of the projects in relation to strengthening the capacities of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee supply chains and in relation to creating greater awareness and agenda setting on the importance of OSH? How does this capacity building manifest itself or what does it reflect? Can these changes be causally linked to the interventions implemented under the projects, what other factors can explain this?
IMPACT AND SUSTAINABILITY	18	To what extent have the projects favoured the ownership of the intervention by the relevant institutions in Colombia, Mexico, Honduras and Vietna? How is the level of ownership linked to the level of participation of these actors during the implementation of the projects and their perception of the usefulness of the outputs developed? Have they institutionalised some of the tools developed in the framework of the projects or do they have the potential to do so? Are these national institutions willing to maintain the outcomes after the completion of the projects? Do they have the operational structure and budget to do so?
IMPACT AND SUSTAINABILITY	19	To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?
IMPACT AND SUSTAINABILITY	20	Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards improving the OSH conditions of women workers?
IMPACT AND SUSTAINABILITY	21	To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?
IMPACT AND SUSTAINABILITY	22	Do the projects have an adequate exit strategy, have they developed a sustainability plan as set out in the project design? What elements should be considered for a successful exit strategy, which will enhance the sustainability of their actions after completion?

Country chapters of IWCA ; coffee institutes; coffee chain/industry associations; cooperatives

Criterion	#	Adjusted TOR question
RELEVANCE	2	Were the projects designed and implemented according to the needs, priorities and capacities of the constituents, stakeholders and beneficiaries? What are the main factors that, prior to the start of the projects, were limiting or driving the adoption of safe and healthy work practices in the coffee value chain? What is the alignment of the projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain?

RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee workers? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
EFFECTIVENESS	8	To what extent did the projects deliver the outputs and achieve the outcomes foreseen in the designs? What were the main internal and external or contextual constraints/challenges faced during implementation? What were the critical success factors and what have been the main contributions of the ILO? Have the risks and assumptions foreseen in the design been met and have the mitigation measures been carried out? Were outcomes achieved that were not foreseen in the initial design of the projects? If there are significant differences in progress between projects, what are the reasons for this? And if the differences in progress are within the same project, at the level of results/objectives, countries (this consideration applies only to the Latin American project), type of strategy (institutional capacity building; vertical, horizontal or inter-provider country knowledge sharing) and level of scope (workplace/industry, national, global), what are the reasons for this?
EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met? Are organisations representing or working with these groups involved in any way in the implementation of the projects?
EFFECTIVENESS	10	What has been the level and type of effective participation of constituents, stakeholders and beneficiaries in project implementation at national and provincial levels, and what factors explain this? Does this outcome correspond to their level of participation in project design? Has the collective action of diverse stakeholders (employers' organizations, workers' organizations, private sector, multinationals and brands, governments, international financial and labor organizations, civil society) that is a central component of the VZF's 2019-2023 global strategy been realized? What have been the most effective mechanisms used by the projects to promote tripartite plus social dialogue? What is the level of satisfaction and perceived usefulness of direct and final beneficiaries on the outputs delivered?
EFFICIENCY	14	Does the governance structure and project management model facilitate the delivery of outputs, the achievement of outcomes and efficient implementation? What has the strategic support of the VZF global governance and national governance bodies been and how has it contributed to the achievement of project outcomes?
IMPACT AND SUSTAINABILITY	17	What are the effects of the projects in relation to capacity building of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee supply chains and in relation to creating greater awareness and agenda setting on the importance of OSH? How does this capacity building manifest itself or what does it reflect? Can these changes be causally linked to the interventions implemented in the framework of the projects? What other factors can explain this?
IMPACT AND SUSTAINABILITY	18	To what extent have the projects favoured the ownership of the intervention by the relevant institutions in Colombia, Mexico, Honduras and Vietnam? How is the level of ownership linked to the level of participation of these actors during the implementation of the projects and their perception of the usefulness of the outputs developed? Have they institutionalised some of the tools developed in the framework of the projects or do they have the potential to do so? Are these national

		institutions willing to maintain the outcomes after the completion of the projects? Do they have the operational structure and budget to do so?
IMPACT AND SUSTAINABILITY	19	To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?
IMPACT AND SUSTAINABILITY	20	Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards improving the OSH conditions of women workers?
IMPACT AND SUSTAINABILITY	21	To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?
IMPACT AND SUSTAINABILITY	22	Do the projects have an adequate exit strategy? Have they developed a sustainability plan as set out in the project design? What elements should be considered for a successful exit strategy, which will enhance the sustainability of their actions after completion?

Multinational companies

Criterion	#	Adjusted TOR question
RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee workers? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met? Are organisations representing or working with these groups involved in any way in the implementation of the projects?
EFFECTIVENESS	10	What has been the level and type of effective participation of constituents, stakeholders and beneficiaries in project implementation at national and provincial levels, and what factors explain this? Does this outcome correspond to their level of participation in project design? Has the collective action of diverse stakeholders (employers' organizations, workers' organizations, private sector, multinationals and brands, governments, international financial and labor organizations, civil society) that is a central component of the VZF's 2019-2023 global strategy been realized? What have been the most effective mechanisms used by the projects to

		promote tripartite plus social dialogue? What is the level of satisfaction and perceived usefulness of direct and final beneficiaries on the outputs delivered?
IMPACT AND SUSTAINABILITY	19	To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?
IMPACT AND SUSTAINABILITY	20	Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards improving the OSH conditions of women workers?
IMPACT AND SUSTAINABILITY	21	To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?

Universities, institutes, research centres

Criterion	#	Adjusted TOR question
RELEVANCE	2	Were the projects designed and implemented according to the needs, priorities and capacities of the constituents, stakeholders and beneficiaries? What are the main factors that, prior to the start of the projects, were limiting or driving the adoption of safe and healthy work practices in the coffee value chain? What is the alignment of the projects with the national and/or territorial OSH workplace policy framework in the coffee supply chain?
RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee workers? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met? Are organisations representing or working with these groups involved in any way in the implementation of the projects?
EFFECTIVENESS	10	What has been the level and type of effective participation of constituents, stakeholders and beneficiaries in project implementation at national and provincial levels? What factors explain this? Does this outcome correspond to their level of participation in project design? Has the collective action of diverse stakeholders (employers' organizations, workers' organizations, private sector, multinationals and brands, governments, international financial and labor organizations, civil

		<p>society) that is a central component of the VZF's 2019-2023 global strategy been realized? What have been the most effective mechanisms used by the projects to promote tripartite plus social dialogue?</p> <p>What is the level of satisfaction and perceived usefulness of direct and final beneficiaries on the outputs delivered?</p>
IMPACT AND SUSTAINABILITY	17	<p>What are the effects of the projects in relation to the capacity building of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee supply chains and in relation to creating greater awareness and agenda setting on the importance of OSH? How does this capacity building manifest itself or what does it reflect? Can these changes be causally linked to the interventions implemented under the projects? What other factors can explain this?</p>
IMPACT AND SUSTAINABILITY	18	<p>To what extent have the projects favoured the ownership of the intervention by the relevant institutions in Colombia, Mexico, Honduras and Vietnam? How is the level of ownership linked to the level of participation of these actors during the implementation of the projects and their perception of the usefulness of the outputs developed? Have they institutionalised some of the tools developed in the framework of the projects or do they have the potential to do so? Are these national institutions willing to maintain the outcomes after the end of the projects? Do they have the operational structure and budget to do so?</p>
IMPACT AND SUSTAINABILITY	19	<p>To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?</p>
IMPACT AND SUSTAINABILITY	20	<p>Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards improving the OSH conditions of women workers?</p>
IMPACT AND SUSTAINABILITY	21	<p>To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?</p>

Trainers in ILO methodologies

Criterion	#	Adjusted TOR question
EFFECTIVENESS	8	<p>To what extent did the projects deliver the outputs and achieve the outcomes foreseen in the designs? What were the main internal and external or contextual constraints/challenges faced during implementation? What were the critical success factors and what have been the main contributions of the ILO? Have the risks and assumptions foreseen in the design been met and have the mitigation measures been carried out? Were outcomes achieved that were not foreseen in the initial design of the projects?</p> <p>If there are significant differences in progress between projects, what are the</p>

		reasons for this? And if the differences in progress are within the same project, at the level of results/objectives, countries (this consideration applies only to the Latin American project), type of strategy (institutional capacity building; vertical, horizontal or inter-provider country knowledge sharing) and level of scope (workplace/industry, national, global), what are the reasons for this?
EFFECTIVENESS	9	To what extent have project outputs addressed the specific problems (OSH deficits) of women and other vulnerable groups? Is information on project progress disaggregated by sex and/or by these other relevant categories available and have gender-inclusive targets been met? Are organisations representing or working with these groups involved in any way in the implementation of the projects?
IMPACT AND SUSTAINABILITY	17	What are the effects of the projects in relation to strengthening the capacities of relevant institutions in Colombia, Mexico, Honduras and Vietnam to promote OSH in coffee supply chains and in relation to creating greater awareness and agenda setting on the importance of OSH? How does this capacity strengthening manifest itself or what does it reflect? Can these changes be causally linked to the interventions implemented in the framework of the projects? What other factors can explain this?
IMPACT AND SUSTAINABILITY	19	To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?

Other UNS agencies

Criterion	#	Adjusted TOR question
RELEVANCE	4	To what extent has the COVID-19 pandemic crisis accentuated the OSH deficit in coffee workers? Did the project design in Latin America adjust its strategies, actions and/or prioritised target population to remain relevant in the context of the COVID-19 crisis? In Vietnam how was the pandemic context taken into account when designing the project, its strategies, actions and/or prioritised population? Did the project responses align with the measures taken by States, the UNS, the VZF and other partners deemed relevant to respond to the crisis?
EFFICIENCY	16	What has been the level of interaction between the Latin American and Vietnam projects given that they are part of a common initiative? To what extent were the VZF's efforts to promote this collaboration successful? Did the projects build on what has been done by other ILO and/or national institutions, private sector, other development agencies and UN OSH projects to improve the relevance and effectiveness of their interventions and promote OSH in the GSC? Is there evidence of mutual leverage, synergies and complementarities, is there evidence of mutual learning, synergies and complementarities?
IMPACT AND SUSTAINABILITY	19	To what extent is there an impact (or a favourable outlook) on the improvement of national legal and regulatory frameworks (including ratification of international conventions), enforcement of regulations, design and/or implementation of national public policies/programmes/strategies to promote OSH in coffee workers' supply chains and/or implementation of OSH prevention, protection and compensation mechanisms?

IMPACT AND SUSTAINABILITY	20	Have the interventions been successful in reaching the final beneficiaries (most vulnerable workers in the coffee sector)? What are the main effects/impacts expected to be achieved in terms of reducing exposure to OSH risks in the workplace in the final beneficiaries? What are the main internal and external constraints/challenges to achieving these effects/impacts? To what extent are the projects expected to have a sustainable impact on addressing OSH in the GSCs with a gender perspective? To what extent are the direct beneficiaries changing their policies or practices to improve OSH with a gender perspective? To what extent are the projects making progress towards improving the OSH conditions of women workers?
IMPACT AND SUSTAINABILITY	21	To what extent are the outcomes achieved from the projects likely to be durable and can be sustained or even scaled up or replicated by other partners within the same GSCs in other countries or within the same country in other similar GSCs? Which actors, projects or initiatives could mobilise the most resources to consolidate the outcomes? What factors could contribute to or limit the sustainability of these outcomes? What are the main challenges?

Annex 2d. List of interviewees

Type of Institution	Type of institution (2)	Names	Surnames	Sex	Institution	Position
Institutions - Mexico	Government	Cointa	Lagunas Cruz	Female	Ministry of Labor and Social Security of Mexico (STPS)	Director
Institutions - Mexico	Government	Omar	Estefan Fuentes	Male	Ministry of Labor and Social Security of Mexico (STPS)	Director
Institutions - Mexico	Government	Mirna	Aragon Sanchez	Female	Ministry of Agriculture and Rural Development (SADER)	Director
Institutions - Mexico	Government	José Luis	Ramirez	Male	Mexican Social Security Institute (IMSS)	Chief
Institutions - Mexico	Government	Ricardo Alonso	Rivera Beltran	Male	Mexican Social Security Institute (IMSS)	Chief
Institutions - Mexico	Government	Bruno Román	Zúñiga de León	Male	Ministry of Economy and Labor Chiapas (SE YT)	Manager
Institutions - Mexico	Government	Lorena	Ponce Rocha	Female	Ministry of Economy and Labor of Chiapas (SE YT)	Manager
Institutions - Mexico	Government	Pedro Cuauhtémoc	Roque Machado	Male	Mexican Association of the Coffee Production Chain (AMECAFE)	Operations Manager
Institutions - Mexico	Employers' organization	Félix	Martínez	Male	National Association of the Coffee Industry (ANICAFE)	Manager
Institutions - Mexico	Workers' organization	Patricia	Hernandez	Female	Mexican Confederation of Workers (CMC)	Employee representative
Institutions - Mexico	Workers' organization	Roberto	Wilde	Male	Revolutionary Confederation of Workers and Peasants (COCODRILO)	Employee representative
Institutions - Mexico	Workers' organization	Neftalí	Ortiz Velazquez	Male	Confederation of Mexican Workers (CTM)	Employee Representative
Institutions - Mexico	Employers' organization	Jorge	Cisneros	Male	National Association of the Coffee Industry (ANICAFE)	General Manager

Institutions - Mexico	NGO / cooperatives	Briseida	Venegas Ramos	Female	Vida AC, a women-led coffee cooperative.	Chief
Institutions - Mexico	NGO / cooperatives	Rubén	Balbuena	Male	Institute for Safety and Welfare at Work (ISBL)	Chief
Institutions - Mexico	International cooperation / UNS agencies	Sebastián	Zalesky	Male	Delegation of the European Union in Mexico	Manager
Institutions - Mexico	IWCA	Luz María	Osuna	Female	GRUPO COEXME AC, Mexican chapter of the IWCA.	Manager
Institutions - Mexico	IWCA	Rosa Elena	Cantú Cantú	Female	GRUPO COEXME AC, Mexican chapter of the IWCA.	Officer
Institutions - Colombia	Government	Jorge Enrique	Fernández Vargas	Male	Ministry of Labor	Coordinator of the Promotion and Prevention Group of the Occupational Risks Directorate
Institutions - Colombia	Government	María Marcela	Soler Guio	Female	Ministry of Labor	Professional specialist of the Promotion and Prevention Group of the Occupational Risks Department
Institutions - Colombia	Employers' organization	Cynthia	Mercer	Female	National Federation of Coffee Growers (FNC)	Director of Social Development
Institutions - Colombia	Employers' organization	Paola	Castaño Aristizábal	Female	National Federation of Coffee Growers (FNC)	Specialized professional and Coordinator of programs with ILO
Institutions - Colombia	Employers' organization	Juliana	Manrique Sierra	Female	National Association of Colombian Businessmen (ANDI)	Labor Director
Institutions - Colombia	Employers' organization	Mayra Elena	Fuentes Ojeda	Female	COLCAFÉ	Head of SSO - Medellín

Institutions - Colombia	Employers' organization	Daniel	Garro Vélez	Male	SURA	Coordinator for business services
Institutions - Colombia	Employers' organization	Rafael	Rojas	Male	SURA	Expert in occupational psychology SOLVE
Institutions - Colombia	Universities / Institutes / Research or Study Centers	Yuber Liliana	Rodriguez Rojas	Female	Universidad Santo Tomas	Professor of Master in quality and integral management, researcher and editor of the journal Investigación y Sistema de Gestión.
Institutions - Colombia	Universities / Institutes / Research or Study Centers	Oneys	De Arco	Female	National University of Colombia	Member of the group of experts, Professor of the Health Department of the Faculty of Nursing and Undergraduate and Postgraduate of Occupational Health
Institutions - Colombia	Universities / Institutes / Research or Study Institutes / Centers	Carlos	Ariel Garcia	Male	Centro Regional de Estudios Empresariales y Cafeteros (Regional Center for Business and Coffee Studies)	Project Manager
Institutions - Colombia	International Cooperation / SNU Agencies	Yezid Fernando	Niño	Male	Security Council of Colombia	Technical Manager "
Institutions - Colombia	IWCA	Lina	Granados	Female	IWCA Colombia Chapter	Executive Director
Institutions - Honduras	Government	Nelson Omar	Funez	Male	National Coffee Council of Honduras CONACAFE	Manager
Institutions - Honduras	Employers' organization	Karla	Matamoros	Female	Honduran Council of Private Enterprise (COHEP)	Analyst

Institutions - Honduras	Employers' organization	César	Cano	Male	Honduran Coffee Institute - (IHCAFE)	Extensionist
Institutions - Honduras	Employers' organization	Mario	Ordóñez	Male	Honduran Coffee Institute - (IHCAFE)	Manager
Institutions - Honduras	Employers' organization	Nestor Javier	meneses	Male	Honduran Coffee Institute - (IHCAFE)	Manager
Institutions - Honduras	Employers' organization	César	Rodríguez	Male	COMICAOL	Manager
Institutions - Honduras	Universities / Institutes / Research or Study Centers	Lino	Carmenate Milián	Male	Central American Technological University (UNITEC)	Officer
Institutions - Honduras	Universities / Institutes / Research or Study Institutes / Centers	Ana Vilma	Sánchez Escobar	Female	FUNDEMPRESA - UNITEC	Officer
Institutions - Honduras	IWCA	Orietta	Caballo Pinto	Female	IWCA Honduras Chapter	Officer
Institutions - Honduras	IWCA	Carla	Flores Gomez	Female	IWCA Honduras Chapter	Officer
Institutions - Honduras	Consultant	Carlos Roberto	Acuña	Male	Consultant	Consultant
Institutions - Vietnam	Government	Bui	Doc	Male	Ministry of Labour, Invalids and Social Affairs (MOLISA), Department of Secure Labour.	Deputy Director, SafeWork Dept., PAC member
Institutions - Vietnam	Government	Bui	Quang	Male	Department of Labor, Invalids and Social Affairs (DOLISA) of Lam Dong Province.	Deputy Director

Institutions - Vietnam	Government	Le	Van	Male	Ministry of Agriculture and Rural Development (MARD)	Deputy Director, Department of Crop Production (DCP) of the Ministry of Agriculture and Rural Development (MARD)
Institutions - Vietnam	Government	Nguyen	Quoc	Male	Ministry of Agriculture and Rural Development (MARD)	Head of Industrial and Fruit Growing Division, Department of Plant Production (DCP), Ministry of Agriculture and Rural Development (MARD)
Institutions - Vietnam	Workers' organization	Ho	Thi Kim	Female	Vietnam General Confederation of Labour (VGCL)	Deputy Director, Department of Industrial Relations, PAC member
Institutions - Vietnam	Employers' organization	Vo	Tan	Male	Vietnam Chamber of Commerce and Industry, Ho Chi Minh City Branch (VCCI-HCM)	VCCI Vice President
Institutions - Vietnam	Employers' organization	Bui	Thi	Female	Vietnam Chamber of Commerce and Industry, Ho Chi Minh City Branch (VCCI-HCM)	Director, Bureau for Employers' Activities; key project partner, member of the Project Advisory Committee (PAC)
Institutions - Vietnam	Employers' organization	Mai	Xuan Tanga	Man	Global Coffee Platform Vietnam	Agriculture specialist
Institutions - Vietnam	Multinational enterprise	Do	Ngoc Sy	Man	Peets JDE	Sustainability Manager
Institutions - Vietnam	Multinational company	Pham	Phu Ngoc	Man	Nestle Agri-Services Department Buon Ma Thuot	Director
Institutions - Vietnam	NGO / cooperatives	Trieu	Thi Chau	Woman	Binh Minh Cooperative	CEO

Institutions - Vietnam	NGO / cooperatives		Ho	Male	Vietnam Cooperative Alliance (VCA)	Deputy Chief Representative of the VCA Regional Office in Quang Nam Province, PAC member
Institutions - Vietnam	IWCA	Le	Hang	Woman	IWCA Vietnam Chapter	CEO
Institutions - Vietnam	Consultant	Duong	Van Hoai	Male	TMT Consulting Group, Buon Ma Thuot, Dak Lak	OSH Trainer
ILO	ILO	Rodrigo	Mogrovejo	Male	Latin America Project Team	Project Manager
ILO	ILO	Schneider	Guataqui	Male	Latin America Project Team	National Coordinator based in Colombia of the Project
ILO	ILO	Kristina	Kurths	Female	Vietnam Project Team	ILO Chief Technical Project Advisor Vietnam
ILO	ILO	Tri	Tran Minh	Female	Vietnam Project Team	ILO - National Project Officer, Vietnam Project
ILO	ILO	Linh	Nguyen Hai	Female	Vietnam Project Team	ILO - National Project Officer, Vietnam Project
ILO	ILO	Laetitia	Dumas	Female	ILO - LABADMIN OSH	Coordinator, Program and Operations Unit
ILO	ILO	Ana Catalina	Ramirez	Female	ILO - LABADMIN OSH	OSH Specialist
ILO	ILO	Lina	Mejia	Female	ILO - LABADMIN OSH	Social Compliance Officer for the Project "Addressing child labor in the coffee supply chain in Honduras".
ILO	ILO	Joaquim	Nunes Pintado	Male	ILO - LABADMIN OSH	OSH Branch Manager LABADMIN

ILO	ILO	Italo	Cardona	Male	ILO Andean Countries Office	Andean Country Director, former Head of Colombia Office
ILO	ILO	Alejandra	Escobar	Female	DWT/CO-San José	National Coordinator of the Project "Addressing child labor in the coffee supply chain in Honduras".
ILO	ILO	María	Munaretto	Female	ILO	Technical Officer
ILO	ILO	Félix	Martin Daza	Male	ILO Training Centre - Turin	Social Protection, Governance and Tripartism Programme
ILO	ILO	Yuka	Ujita	Female	ILO Vietnam	OSH Specialist in Vietnam
ILO	ILO	Ingrid	Christensen	Female	ILO Vietnam	Vietnam Country Office Director
ILO	ILO	Randall	Arias	Male	ILO Honduras	Specialized Employer Activities - (ACT/EMP)
ILO	ILO	Erika	Flores	Female	ILO Mexico	Senior Programming Officer, Mexico Country Office
ILO	ILO	Mini	Thakur	Female	VZF	M&E Officer, Program and Operations team, LABADMIN OSH
ILO	ILO	Ockert	Dupper	Male	VZF	Global Program Manager, Vision Zero Fund
Donor	Donor	Alberto	Funes Betancor	Male	European Commission DG-Employment	Desk Officer, European Commission

Annex 2e. Coffee farm interview guide

General characteristics of the property

- Age of the farm.
- Farm size. Total area (agricultural and non-agricultural), area sown to coffee, area sown to other crops.
- Tasks / occupations in cultivation, processing, marketing.
- Main destinations of coffee production.
- Evolution of production volume, sales, sales price, profitability.
- Effects of the pandemic.
- Associativity, coffee producer organisations to which it belongs, benefits thereof.

Workers

- Number of persons working on the farm, either as unpaid family workers or as paid workers (family and non-family).
- Number of female / male workers.
- Number of temporary/permanent workers.
- Are there differences between men's and women's activities in both the production and processing of coffee on your farm?

About OSH

- What are the main OSH risks and hazards (biomechanical, environmental, health, biological, chemical) that you and the people involved in coffee production and processing on the farm face?
- Was exposure to the above risks and hazards differentiated according to gender and type of activity?
- What were the main accidents that occurred in agricultural production and coffee processing on the farm, and were there gender differences in the accidents that occurred?
- What were the main injuries resulting from these accidents?
- How frequent was the occurrence of such accidents?
- What was the care of the injured person due to an accident at work?
- Did you have a protocol for the care of persons with injuries due to accidents at work? Explain what it consisted of. And, was this procedure implemented?
- How would you rate the condition and maintenance of the tools and machinery

used in coffee production and processing on the farm?

- How do you assess the use of personal protective equipment on the farm: Was there enough of it? Was it adequate? Did the staff have sufficient knowledge to use it? Did the farm have adequate environments in order to provide the adequate care for the equipment?
- Did anyone on your farm receive any OSH training? Explain what it consisted of and which institution offered it.
- Do workers have access to security, health and social protection?
- Is the OSH situation on your farm better, the same or worse than 2 or 3 years ago? Why?

About the ILO project - VZF

- How did you hear about the project? Why did you decide to participate in the project? What did your participation in the project consist of?
- On the training received
 - Who delivered it?
 - What did it consist of?
 - Do you feel that all the necessary OSH issues were addressed? And do you feel that the issues were addressed in the depth and clarity required by your farm?
 - What is your opinion of the learning methodology and the materials used by the project? Do you think it was appropriate for the profile of the farms? Do you think it was realistic to implement what was learned on the farms?
 - Of everything you learned in the project, which things were implemented on the farm and which were not? Why did you not implement everything you learned?
 - Do you find the training you have received useful?
 - Have you received post-training support?
- Had you received similar training before?
- About the kits and signage received
 - Was the quantity sufficient?
 - Have you encountered any difficulties with its installation and use?
- What was most valuable about the support received from the ILO project? What was missing? What recommendations would you make to the project for similar interventions in the future?
- What has been the level of willingness of your workers to implement OSH standards?
- What has changed with the project in terms of OSH on the farm (regarding hazards to which workers are exposed, condition and maintenance of tools and machinery, use of personal protective equipment, occurrence of accidents and injuries, attention to accidents and injuries)? What evidence do you have of the changes mentioned above? Are the changes mentioned differentiated according

to the sex of the workers?

- After the project, is there evidence of the effect of the implementation of OSH actions on the well-being of your workers, the productivity of your workers and the profitability of the farm?
- Can the positive outcomes achieved from your participation in the project be sustained over time, without the involvement of the ILO?

Other factors affecting the OSH situation on coffee farms

- Have institutions other than the ILO supported your farm on OSH improvement issues?
- At country level, has there been any progress in OSH on coffee farms in recent years, in terms of policies/plans, regulations/laws, budget, information or other aspects?

Main challenges and challenges for coffee farms

- What are the main challenges faced by coffee producers in your country/region in advancing OSH?
- What services should be offered to advance OSH? Who should offer them? To whom should they be offered?
- Beyond OSH, what other challenges do coffee farms face (inputs, machinery/tools, labour, credit, market, associativity)? What are their main needs? How do you think the state, the private sector or international cooperation could contribute to address these needs?

Guided tour/visit of the farm

- Main processes
- Machinery / tools / inputs
- Signage / kits / training materials received from the project

Annex 2f. List of farms visited

Country	Name of the farm	Name of person interviewed
COLOMBIA - Caldas	La Paz	Angélica Escobar, owner and manager
COLOMBIA - Caldas	Buenos Aires	Beatriz Duque, owner and manager
COLOMBIA - Quindío	Bella Vista	Laura Marquez, owner and manager
MEXICO - Puebla	Puebla	Daniel Aranda, Workplace Safety Coordinator
MEXICO - Veracruz	Don Silvano	Tania Bonilla, owner and manager
VIETNAM	Coffee Farmer, Di Linh, Lam Dong	Mr. Le Minh Hoang
VIETNAM	Coffee Lead Farmer, Di Linh, Lam Dong (under Nestle supplier network)	Mr. Ly Thong Ha
VIETNAM	Coffee Farmer and member of Farmer Association, Di Linh District, Lam Dong province	Ms. Ka Hem
VIETNAM	Cong Bang Coffee cooperative Cư Diê M-nông - Huyện Cư M'gar - Đắk Lắk.	Mr Nguyen Huu Ha

Annex 2g. Selection process of the farms visited

Mexico

According to the information provided by the Project team in Latin America, by July 2022, activities had been carried out in 17 farms, distributed in 5 states: Chiapas, Hidalgo, Oaxaca, Puebla and Veracruz. In turn, the activities developed with the farms have been basically two: face-to-face workshops on WIND methodology and OSH courses.

The following table presents the distribution of the farms according to their geographical location and the type of activities in which they were involved.

Table 1. Distribution of the farms in Mexico where the Project has carried out activities, according to geographical location and activity carried out.

States	Total number of farms where the Project has carried out activities	Activities carried out		
		Face-to-face workshops ILO WIND methodology	OSH course	Wind Workshops and OSH Course
CHIAPAS	3	Triunfo Verde, Indígenas de la Sierra Madre, Unión de Ejidos San Fernando1/		
HIDALGO	1			Las Adelas
OAXACA	4	San Juan Juquila Vijanos, Santiago Lachiguiri, La Concordia - Organización Cucos1/		Rancho Bioblas,
PUEBLA	5		El Papatlar, Ilusión Cafetalera, Los Bambús, San Jorge	Puebla
VERACRUZ	4	Regional Council, Regional Union		Don Silvano, FEMCAFE
Total	17	8	4	5

1/ The representatives of these two farms (Unión de Ejidos San Fernando and La Concordia - Organización Cucos) are part of the list of people to be interviewed in Mexico.

In order to get the most out of the field visits, the first selection criterion is that the farms have participated in both activities; thus, only 5 of the 17 farms meet the criterion. The second criterion, in this case of exclusion, is whether the risk of accessing the farm is high, basically for security reasons. By applying this criterion to these 5 farms, according to the information provided by the Project team, Rancho Bioblas is excluded. The third criterion was that the 2 farms chosen belong to different states, in order to establish possible differences in context between one and the other.

Finally, the Puebla (in the state of Puebla) and Don Silvano (in the state of Veracruz) farms are chosen for the field visit.

Colombia

According to information provided by the Latin America Project team, as of July 2022, activities had been carried out in 23 farms, distributed in 3 departments: Caldas, Quindío

and Antioquia. In turn, the activities developed with the farms have been basically two: OSH training programme and course "My Farm, A Healthy and Safe Environment".

The following table presents the distribution of the farms according to their geographical location and the type of activities in which they were involved.

Table 2. Distribution of farms in Colombia where the Project has carried out activities, according to geographical location and activity carried out.

States	Total number of farms where the Project has carried out activities	Activities carried out		
		OSH Training Programme	Course "My Farm, A Healthy and Safe Environment".	Training Programme and Course
CALDAS	2	La Paz, Buenos Aires		
QUINDIO	10	Bellavista , Adelaida Méndez Amorocho, Vicky Alexandra Claros Muñoz, Zenaida Bedoya, Mary Luz González Uribe, Laura Melissa Márquez Hernández, Sara Lucía Bedoya, Yesenia Fernández, Esther Jaramillo, Cindy López		
ANTIOQUIA	11		Pedro Nel Maya Restrepo, José Alberto Milán Guerrero, Ramón Arley Rueda García, Diego Alonso Cardona Restrepo, Maritza Restrepo Cardona, Elba Janeth Peláez Vallejo, Angela Maria Ceballos Henao, Luz Adriana Orozco, Deivy Elizabeth Goetz Durango, Luis Emilio Vélez Aramburo, Rigoberto Arboleda Torres	
Total	23	12	11	0

The farms La Paz and Buenos Aires (both in the department of Caldas) and Bellavista (in the department of Quindío) were chosen for the field visit.

Annex 2h. List of interviewees

Type of Institution	Type of institution (2)	Region	Department / Province	Names	Surnames	Institution	Position	Reason
Institutions - Mexico	Government	CDMX	MEXICO CITY	Mr. Santiago José	Arguello Campos	Secretaría de Agricultura y Desarrollo Rural (SADER)	Director	He cancelled the interview due to his busy schedule and referred it to Ms. Mirna Aragón.
Institutions - Mexico	Government	Chiapas	Tuxtla Gutierrez	Mr. Ángel Alfonso	Castellanos Perez	Instituto del Café de Chiapas	Chief	Requested several times by email to have the interview, but never attended the 2 interviews
Institutions - Mexico	Government	CDMX	Mexico city	Mr. Luis	herrera	Asociación Mexicana de la Cadena Productiva del Café (AMECAFE)	President	Requested several times by email to have the interview, but did not respond
Institutions - Mexico	Employers' organization	CDMX	Mexico city	Mr. Eduardo	Ocampo Bautista	Confederación de Cámaras Industriales (CONCAMIN)	Employers' Representative	Has not been involved with the Project or with the Project team
Institutions - Mexico	Workers' organization	CDMX	Mexico city	Mr. Rogelio Miguel	Severino Garcia	Unión Nacional de Trabajadores (UNT)	Workers' Representative	Requested several times by email to have the interview, but did not respond
Institutions - Mexico	Workers' organization	Veracruz	Veracruz	Mr. José Julio	Espinoza Morales	Confederación Nacional Campesina (CNC)	Employee representative	Requested several times by email to have the interview, but did not respond

Institutions - Mexico	Workers' organization	CDMX	Mexico City	Mrs. wendy	Sarmiento Ayala	Confederación Patronal de la República Mexicana (COPARMEX)	Workers' representative	Requested several times by email to have the interview, but did not respond
Institutions - Mexico	Cooperative	Oaxaca	La Concordia	Mr. Amado	Rodriguez	Finca la Concordia - Organización Cucos	Owner	Requested several times by email to have the interview, but did not respond
Institutions - Colombia	Government	Quindío	Armenia	Claudia	Grajales	Ministerio de Trabajo	Quindio Territorial Director	Requested several times by email to have the interview, but did not respond
Institutions - Honduras	Government	CDMX	Mexico City	Mr. José Domingo	Robledo	CENTRO NACIONAL DE INVESTIGACIÓN, INNOVACIÓN Y DESARROLLO TECNOLÓGICO DEL CAFÉ (CENACAFE)	Manager	Requested several times by email to have the interview, but did not respond
Institutions - Honduras	Government	Tegucigalpa	Tegucigalpa	Mrs. Elsa	Ramirez	Secretaría del Trabajo y Previsión Social (Stss) de Honduras – Seguridad Social	Former Manager	No longer works at the institution
Institutions - Honduras	Employers' organization	Tegucigalpa	Tegucigalpa	Mr. Gustavo Rafael	Solorzano	Consejo Hondureño de la Empresa Privada (COHEP)	Manager	Requested several times by email to have the interview, but did not respond

Institutions - Honduras	Employers' organization	Tegucigalpa	Tegucigalpa	Mr. Osmar Napoleón	maduro	Instituto Hondureño del Café – (IHCAFE)	General Manager	Requested several times by email to have the interview, but did not respond
Institutions - Honduras	Employers' organization	Tegucigalpa	Tegucigalpa	Mr. Miguel Alejandro	pon	Asociación de Exportadores de Café de Honduras (ADECACHE)	Manager	Requested several times by email to have the interview, but did not respond
Institutions - Honduras	Employers' organization	Tegucigalpa	Tegucigalpa	Mr. Basilio	Fuschich	Asociación de Exportadores de Café de Honduras (ADECACHE)	Manager	Requested several times by email to have the interview, but did not respond
Institutions - Honduras	Workers' organization	Tegucigalpa	Tegucigalpa	Joel	Almendares	Central Unitaria de Trabajadores de Honduras	Employee Representative	Requested several times by email to have the interview, but did not respond
Donor	Donor			Alejandra	Guhr	BMZ	Officer	Has not been involved with the Project or Project team

Annex 3a. Content of the UNSDCs in Latin America and of the UN One Strategic Plan 2017-2021 in Vietnam, more linked to Projects

- Mexico: The cooperation framework outlines the *"Promotion of inclusive alliances between the private sector, public sector, trade unions, workers' organisations and civil society to strengthen the decent work agenda at the national level and foster the development of decent work programmes at the state and municipal levels, promoting safety and health at work"*.

Source: UNS. United Nations Sustainable Development Cooperation Framework for Mexico. 2020-2025.

- Colombia: the three strategic areas prioritised are support for the Peace policy, support for the socio-economic integration of Venezuelan migrants and technical assistance to accelerate the catalytic SDGs in certain areas.

Source: UNS. United Nations cooperation framework for sustainable development Colombia 2020 - 2023.

- Honduras: The cooperation framework states that *"The UNS will provide technical assistance to improve the enforcement of occupational safety and health regulations and prepare and implement a national capacity building programme to promote safe and healthy working conditions"* and *"Better working conditions for men and women in sectors such as coffee will be promoted by supporting sectoral organisations in the enforcement of national laws"*.

Source: UNS. United Nations Sustainable Development Cooperation Framework Honduras 2022-2026.

- Vietnam: The UN One Strategic Plan 2017-2021 states: *"Inclusive labour market and expanding opportunities for all"*, whose main objective is to improve labour administration and labour law compliance through effective implementation and monitoring of labour laws.

Source: UN One Strategic Plan 2017-2021.

Annex 3b. CPOs in Mexico, Colombia, Honduras and Vietnam with which the Projects are most aligned.

- ✓ MEX 126 "Constituents implement a National Safe Work System, consistent with national priorities and the guidance of Convention 187".
- ✓ MEX152 "Improving occupational safety and health in supply chains, and labour inspection at federal and state level managed more effectively".
- ✓ COL154 "The labour administration and inspection system are strengthened to promote compliance with labour standards in the workplace".
- ✓ HND102 "Increasing constituent health and safety resilience to COVID-19 and at the workplace level in the trade and maquila sectors".
- ✓ CPO VNM107 "Improving labour administration and labour law compliance through effective implementation and monitoring of labour legislation".
- ✓ CPO VNM101 "Labour market governance is strengthened through labour law reforms and effective social dialogue and sound industrial relations".

Annex 3c. List of materials published by the Latin America Project on its web page.

Project Outputs	Studies	Tools / Guides / Methodologies / Stakeholder Materials / Courses	Videos / Spots / Commercials
1.1. In Colombia, there is greater effectiveness, reach and replicability of OSH training activities developed and piloted by the FNC.	<ul style="list-style-type: none"> • The experience of the National Federation of Coffee Growers of Colombia in occupational safety and health (Spanish) • The experience of the National Federation of Coffee Growers of Colombia in occupational safety and health. Executive summary (Spanish, English). 		
1.2. In Mexico, intervention models are adopted to inform activities at the country and company level.	<ul style="list-style-type: none"> • Improving occupational safety and health in the global coffee supply chain from Mexico: drivers and constraints. Extended version (Spanish) • Improving occupational safety and health in the global coffee supply chain from Mexico: drivers and constraints. Case study (Spanish, English). 		<ul style="list-style-type: none"> * Occupational safety and health in the coffee value chain in Mexico (Spanish,English). * Project interventions on OSH in the coffee value chains in Mexico (Spanish,English).
1.3a. In Colombia, evidence is generated on the business case for OSH at the coffee farm level.	* Occupational accidents and diseases: Perceptions and good practices in the Colombian coffee sector (Executive summary) (Spanish,English).		
1.3.b: In Mexico, evidence is generated on the business case for			

OSH at the coffee farm level.			
1.4a. In Colombia, national plans are adopted to improve the safety and health of seasonal coffee workers.		<ul style="list-style-type: none"> * Occupational Safety and Health Tool for Seasonal and Temporary Coffee Workers (Spanish) * Occupational Safety and Health Tool for Temporary and Seasonal Coffee Workers (Application Note) (Spanish, English). 	
1.4b. In Mexico, national plans are adopted to improve the safety and health of seasonal coffee workers.	* Working and health conditions of those who carry out temporary and permanent activities in coffee crops in Mexico (Spanish)		
1.5. Vulnerability profiles identified in the coffee value chain as part of the broader study conducted under product 2.4 in Honduras.			
1.6. The capacities of the relevant actors in the Honduran value chain are strengthened to promote safe and healthy working conditions in this sector, mobilizing the experience of Colombia and Mexico as needed.		<ul style="list-style-type: none"> * Reporting, Recording and Notification of Occupational Accidents and Occupational Diseases in Honduras: A Brief Guide for Employers and Managers (includes radio spots, Spanish). * Reporting, Recording and Notification of Occupational Accidents and Occupational Diseases in Honduras: A brief guide for workers (includes radio spots, Spanish). * Methodology for OSH Hazard 	<ul style="list-style-type: none"> * The importance of OSH on a coffee farm in Honduras (Spanish,English) * ILO's WISE methodology has arrived in Honduras (Spanish) (Spanish)"

		<p>Identification and Risk Assessment and Evaluation in the Coffee Sector in Honduras (includes radio spots, Spanish)</p> <p>*The virtual resource center on occupational health and safety (COHEP)</p> <p>* Methodology for Hazard Identification and Risk Assessment (Web Application).</p>	
<p>2.1. In Colombia, recommendations are made to adapt the legal, political and institutional frameworks to ensure effective health and compensation coverage for rural workers with due consideration of gender aspects.</p>			
<p>2.2.a. In Colombia, complete, reliable and disaggregated data and information on OSH practices, perceptions and outcomes related to the coffee value chain are available.</p>	<p>* Occupational accidents and illnesses: Perceptions and good practices in the Colombian coffee sector (Spanish)</p>		

<p>2.2.b. In Mexico, complete, reliable and disaggregated data and information on OSH practices, perceptions and outcomes related to the coffee value chain are available.</p>	<p>* Occupational accidents and diseases: Perceptions and good practices in the Mexican coffee sector (Spanish)</p>		
<p>2.3. In Colombia and Mexico, recommendations are made to institutions present in coffee growing regions to review/adjust national OSH programs.</p>	<ul style="list-style-type: none"> • Study on occupational health services in Colombia (Spanish). • Study on occupational health services in Mexico (Spanish). 		<p>- Presentation of the study "Occupational Health Services in Colombia" (Spanish) "</p>
<p>2.4. Intervention models for improving safety and health in the coffee value chain in Honduras are adopted to inform activities at the country, company and broader global value chain level.</p>	<ul style="list-style-type: none"> • Improving occupational safety and health in the global coffee value chain in Honduras: Drivers and constraints (English,Spanish) 		
<p>2.5. Capacities of relevant Honduran institutions are strengthened to promote safe and healthy working conditions in this global value chain, mobilizing the experience of Colombia and Mexico as needed.</p>		<ul style="list-style-type: none"> • A practical guide for the prevention and mitigation of COVID-19 in the coffee value chain in Honduras (Spanish). • A practical guide for the prevention and mitigation of COVID-19 in the Honduran agriculture (Spanish) • Manual for Producers: Occupational Health and Safety 	<ul style="list-style-type: none"> • Implementation of the ILO Wind methodology by IHCAFE in Honduras (Spanish) (Spanish) • Ten chapters of the radio soap opera: "My farm, my home and treasure in the Honduran coffee chain" (Spanish)."

		<p>Regulations for Agriculture in Honduras (Spanish)</p> <ul style="list-style-type: none"> • Manual for trainers: Occupational safety and health regulations for agriculture in Mexico (Spanish). 	
<p>3.1. Knowledge products that compile the evidence generated at the country level are available and feed the evidence base on prevention, protection and compensation for the safety and health of coffee workers.</p>	<ul style="list-style-type: none"> • Profile of women coffee producers in Mexico: a case study of their occupational safety and health conditions (Spanish,English). • Profile of women coffee producers in Colombia: a case study of their occupational safety and health conditions (Spanish,English) • COVID-19 and occupational safety and health in the global coffee supply chain in Colombia (Spanish,English). 	<ul style="list-style-type: none"> • Improving occupational safety and health in the coffee supply chain. A Toolkit for Action (Spanish,English) • Online version of the toolkit and a tutorial (Spanish and English). <ul style="list-style-type: none"> • Improving working and health conditions in agriculture (Spanish,English) • Chemical risk management in the agricultural sector (English,Spanish). 	<ul style="list-style-type: none"> • Briseida is growing osh in her Mexican coffee community (Spanish,English). • Life story of a coffee farmer in Chiapas-Mexico (spanish,english) • Life story of a coffee farmer in Oaxaca-Mexico (Spanish,English) • Safe and healthy farm in Caldas, Quindío, Risaralda (Spanish).

<p>3.2: Capacity building materials adapted to the coffee value chain are produced.</p>		<ul style="list-style-type: none"> • Practical guide for the prevention and mitigation of COVID-19 in agriculture, includes 4 videos and 4 radio spots in Spanish (English, Spanish, French, Romanian). • Five occupational health and safety protocols in the coffee value chain. Emphasis on COVID-19 prevention and mitigation in Mexico, from primary production to the coffee shop, included five videos (Spanish). • Methodology for the identification of OSH hazards and risk assessment and evaluation in the coffee sector (Generic Spanish, Generic English; Colombia-Spanish, Mexico-Spanish) • Protocol for Occupational Safety and Health in the Coffee Value Chain Emphasis on COVID-19 Prevention and Mitigation (Spanish, English) • Posters on Safety and Health in Coffee Harvesting and Processing (Spanish) • Guide for reporting, registering and notifying work accidents in Mexico for workers (Spanish) • Guide for Reporting, Recording and Notifying Workplace Accidents in Mexico for Employers (Spanish) • WIND Training Manual. Practical 	<ul style="list-style-type: none"> • How does the toolkit work (English, Spanish)? • Occupational Safety and Health, application of the ILO WIND methodology in Chiapas, Mexico (Spanish,English) • Testimony of women coffee growers in the application of an OSH training program in Chiapas-Mexico (Spanish,English) • Quindío-Colombia: Training of trainers with ILO's WIND methodology (Spanish) • Application of the ILO agricultural guide to COVID-19 (Spanish,English) • Relaunch of the WISE methodology in Latin America (Spanish) • WIND training video, visit to a coffee farm (Spanish) • Ten chapters of radio soap opera: "My farm, my home and treasure in the Colombian coffee chain" (Spanish). • Ten chapters of the radio soap opera: "My farm, my home and treasure in the Mexican coffee chain" (Spanish). <p>Colcafé de Colombia bets on the promotion of health and well-being at work with the SOLVE methodology of the ILO (Spanish).</p>
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		<p>Approaches to Improving Safety, Health, and Working Conditions in Agriculture (Spanish, English)</p> <ul style="list-style-type: none"> • WIND Instructor's Manual. <p>Practical Approaches to Improving Safety, Health and Working Conditions in Agriculture (Spanish, English)</p> <ul style="list-style-type: none"> • Manual for Producers: Occupational Safety and Health Standards for Agriculture in Mexico (Spanish, English, Spanish) • Manual for Trainers: Occupational Safety and Health Standards for Agriculture in Mexico (Spanish) <ul style="list-style-type: none"> • Global Handbook for WISE - Workplace Improvements in Small Business (Spanish) • Chemical Risk Management Brochure (Spanish, English). <ul style="list-style-type: none"> • Espacio OSH AMECAFE (Spanish) • Espacio OSH ANICAFE (Spanish) <ul style="list-style-type: none"> • Espacio OSH IWCA Mexico (Spanish) 	
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<p>3.3. The capacity of relevant institutions in countries operating with high potential synergies to develop internal OSH capacities in value chains is strengthened (analysis, intervention design, financing) as part of plans and policies to strengthen the competitiveness of rural value chains through a forum involving different parts of the coffee supply chain.</p>			<ul style="list-style-type: none"> • EU Ambassadors visit a safe and healthy coffee farm in Chiapas-Mexico (Spanish, English)
<p>3.4. Global platforms, including global buyers and private compliance initiatives, as well as relevant global and regional sister agencies, are committed to the importance of OSH in the coffee value chain.</p>			
<p>Source: Final Technical Report of the Project</p>			

Source: Final Technical Report of the Project

Annex 3d. Courses provided by the Project in Latin America

Country	Course	Supported by	Type and number of participants
Colombia	Virtual course: Occupational Safety and Health Management to address the pandemic generated by COVID 19	Colombian Security Council Platform	<p>61 agricultural technicians and extension workers from the FNC (48% women).</p> <p>177 labor inspectors from the Peruvian National Superintendency of Labor Inspection (SUNAFIL) (34% women)</p> <p>71 employees of the Ministry of Labor (69% women)</p> <p>36 coffee growers' representatives (47% women)</p> <p>283 agricultural technicians and extension workers from the palm oil sector (37% women)</p> <p>228 representatives of occupational risk insurance companies (66% women)</p> <p>155 public servants of the Cundinamarca government (68% women)</p> <p>72 people from the Central de Trabajadores de Colombia CTC (50% women)</p> <p>351 public servants from the Peruvian Ministry of Labor (40% women).</p>

Mexico	Five virtual courses: Occupational Safety and Health in the coffee value chains, focus on COVID-19 protocols. 1. Occupational health and safety protocol in the primary coffee production process. 2. OSH protocol in wet and dry milling processes at the farm and industrial level. 3. Occupational health and safety protocol for the coffee marketing process. 4. OSH protocol for the industrialization process, from the whole bean to the sale of coffee beans. 5. Occupational safety and health protocol for the cupping process and sale in coffee shops.	Prevenirar Platform	500 agricultural representatives and technicians from AMECAFE, ANICAFE (48% women).
Honduras	Virtual course: Occupational safety and health in the coffee value chains with a focus on COVID-19 protocols.	America Central Platform. Technological University (UNITEC)	70 agricultural technicians and extension workers from IHCAFE (33% women).
Mexico	Virtual course: Occupational Safety and Health in Agriculture, training of trainers in the ILO WIND methodology - Occupational Health.	IMSS Platform	262 IMSS OSH trainers (35% women).
Mexico	Virtual course: Occupational Safety and Health in Agriculture, training of trainers in the ILO WIND methodology - Occupational Health.	IMSS Platform	429 from the Ministry of Agriculture (SADER), from employers' organizations AMECAFE and AHIFORES and NGOs (Verité and World Vision) (44% female)
Mexico	e-learning courses: Training of trainers for the implementation of OSH measures with a gender perspective in coffee producers' organizations.	Prevenirar Platform	62 governmental and non-governmental institutions, Technological University of Aguascalientes, organizations (74% women).
Honduras	e-learning courses: Occupational Safety and Health in Agriculture, training of trainers in ILO WIND methodology - Occupational Health	IMSS Platform	61 technicians from IHCAFE and technicians from employers and workers' organizations and the Ministry of Labor (40% women).

Honduras	Virtual courses: Occupational Safety and Health in Agriculture, training of trainers in the ILO WIND methodology - Occupational Health	IHCAFE and ESCAFE Platform	111 agricultural representatives and technicians from IHCAFE. 90 labor inspectors from the Ministry of Labor and Social Welfare (57% women).
Colombia	E-learning courses: OSH in the coffee value chain	FNC Platform	60 FNC trainers (35% women). 223 technicians affiliated with the FNC (37% women). -48 key actors in the value chain (56% women). 5 technicians from AMECAFE, Mexico 5 technicians from IHCAFE, Honduras (0% women).
Colombia	E-learning courses: OSH in the coffee value chain	FNC Platform	528 technicians affiliated to the FNC in Risaralda and Caldas (54% women)
Colombia	In-person program: Occupational Safety and Health Program (WIND)	FNC and Manuel Mejia	58 small producers in the departments of Caldas and Risaralda (30% female)
Mexico	In-person courses: Workshops "WIND in-person training for coffee producers in Mexico".	SADER and IMSS	165 small producers in Oaxaca, Veracruz and Chiapas (38% women).
Mexico	Virtual courses: "Training of trainers for the application of occupational health and safety measures with a gender focus in coffee producer organizations".	IWCA	33 representatives and agricultural and livestock technicians from Alianza de Mujeres Cafeteras. (57% women)
Mexico	In-person courses: "Training of trainers for the application of occupational health and safety measures with a gender perspective in coffee producer organizations".	IWCA	71 small coffee producers from (Hidalgo, Puebla, Veracruz) (80% women).

Mexico	In-person course: "Training of trainers WISE	Secretary of Economy and Labor of the State of Chiapas, Mexico.	14 Secretariat of Economy and Labor 2 COCODRILOS 1 cromo 1 COPARMEX 1 CCIJ 1 INCAFACH 1 Secretary of Agriculture 2 Secretary of Health, 1 FNC 1 Ministry of Labor Ecuador 1 COHEP (50% women)
Mexico	In-person course: WISE with companies	Secretary of Economy and Labor of the State of Chiapas, Mexico	26 trainers 10 from coffee companies 8 from other firms (50% women)
Honduras	In-person course: WIND	IHCAFE and ESCAFE Platform	248 people - in in-person courses in Santa Bárbara, Copán, Cortés Yoro, El Paraíso, Comayaguam Olancho) (24% women).
Honduras	ToT Methodology for hazard identification and risk assessment, and methodology for recording and notification of occupational accidents and occupational diseases	COHEP	45 participants from coffee companies (45% women)
Colombia	In-person course: WIND	IWCA, FNC	75 coffee producers (92% women)
Mexico	Virtual course: OSH Methodologies ILO - Agro-industrial Sector	IWCA	16 specialists (100% women)
Mexico	In-person course: OSH Methodologies ILO- Agroindustrial Sector	IWCA	66 coffee growers from 52 coffee farms (54% women)

Honduras	In-person course: WISE with companies	COHEP, IHCAFE, IWCA	31 specialists (60% women) 11 SMEs (5 coffee cooperatives)
Colombia	In-person course: SOLVE	COLCAFÉ, Nutresa Group	18 specialists (84% women)
Colombia	Virtual course: Chemical risk management	ILO ITC	3757 specialists (46% women)
Colombia	Virtual course: Whatsapp (OSH)	FNC	100 coffee growers (55% female)
			Total 8441 (58% women)

Source: Final Technical Report of the Project

VZF global Output	LAC Project Output	Global / LAC	MEXICO	COLOMBIA	HONDURAS
1,1	1.2, 1.5, 2.4, 3.3 y 3.4	<p><i>Project Outputs 3.3 and 3.4</i></p> <p>In February 2021, the Project participated in the planned high-level event "2021 and Beyond. Collective action for safe and healthy supply chains". The regional session on Latin America, entitled "Challenges and opportunities for improving workers' OSH in the global coffee supply chain: the experience of Colombia, Honduras and Mexico", was organized by the Project team and focused on OSH in the coffee value chain. The event provided the Project</p>	<p><i>Project Output 1.2</i></p> <p>Study to identify drivers and constraints for OSH improvements in the coffee supply chain. It included (i) a mapping of the value chain to understand its structure and identify supporting functions, (ii) an analysis to identify drivers and constraints for OSH improvements,</p>		<p><i>Project Outputs 1.5 and 2.4</i></p> <p>A study on the drivers and constraints for OSH improvements in the coffee supply chain in Honduras was published in 2020 with the support of IHCAFE and government institutions, including CONACAFE. The process included the presentation of the</p>

		<p>with an opportunity to share key findings from research on OSH in the coffee supply chain; facilitated the first south-south exchange of information and learning on OSH; and generated a roadmap for VZF: promoting innovation, achieving scale, assisting efforts to build back better, creating new partnerships, and attracting new donors.</p> <p>In September 2021, in coordination with the VZF Secretariat, the Project prepared a side event at the 22nd World Congress on Safety and Health at Work: entitled "Making Supply Chains Safer through Collective Action: Evidence from Vision Zero Fund's Work 2016-2021". Participants learned about the Fund's work to build the capacity of labor inspectors in Madagascar; prevent and mitigate COVID-19 in Honduras; and develop practical, low-cost solutions to improve OSH conditions in the workplace in Myanmar.</p> <p>In December 2021, in collaboration with the VZF Secretariat, the Project organized a global event called "What Works in Promoting Occupational Safety and Health in the Global Coffee Supply Chain". Participants</p>	<p>including vulnerability profiles, and (iii) identification and description of intervention models.</p> <p>In November 2019, following the availability of preliminary findings, the Ministry of Labor in conjunction with the VZF, invited key stakeholders in the coffee supply chain to participate in a tripartite dialogue process, to validate the research findings and develop model interventions to improve OSH outcomes for workers in the supply chain. The meetings were held in the coffee producing states of Veracruz, Chiapas and Oaxaca, followed by a national consultation in Mexico City. They were conducted within established structures of national and regional OSH commissions</p>		<p>study results in each of the three regions studied (Santa Bárbara, El Paraíso, Copán-Ocotepeque, which are the most important coffee producing regions), with government representatives, producers and personnel supporting the coffee value chain in each area. Meetings were also held at the central level with ADECAFEH and with the central technical team and the full IHCAFE Board. After reaching a consensus with all stakeholders on the interventions, these were presented at a tripartite meeting of CONACAFE for approval.</p>
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		<p>from different regions learned about good OSH practices and lessons learned among coffee stakeholders, discussing opportunities for improved collective action.</p> <p>In May 2022, the Project participated in the Vision Zero Summit Japan 2022, a forum to discuss Vision Zero as both a new workplace prevention strategy and a new holistic mindset, which is based on the belief that all workplace injuries are preventable if people's safety, health and well-being come first. The event included two sessions on the OSH social dialogue models implemented in Mexico, Colombia and Honduras in the coffee chain and the gender strategy and results of the study of women coffee producers in Mexico. The main findings of the Vision Zero Summit have formed the basis of a new OSH Manifesto: the "Tokyo Declaration on Vision Zero for All", presented and signed by organizers, supporters and sponsors. For the first time there was a Vision Zero document developed and endorsed by all leading international OSH organizations and many important national institutions.</p> <p>In June 2022 the Project participated</p>	<p>(COCONASST and COCOESST, respectively).</p>		
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		<p>in person at the World of Coffee in Milan, presenting in two academic sessions the results of the studies on OSH incentives and constraints in LAC and Vietnam and the gender studies and strategy developed in Mexico, Honduras and Colombia. This conference is the largest coffee industry event in the world, providing a platform for buyers and sellers to build new relationships, share coffee samples and grow their business networks.</p> <p>In August 2022 the Project participated in the International Congress of the International ORP Foundation in Cartagena-Colombia. In August the project supported the IWCA World Event held in the Coffee Axis of Quindío and presented the results of the OSH study of women coffee growers in Colombia. Also, in September, the Project participated in a virtual event organized by the global IWCA for its 32 chapters seeking to promote the methodology developed by the project to create a similar research focused on women by the IWCA chapters themselves on OSH.</p>			
1,2	1.1, 1.3, 1.4, 2.2		<i>Project Outputs 1.3, 1.4 and 2.2</i>	<i>Project Outputs 1.1, 1.3, 1.4 and 2.2</i>	

			<p>Due to the pandemic, the study of perceptions, attitudes, behaviors and good practices in OSH in the coffee value chain could not be conducted in 2020. In 2021, the Project contracted CENACAFE to conduct the study during the harvest season in the most critical producing states in Mexico. The 43 interviews with the most vital actors in the coffee value chain allowed a better approximation of the level of knowledge and how they perceive occupational health and safety. In addition, it was possible to identify 23 good practices to improve living conditions, family wellbeing and OSH, aimed mainly at small producers and salaried coffee workers.</p> <p>Previously, and in order</p>	<p>In 2020 an Evaluation of outcomes of the OSH training activities carried out by the FNC was completed. The results of the evaluation were published in the document "The Occupational Safety and Health Training Experience of the National Federation of Coffee Growers of Colombia" and the lessons learned were used by the FNC to design proposals to strengthen Colombia's training activities in the coffee sector.</p> <p>In 2020 a methodological framework was developed to compile comprehensive, reliable and disaggregated information on OSH practices, perceptions and results for the coffee value chain. This resulted in the publication of the study "Occupational accidents</p>	
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			<p>to promote an OSH culture in the coffee sector in Mexico, the Project supported an initiative from Headquarters through the development of an online platform that collected OSH data and information through a Chatbot application on OSH perceptions, attitudes and behaviors of unorganized producers. Different materials developed by the Project were also used to feed the Facebook page; although the Project was successful in the number of views on the Facebook page (300,000 followers), the chatbot response was poor, with only 82 smallholders/workers interacting with the chatbot. Lessons learned were to reduce the length of the questionnaire and to use WhatsApp, a more</p>	<p>and diseases, perceptions and good practices in the Colombian coffee sector". An executive summary of the study, in English and Spanish , was published in May 2021 to feed into the global Toolkit to present OSH best practices developed in Colombia to the global coffee chain.</p> <p>In addition, the Project developed in 2019-2020 an OSH survey to assess the health and working conditions of the most vulnerable workers in the coffee value chain (temporary or seasonal workers). After a technical review, the survey was applied in three coffee growing regions of the country, covering a total of 625 seasonal coffee farmers (5% women). The tripartite constituents validated the survey</p>	
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			<p>common application for smallholders.</p> <p>In collaboration with CENACAFE, the study "Working conditions and health of those who perform temporary and permanent activities in coffee growing in Mexico" was conducted in November 2021. The study presents data from 687 surveys applied in 3 coffee growing regions of Mexico (Oaxaca, Veracruz and Chiapas). The study emphasizes the labor situation and the dangers to which salaried workers and small coffee producers are exposed; it analyzes their economic and wage conditions; work accidents and the alterations they produce in the health of workers and producers. The study was published in August</p>	<p>during a series of meetings. The results were compiled in the report "Working and health conditions of people who carry out temporary or seasonal activities in coffee plantations".</p> <p>Based on all the studies presented, a proposal for a national OSH plan for the coffee industry was developed in close coordination with the Ministry of Labor. A special section was included in the plan to implement a pilot in the coffee growing regions of Risaralda and Caldas in Colombia, in close collaboration with the FNC. This intervention provides technical assistance using the WIND methodology to 29 farms.</p> <p>Regarding the proposed national sectoral plan, the Ministry of Labor</p>	
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			<p>2022 after receiving the tripartite endorsement of the Mexican coffee stakeholders.</p> <p>With the findings of the previous studies and tools developed and used in Colombia, Honduras and Mexico, the project signed an implementation agreement in April 2022 with the IWCA Mexico chapter and ANICAFE to implement a pilot in coffee growing areas. The following results were achieved:</p> <ul style="list-style-type: none"> • Adaptation, design and printing of the guide for reporting, recording and notifying work accidents and the methodology for hazard identification and risk assessment to Mexican regulations and context. • Installation of a virtual OSH resource center at ANICAFÉ and 	<p>decided not to adopt it for the coffee chain but to include its components in a generic national OSH plan, which is still under development. Therefore, the FNC is currently working on a project for the FNC to assume the proposed coffee sector plan as an internal policy. Thanks to the proposal of the Plan, the ILO Representation in Colombia was able to mobilize 390 thousand dollars to expand OSH activities in the agricultural sector.</p>	
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			<p>IWCA, with the development of a Moodle training space and a web application.</p> <ul style="list-style-type: none"> • Virtual training of trainers course on adapted methodologies for 16 specialists (100% women) from IWCA and ANICAFE. • Five face-to-face courses-workshops on the adapted methodologies in 3 coffee-growing states of Mexico (Veracruz, Puebla and Oaxaca, 52 coffee farms). • Recording of 11 chapters of a radio soap opera on OSH for the coffee chain, four podcasts on the same topic and four radio spots with OSH messages to help disseminate methodologies for identifying hazards and recording • Virtual and face-to-face launch of the IWCA and ANICAFE 		
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			<p>virtual OSH centers.</p> <p>Thanks to the results of the pilot, a document "Guidelines for the development of a National Program for Occupational Safety and Health in the coffee value chain in Mexico" was prepared, which aims to be a practical input in the development of policy instruments. The document describes the Mexican regulatory framework in terms of planning; presents a diagnosis of the OSH situation in the coffee value chain, which includes the different studies published by the ILO in Mexico; and presents the contents of the strategic axes proposed for the program, including reference to two cross-cutting axes, gender and the environment.</p>		
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Annex 3e. Mental health training for workers using the SOLVE methodology

The training was delivered by SURA professionals, who were ILO certified in SOLVE. It consisted of 36 hours divided into 9 modules plus 12 hours of counselling to resolve concerns between modules and 18 hours of autonomous work.

As part of the training, companies are also accompanied in the preparation of an implementation plan to put into practice what has been learned, but not in the implementation process itself. According to the interviews conducted, in COLCAFE the idea is, based on what has been learned, to create a policy that integrates all the policies they already had and broaden their scope: *"COLCAFE already had a mental health programme but did not have an HIV/AIDS or alcohol/drugs component and is going to incorporate it. The same with the issue of healthy eating and restful sleep, we have sought to integrate them. Also talk about reproductive health and safety and not just HIV/AIDS; financial health and not just financial stress.*

According to the people interviewed, one recommendation for future SOLVE training is to allow more time for the preparation of the implementation plan to put into practice what has been learned and ideally, to include some sessions to follow up on the implementation of the plan. While the main challenge is to provide new SOLVE trainings aimed at companies from different activity sectors.

This SOLVE training experience has only been developed in Colombia because it is the country with the most advances and conditions in the treatment of workers' mental health, which served as a basis for carrying out this training. On the one hand, there are regulations in the country that regulate the management of psychosocial factors, including a Resolution 2764 approved in July 2022. In addition, the Nutresa group (to which the companies that received the training belong) already had mental health committees in place and a risk promotion and prevention policy.

Annex 3f. Latin America Project Intervention Models in Mexico and Honduras

In Mexico, the six intervention models, which were also adopted as public policy guidelines by the National Advisory Commission on OSH in December 2019, are:

1. Increase stakeholder awareness of OSH standards for the agricultural sector.
2. Increase the prevention of occupational accidents and diseases in agricultural rural development programmes.
3. Train OSH specialists for the agricultural sector and create the requirement for the training of small, medium and large coffee producers.
4. Promote an OSH culture in the coffee sector.
5. Promote good OSH practices among women coffee producers.
6. Generate evidence, through case studies, of the impact of OSH in terms of increased productivity.

The Mexico Project supported all six models.

In Honduras, the four intervention models, which are also being supported by CONACAFE, as the institution in charge of promoting public policy in the sector, are:

1. Interventions on the scope of institutions responsible for OSH in Honduras, including necessary updates of the regulatory framework and capacity building.
2. Interventions in the training processes of producers and workers, which should be driven by the OSH standards imposed by global buyers, the existence of an ecosystem of actors to support training, the strengthening of OSH institutions and the creation of a culture that promotes this.
3. Interventions to ensure the inclusion of OSH in the agendas of all relevant value chain actors
4. Interventions to improve coffee quality to ensure access to speciality markets.

The Honduras Project supported the first three models because they focus on OSH issues.

Annex 3g. International events in which the Project has participated

The Project, under output 3.3 ("The capacity of relevant institutions in countries operating with high potential synergies is strengthened to develop internal OSH capacities in value chains (analysis, intervention design, financing) as part of plans and policies to strengthen the competitiveness of rural value chains through a forum involving different parts of the coffee supply chain"), has participated in the following international events:

- Vision Zero Fund- 2021 High Level Forum , Regional Discussion 3: Challenges and Opportunities for Improving Worker OSH in the Global Coffee Supply Chain: The Experience of Colombia, Honduras and Mexico.
- European Commission, Improving occupational safety and health in global supply chains with the Vision Zero Fund.
- Making supply chains safer through collective action: Evidence from the work of the Vision Zero Fund side event at the 22nd World Congress on Safety and Health.
- Global event , "What works in promoting occupational safety and health in the global coffee supply chain" (additional presentation of the OSH toolkit for the coffee chain and women coffee producers of OSH.
- Presentation of the study on the profile of women at the Latin American coffee summit in Veracruz Mexico.

The Project, under output 3.4 ("Global platforms, including global buyers and private compliance initiatives, as well as relevant global and regional sister agencies, are committed to the importance of OSH in the coffee value chain"), has participated in the following international events:

- Vision Zero Summit Japan 2022
- World of Coffee in Milan
- International Congress of the International ORP Foundation in Cartagena-Colombia.
- IWCA Global Event
- Virtual event organised by the global IWCA for its 32 chapters.

Annex 3h. General characteristics of the farms visited

Type and size

- The Buenos Aires farm has a total surface area of 10 to 12 hectares, of which 6 to 7 hectares are dedicated to coffee.
- The Bella Vista farm has 3.5 hectares, all for coffee cultivation.
- Finca La Paz has 3 hectares, all of them for coffee, a family tradition.
- The Don Silvano farm has 4 small plots totalling 17 hectares, but only 2 for coffee and next year there will be 5. The rest they lost due to the coffee rust disease (“*Roya*”) and they also reserve some for cloud forest.
- The Puebla farm has 1,800 hectares, half of which are for coffee production (plus 320 hectares of Finca Santa Rosa).

Number of workers

- The Buenos Aires farm, 1 permanent worker and 1 advisor. Then temporary workers, there can be 3 or 4, although during the harvest season they can reach up to 9 for 2 weeks.
- Bella Vista farm, 2 permanent non-family workers and 7 additional temporary workers.
- La Paz farm, 5 to 8 workers during 3 months of harvest (August - October), while during “fly crop” it is 1 month, 3 people.
- Don Silvano farm, 2 permanent workers, 3 casual workers during non-harvest season and between 10 and 15 during harvest season.
- The Puebla farm, during 6 months of maintenance, between 30 and 40 workers per section (there are 6 sections, depending on geographical criteria) and during 6 months of harvest (between August and February) about 250 workers per section.

Main tasks carried out on the farms

- Seed collection, sowing, plant care, vegetation material, manuring and fertilisation, phytosanitary control, weed control, pruning, harvesting / collection, maintenance. Harvest August - December or October - March.
- Processing/processing (wet and dry) in the processing plant: coffee collection, transfer to the mill, weighing, pulping, fermentation, threshing, roasting, grinding, packaging, bagging. Finally, green gold coffee is obtained.
 - Wet milling: weighing and floating, pulping, fermentation, washing, sun and shade drying, resting
 - Dry milling: shelling, threshing, speciality sorting

Main destinations of production

- The Buenos Aires farm sells dried parchment coffee to the cooperation of coffee

farmers. A small part of their production is packaged and sold with their brand name.

- The Bella Vista farm sells parchment coffee to intermediaries or cooperative / sells in shop in different presentations in pounds / maquila services to coffee growers: threshing, roasting, grinding, packaging in a laboratory.
- La Paz farm sells 90% of its coffee to the Manizales coffee growers' cooperative (parchment coffee) and 10% to friends in their shop and in their own brands (threshing, roasting, grinding, packing) in a traditional way.
- Don Silvano farm sells speciality coffee, no middlemen, they add value for better profits. Final product: to the final consumer in cup, sale of roasted and ground coffee (tour to tourists), also to coffee shops. They offer tours to tourists on the farm, on production, processing, roasting and cupping, i.e. from the beginning of production to the cup.
- The Puebla farm exports 75% of its production (mainly to the United States) and 25% is destined for national consumption (to its company Café California).

Associations

- The Bella Vista farm belongs to the Comité Municipal de Cafeteros, Asociación Jóvenes Cafeteros.
- The La Paz farm is part of the Cooperativa de Caficultores de Manizales.
- The Don Silvano farm is part of the IWCA chapter in Mexico.

Annex 3i. Compliance with the output indicators of the Latin America Project

Indicators	Target	Achievement	% Compliance (Achievement / Target)	Means of verification
Specific Objective 1: To develop/strengthen sustainable, safe and healthy working conditions and practices at industrial and enterprise level in coffee value chains in target countries.				
<u>Output 1.1: In Colombia, there is increased effectiveness, reach and replicability of OSH training activities developed and led by the National Federation of Coffee Growers of Colombia.</u>				
1.1.1: Availability of the impact study	Colombia: 1	Colombia: 1	100%	Publication of the impact study
1.1.2. Existence of an escalation plan	Colombia: 1	Colombia: 1	100%	OSH scaling-up plan agreed and agreed with the FNC
<u>Output 1.2: In Mexico, intervention models are adopted to inform activities at country and company level.</u>				
1.2.1 Availability of the analysis report	Mexico: 1	Mexico: 1	100%	Preparation of studies, tools, reports and documents.
Tripartite constituents endorse the proposed intervention models to improve OSH in Mexican coffee supply chains.	Mexico: 4	Mexico: 6	150%	Preparation of studies, tools, reports and documents.
<u>Output 1.3: In Colombia and Mexico, evidence is generated on the business case for OSH at the coffee farm level, with clear links to output 2.2 on the recording of incidents, accidents and diseases at the workplace level.</u>				
1.3.1 Existence of business cases for OSH on coffee farms in Mexico and Colombia	Mexico: 1 Colombia: 1	Mexico: 1 Colombia: 1	100%	Published business case reports with a gender focus.
<u>Output 1.4: National plans to improve the safety and health of seasonal coffee workers are adopted in Colombia and Mexico (Mexico was removed from the output)</u>				
1.4.1. Implementation of the pilot plan	Mexico: 10 Colombia: 10	Mexico: 54 Colombia: 29	415%	Preparation of studies, tools, reports and documents.
1.4.2. Number of national plans to improve OSH of seasonal coffee workers tested and pilot-tested	Mexico: 1 Colombia: 1	Mexico: 1 Colombia: 1	100%	National plans to improve the safety and health of seasonal coffee workers
<u>Output 1.5: Vulnerability profiles will be identified in the coffee value chain as part of the broader study conducted under Output 2.4 in another selected LA coffee supply country.</u>				
1.5.1. Existence of a vulnerability profile report	Honduras: 1	Honduras: 1	100%	Vulnerability profile study available
<u>Output 1.6: The capacities of relevant actors in the value chain of a selected Latin American supplier country are strengthened to promote safe and healthy working conditions in this sector, mobilising the experience of Colombia and Mexico as necessary.</u>				
1.6.1. Number of participants in capacity-building interventions and technical advice	Honduras: 200 (50% women)	Honduras: 100 (50% women)	50%	Preparation of studies, tools, reports and documents.
1.6.2. Percentage of participants with improved capacity after capacity-building activities	Honduras: 90%	Honduras: 90% Mexico: 90%	100%	Preparation of studies, tools, reports and documents.

	Mexico: 90%			
1.6.3. Number of technical advice interventions carried out	Honduras: 4	Honduras: 6	150%	Preparation of studies, tools, reports and documents.
Specific objective 2: More workers have access to better prevention, protection and compensation of OSH risks through adequate institutional support in coffee value chains in the target country				
<u>Output 2.1: In Colombia, recommendations are made to adapt legal, policy and institutional frameworks to ensure effective health and compensation coverage for rural workers with due consideration of gender aspects.</u>				
2.1.1. Existence of recommendations to adjust the legal, policy and institutional framework	Colombia: 1	Colombia: 1	100%	Ministry of Labour
2.1.2. Number of participants in the multi-stakeholder forum	Colombia: 150 (50% women)	Colombia: 239 (49% women)	159%	Preparation of studies, tools, reports and documents.
<u>Output 2.2: In Colombia and Mexico, comprehensive, reliable and disaggregated data and information on OSH practices, perceptions and outcomes related to the coffee value chain are available.</u>				
2.2.1. Availability of survey reports in destination countries	Mexico: 1 Colombia: 1	Mexico: 1 Colombia: 1	100%	Preparation of studies, tools, reports and documents.
<u>Output 2.3: In Colombia and Mexico, recommendations are made to the institutions present in the coffee producing regions to review/adjust the national OSH programme.</u>				
2.3.1. Availability of the OHS Country Assessment Report, including recommendations for national stakeholders	Mexico: 1 Colombia: 1	Mexico: 1 Colombia: 1	100%	Preparation of studies, tools, reports and documents.
2.3.2. Feasibility study carried out and disseminated	Mexico: 1 Colombia: 1	Mexico: 1 Colombia: 1	100%	Preparation of studies, tools, reports and documents.
<u>Output 2.4: Intervention models to improve safety and health in the coffee value chain in a selected Latin American coffee supply country are adopted to inform activities at national and company level.</u>				
2.4.1. Availability of the analysis report	Honduras: 1	Honduras: 1	100%	Preparation of studies, tools, reports and documents.
2.4.2. Availability of the proposed intervention models in the selected country	Honduras: 3	Honduras: 4	133%	Preparation of studies, tools, reports and documents.
<u>Output 2.5: Capacities of relevant institutions in selected Latin American supplier countries are strengthened to promote safe and healthy working conditions in this sector, mobilising the experience of Colombia and Mexico as necessary.</u>				
2.5.1. Number of capacity building activities carried out	Honduras: 3	Honduras: 3	100%	Preparation of studies, tools, reports and documents.
2.5.2. Percentage of workshop participants who acknowledged that they have improved their capacity to promote OSH in coffee supply chains	Honduras: 90	Honduras: 90	100%	Preparation of studies, tools, reports and documents.
Specific Objective 3: National, regional and global public and private initiatives, certifications and platforms addressing coffee value chains have improved knowledge and tools to prevent and reduce workplace-related deaths, injuries and diseases.				

<u>Output 3.1: Knowledge products compiling the evidence generated at country level are available and feed into the evidence base on prevention, protection and compensation for the safety and health of coffee workers, based on the evidence compiled in specific objectives 1 and 2.</u>				
3.1.1. Number of published and disseminated knowledge products	Mexico: 5 Colombia: 3 Honduras: 1	Mexico: 23 Colombia: 9 Honduras: 10	467%	Preparation of studies, tools, reports and documents.
<u>Output 3.2: Capacity building materials tailored to the coffee value chain are produced.</u>				
3.2.1. Number of capacity building outputs developed or adapted	Mexico: 3 Colombia: 3 Honduras: 1	Mexico: 8 Colombia: 4 Honduras: 3	214%	Preparation of studies, tools, reports and documents.
<u>Output 3.3: The capacity of relevant institutions in countries operating with high potential synergies is strengthened to develop internal OSH capacities in value chains (analysis, intervention design, financing) as part of plans and policies to strengthen the competitiveness of rural value chains through a South-South forum.</u>				
3.3.1 Number of third country participants in the South-South Forum	Global:100 (50% women)	Honduras: 250 (40% women)	250%	Preparation of studies, tools, reports and documents.
3.3.2. Percentage of participants reporting a significant improvement in their capacity after the South-South Forum	Global: 90	Global: 90	100%	Preparation of studies, tools, reports and documents.
<u>Output 3.4: Global platforms, including global buyers and private compliance initiatives, as well as relevant global and regional sister agencies, are committed to the importance of OSH in the coffee value chain.</u>				
3.4.1. Number of events involving global buyers and ICPs conducted	Global: 1	Global: 10	1,000%	Preparation of studies, tools, reports and documents.
3.4.2. Number of press releases/media reports disseminating information on the international event	20	48	240%	The media

Source: Final Technical Report of the Project.

Note: The fourth column of the Annex (% Achievement) was not explicitly in the Final Technical Report of the Project, but has been calculated by dividing the Achievement column by the Target column.

Annex 3j. Achievement of output indicators of the Vietnam Project (as of 30 September 2022)

Indicators	Target	Achievement (as of 30 September 2022)	% Compliance (Achievement / Target)
Immediate Outcome 1: Global, regional and national enabling environments strengthened for the promotion of safe and healthy working conditions in GSC.			
<u>Output 1.1 Improved knowledge and information on OSH and GSCs at global, regional and/or national level.</u>			
Number of OSH and GSC publications issued	3	2	67%
Number of existing relevant documents and learning tools to which OSH content developed by the project has been added.	5	5	100%
Number of stakeholders (workplaces, organisations) using the OSH learning products developed by the project.	20	18	90%
<u>Output 1.2 Increased industry and/or global, regional and/or national commitment to improve compliance with OSH standards in selected GSCs</u>			
Number of memoranda of understanding or similar agreements developed with key stakeholders.	8	7	88%
Number of partnerships with multi-stakeholder initiatives and the private sector.	2	2	100%
Number of industry-wide plans, statements, strategies and/or similar documents developed with national stakeholders supported by the VZF VN project.	2	0	0%
Number of tripartite PAC meetings.	4	2	50%
Number of meetings of the technical working group.	3	3	100%
Number of other events held in collaboration with coffee supply chain actors	9	9	100%
Immediate Outcome 2: Enhanced legal and policy frameworks to promote and enforce OSH protection, prevention and redress in selected GSCs.			
<u>Output 2.1 Improved capacity of practitioners and/or policy makers to collect and analyse OSH data.</u>			
Number of OSH data collection tools delivered to relevant authorities	1	1	100%
Number of workplaces having tested the OSH data collection tool	10	0	0%
<u>Output 2.2 Enhanced capacity of practitioners and/or policy makers to protect and promote OSH</u>			
Number and type of OSH compliance and enforcement tools and approaches delivered to relevant authorities, by country	4	5	125%
Number of relevant authorities benefiting from information and/or learning activities using the newly developed or adapted tools, disaggregated by gender and type	20	18	90%
Number of LI from coffee provinces trained in Strategic Compliance	20	0	0%

Number of MARD and DARD OSH practitioners trained in OSH	45	75	167%
Number and type of OSH promotion tools, including knowledge, awareness and training packages, developed and/or validated with the capacities of relevant authorities	11	5	45%
<u>Output 2.3 Enhanced capacity of policy makers and/or practitioners to improve worker access and compensation mechanisms.</u>			
Number of evaluations of EII schemes or programmes, including recommendations for improvement, presented to relevant stakeholders, broken down by country	1	1	100%
Number and type of tools developed to improve EII schemes delivered to relevant authorities, broken down by country	1	0	0%
Immediate Outcome 3: Increased implementation of effective OSH prevention, protection and compensation mechanisms for women and men working in selected GSCs.			
<u>Output 3.1 Improved capacity of employers, workers and service providers to promote OSH in the workplace (Formerly: Improved capacity of employers and workers to promote OSH in the workplace)</u>			
Number of coffee farmers trained in OSH (WIND training)	40	140	350%
Number of cooperative members (VCA members) who have received training in OSH	40	26	65%
Number of coffee processing plants that have benefited from COVID-19 prevention training	20	20	100%
Number of coffee processing plants that have received OSH training (both public and private sector)	20	18	90%
<u>Output 3.2 Improved mechanisms to promote OSH in the workplace</u>			
Number of tools developed to establish and/or improve OSH mechanisms (approach: bipartite dialogue on OSH) in workplaces linked to specific GSCs	2	2	100%
Number of enterprises trained to improve bipartite dialogue on OSH in the workplace	10	18	180%

Source: Information provided by the Project Team (Excel file "Vietnam Flagship VZF Project alignment").

Note: The fourth column of the Annex (% Achievement) was not explicitly in the information provided by the Project, but has been calculated by dividing the Achievement column by the Target column.

Annex 3k. Contribution of the Latin America Project to the VZF Outcomes

VZF Outcome 1 ("Global and national stakeholders confirm their commitment to OSH by taking action to improve OSH in global supply chains").

Outputs of VZF Outcome 1	Contribution of the Latin America Project
<p>Output 1.1 Improved knowledge and information on OSH and GSCs at global, regional and/or national level.</p>	<p>General (Latin America or global) - Project Outputs 3.3 and 3.4</p> <p>In February 2021, the Project participated in the planned high-level event "2021 and beyond. Collective action for safe and healthy supply chains".</p> <p>-In September 2021, prepared a side event at the 22nd World Congress on Safety and Health at Work: "Making supply chains safer through collective action: Evidence from Vision Zero Fund's work 2016-2021".</p> <p>-In December 2021, it organised a global event called "What works in promoting occupational safety and health in the global coffee supply chain".</p> <p>-In May 2022, he participated in the Vision Zero Summit Japan 2022. In June 2022, participated in person at the World of Coffee in Milan.</p> <p>-In August 2022, he participated in the International Congress of the International ORP Foundation in Cartagena-Colombia. In the same month, it supported the IWCA Global Event held in the coffee growing region of Quindío. In September, the Project participated in a virtual event organised by the global IWCA.</p> <p>Mexico - Project Output 1.2</p> <p>-Study on drivers and constraints for OSH improvements in the coffee supply chain.</p> <p>Honduras - Project Outputs 1.5 and 2.4</p> <p>-Study on drivers and constraints for OSH improvements in the coffee supply chain.</p>
<p>Output 1.2 Increased industry and/or global, regional and/or national commitment to improve compliance with OSH standards in selected GSCs.</p>	<p>Mexico - Project outputs 1.3, 1.4 and 2.2</p> <p>-Study of perceptions, attitudes, behaviours and good practices in OSH in the coffee value chain.</p> <p>-Study on working conditions and health of those who carry out temporary and permanent activities in coffee growing in Mexico.</p> <p>Based on the findings of the studies and tools developed in Colombia, Honduras and Mexico, the project signed an implementation agreement in April 2022 with the IWCA Mexico chapter and ANICAFE to implement a pilot in coffee-growing areas. Thanks to the outcomes of the pilot, the Guidelines for the preparation of a National Programme for Occupational Safety and Health in the coffee value chain in Mexico were prepared.</p> <p>Colombia - Project Outputs 1.1, 1.3, 1.4 and 2.2</p> <p>-In 2020, an evaluation of the outcomes of OSH training activities was completed. In the same year, a study on Occupational accidents and diseases, perceptions and good practices in the Colombian coffee sector and another on Working and health conditions of people engaged in temporary or seasonal activities in coffee farming were carried out.</p> <p>-Based on the studies presented, a proposal for a national OSH plan for the coffee industry was developed in close coordination with the Ministry of Labour.</p>

Source: Final Technical Report of the Latin America Project.

VZF Outcome 2 ("Strengthened OSH service system, legislation, policy, data availability and compliance in target countries").

Outputs of VZF Outcome 2	Contribution of the Latin America Project
<p>Output 2.2 Enhanced capacity of professionals and/or policy makers to promote and enforce OSH.</p>	<p>Mexico - Project Output 2.3</p> <p>-In August 2020, the process of mapping occupational health services in Mexico was initiated. This resulted in a "Study of the regulation and policy of occupational health services in Mexico".</p> <p><u>COVID-19</u></p> <p>A COVID-19 prevention and mitigation guide for the agricultural sector was developed and disseminated nationally and internationally. In addition, in coordination with AMECAFE and ANICAFE, five OSH protocols on COVID-19 prevention and mitigation were developed. And five virtual courses were developed to help introduce OSH protocols to all relevant actors in the value chain.</p> <p>In September 2022, IMSS updated the five virtual courses, placing them on its e-learning platform and taking ownership of their asynchronous dissemination and administration.</p>
	<p>Colombia - Project Outputs 2.1 and 2.3</p> <p>-A national policy and regulatory study on occupational health services was developed.</p> <p><u>COVID-19</u></p> <p>-A virtual course on Occupational Safety and Health Management to address the pandemic was held.</p> <p>-With the onset of the pandemic, a partnership was formed with the FNC to raise awareness among workers in the coffee sector on how to mitigate the risks of COVID-19. This was done through a strategy called "My farm, my home and treasure".</p>
	<p>Honduras - Project Outputs 1.6 and 2.5</p> <p>-The Project and COHEP signed an implementation agreement to support and promote OSH actions in the coffee sector. This agreement made possible the creation of a virtual health and safety resource centre hosted on the COHEP website. It also promoted the adaptation to Honduras of a guide for employers and workers for the notification, registration and prevention of occupational accidents and diseases.</p> <p>-In April 2022, the Project signed a new implementation agreement with COHEP to implement the ILO's WISE methodology for OSH and productivity for small enterprises, as well as the ILO's WIND methodology.</p> <p>-The radio soap opera that the project developed in Colombia in 2020 was adapted to Honduras.</p> <p><u>COVID-19</u></p> <p>Two pandemic-related guides were developed: "Guía práctica para la prevención y mitigación del COVID-19 en la agricultura de Honduras" (Practical guide for the prevention and mitigation of COVID-19 in agriculture in Honduras) and "Guía práctica para la prevención y mitigación del COVID-19 en la cadena de valor del café en Honduras" (Practical guide for the prevention and mitigation of COVID-19 in the coffee value chain in Honduras).</p> <p>-In addition, a virtual course on COVID-19 was developed in coordination with COHEP and UNITEC.</p>

VZF Outcome 3 ("Workers in global supply chains and selected countries benefit from reduced exposure to OSH risks and improved access to occupational accident insurance").

Outputs of VZF Outcome 3	Contribution of the Latin America Project
<p>Output 3.1 Improved capacity of employers, workers and service providers to promote OSH in the workplace.</p>	<p>General (Latin America or Global) - Project Output 3.1</p> <p>-The project compiled guidelines, protocols, case studies and methodologies validated in interventions in Mexico, Colombia and Honduras. As a result, the first occupational safety and health toolbox for the global coffee chain was designed and published, consisting of 20 instruments, 19 of them from the project and one from the VZF project in Laos.</p> <p>-Once this instrument was published, it was sent to all Project partners in the three countries and regional and global organisations, which constitute more than 500 actors in the global coffee chain. It was also presented at the global event in December 2021.</p> <p>In September 2022, the Project completed the preparation of a free, virtual and asynchronous 9-hour course on the methodology. The course in English and Spanish is available on the ILO International Training Centre platform.</p>
	<p>Mexico - Project Outputs 3.1 and 3.2</p> <p>-IMSS requested permission from the ILO to include WIND in its training curriculum. The Project adapted the current WIND methodology to include a new section on biohazards from COVID-19.</p> <p>-The project took advantage of one of the WIND training workshops on the coffee farm "La Concordia" in the State of Oaxaca to invite and demonstrate in the field to national and international partners and stakeholders the application of training processes that the project had managed to promote as public policy. In this mission, the actors signed the Concordia Pact, presented by the Project at the COCONASST in December 2021.</p> <p>-OSH training programme developed for women workers in the coffee chain.</p> <p>-The Ministry of Economy and Labour of Chiapas requested the ILO to transfer the WISE methodology to be part of its technical assistance offer to state enterprises.</p>
	<p>Colombia - Project Output 3.1</p> <p>- Methodology to identify OSH hazards and assess risks in the coffee sector. The project has also implemented the virtual training of trainers module in the FNC and is providing OSH technical assistance to coffee farmers.</p> <p>-A study was carried out to measure the impact of COVID-19 on the coffee chain.</p> <p>-In June 2022, the Project developed an occupational safety and health training programme with a large coffee buyer in Colombia (COLCAFE) and members of the Nutresa group in Colombia through the implementation of the ILO SOLVE methodology.</p> <p>In August 2022, the Project launched a 4-module, 6-hour e-learning course on chemical risk management in the agricultural sector.</p> <p>-The Project also completed the development of 10 radio soap opera chapters to promote OSH issues in the coffee value chain in collaboration with the FNC. An educational video called "My Farm, a healthy and safe environment" was also produced.</p> <p>-As a result of OSH studies and training processes in Colombia, the opportunity arose to train</p>

	coffee farmers via WhatsApp.
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Source: Final Technical Report of the Latin America Project.

Annex 3I. Detailed contributions of the Latin America Project to VZF

VZF global Output	ALC Project Output	Global /ALC	MEXICO	COLOMBIA
1,1	1.2, 1.5, 2.4, 3.3 y 3.4	<p><i>Project Outputs 3.3 and 3.4</i></p> <p>In February 2021, the Project participated in the planned high-level event "2021 and Beyond. Collective action for safe and healthy supply chains". The regional session on Latin America, entitled "Challenges and opportunities for improving workers' OSH in the global coffee supply chain: the experience of Colombia, Honduras and Mexico", was organized by the Project team and focused on OSH in the coffee value chain. The event provided the Project with an opportunity to share key findings from research on OSH in the coffee supply chain; facilitated the first south-south exchange of information and learning on OSH; and generated a roadmap for VZF: promoting innovation, achieving scale, assisting efforts to build back better, creating new partnerships, and attracting new donors.</p> <p>In September 2021, in coordination with the VZF Secretariat, the Project prepared a side event at the 22nd World Congress on Safety and Health at Work: entitled "Making Supply Chains Safer through Collective Action: Evidence from Vision Zero Fund's Work 2016-2021". Participants learned about the Fund's work to build the</p>	<p><i>Project Output 1.2</i></p> <p>Study to identify drivers and constraints for OSH improvements in the coffee supply chain. It included (i) a mapping of the value chain to understand its structure and identify supporting functions, (ii) an analysis to identify drivers and constraints for OSH improvements, including vulnerability profiles, and (iii) identification and description of intervention models.</p> <p>In November 2019, following the availability of preliminary findings, the Ministry of Labor in conjunction with the VZF, invited key stakeholders in the coffee supply chain to participate in a tripartite dialogue process, to validate the research findings and develop model interventions to improve OSH outcomes for workers in the supply chain. The meetings were held in the coffee producing states of Veracruz, Chiapas and Oaxaca, followed by a national consultation in Mexico City. They were conducted within established structures of national and regional OSH commissions (COCONASST and COCOESST, respectively).</p>	

capacity of labor inspectors in Madagascar; prevent and mitigate COVID-19 in Honduras; and develop practical, low-cost solutions to improve OSH conditions in the workplace in Myanmar.

In December 2021, in collaboration with the VZF Secretariat, the Project organized a **global event called "What Works in Promoting Occupational Safety and Health in the Global Coffee Supply Chain"**. Participants from different regions learned about good OSH practices and lessons learned among coffee stakeholders, discussing opportunities for improved collective action.

In May 2022, the Project participated in the **Vision Zero Summit Japan 2022**, a forum to discuss Vision Zero as both a new workplace prevention strategy and a new holistic mindset, which is based on the belief that all workplace injuries are preventable if people's safety, health and well-being come first. The event included two sessions on the OSH social dialogue models implemented in Mexico, Colombia and Honduras in the coffee chain and the gender strategy and results of the study of women coffee producers in Mexico. The main findings of the Vision Zero Summit have formed the basis of a new OSH Manifesto: the "Tokyo Declaration on Vision Zero for All", presented and signed by organizers, supporters and sponsors. For the first time there was a Vision Zero document

developed and endorsed by all leading international OSH organizations and many important national institutions.

In June 2022 the Project participated in person at the **World of Coffee in Milan**, presenting in two academic sessions the results of the studies on OSH incentives and constraints in LAC and Vietnam and the gender studies and strategy developed in Mexico, Honduras and Colombia. This conference is the largest coffee industry event in the world, providing a platform for buyers and sellers to build new relationships, share coffee samples and grow their business networks.

In August 2022 the Project participated in the **International Congress of the International ORP Foundation in Cartagena-Colombia**. In August the project supported the **IWCA World Event held in the Coffee Axis of Quindío** and presented the results of the OSH study of women coffee growers in Colombia. Also, in September, the Project participated in a **virtual event organized by the global IWCA** for its 32 chapters seeking to promote the methodology developed by the project to create a similar research focused on women by the IWCA chapters themselves on OSH.

1,2	1.1, 1.3, 1.4, 2.2		<p><i>Project Outputs 1.3, 1.4 and 2.2</i></p> <p>Due to the pandemic, the study of perceptions, attitudes, behaviors and good practices in OSH in the coffee value chain could not be conducted in 2020. In 2021, the Project contracted CENACAFE to conduct the study during the harvest season in the most critical producing states in Mexico. The 43 interviews with the most vital actors in the coffee value chain allowed a better approximation of the level of knowledge and how they perceive occupational health and safety. In addition, it was possible to identify 23 good practices to improve living conditions, family wellbeing and OSH, aimed mainly at small producers and salaried coffee workers.</p> <p>Previously, and in order to promote an OSH culture in the coffee sector in Mexico, the Project supported an initiative from Headquarters through the development of an online platform that collected OSH data and information through a Chatbot application on OSH perceptions, attitudes and behaviors of unorganized producers. Different materials developed by the Project were also used to feed the Facebook page; although the Project was successful in the number of views on the Facebook page (300,000 followers), the chatbot response was poor, with only 82 smallholders/workers interacting with the chatbot. Lessons learned were to reduce the length of the questionnaire and to use WhatsApp, a more</p>	<p><i>Project Outputs 1.1, 1.3, 1.4 and 2.2</i></p> <p>In 2020 an Evaluation of outcomes of the OSH training activities carried out by the FNC was completed. The results of the evaluation were published in the document "The Occupational Safety and Health Training Experience of the National Federation of Coffee Growers of Colombia" and the lessons learned were used by the FNC to design proposals to strengthen Colombia's training activities in the coffee sector.</p> <p>In 2020 a methodological framework was developed to compile comprehensive, reliable and disaggregated information on OSH practices, perceptions and results for the coffee value chain. This resulted in the publication of the study "Occupational accidents and diseases, perceptions and good practices in the Colombian coffee sector". An executive summary of the study, in English and Spanish, was published in May 2021 to feed into the global Toolkit to present OSH best practices developed in Colombia to the global coffee chain.</p> <p>In addition, the Project developed in 2019-2020 an OSH survey to assess the health and working conditions of the most vulnerable workers in the coffee value chain (temporary or seasonal workers). After a technical review, the survey was applied in three coffee growing regions of the country,</p>
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		<p>common application for smallholders.</p> <p>In collaboration with CENACAFE, the study "Working conditions and health of those who perform temporary and permanent activities in coffee growing in Mexico" was conducted in November 2021. The study presents data from 687 surveys applied in 3 coffee growing regions of Mexico (Oaxaca, Veracruz and Chiapas). The study emphasizes the labor situation and the dangers to which salaried workers and small coffee producers are exposed; it analyzes their economic and wage conditions; work accidents and the alterations they produce in the health of workers and producers. The study was published in August 2022 after receiving the tripartite endorsement of the Mexican coffee stakeholders.</p> <p>With the findings of the previous studies and tools developed and used in Colombia, Honduras and Mexico, the project signed an implementation agreement in April 2022 with the IWCA Mexico chapter and ANICAFE to implement a pilot in coffee growing areas. The following results were achieved:</p> <ul style="list-style-type: none"> • Adaptation, design and printing of the guide for reporting, recording and notifying work accidents and the methodology for hazard identification and risk assessment to Mexican regulations and context. • Installation of a virtual OSH resource 	<p>covering a total of 625 seasonal coffee farmers (5% women). The tripartite constituents validated the survey during a series of meetings. The results were compiled in the report "Working and health conditions of people who carry out temporary or seasonal activities in coffee plantations".</p> <p>Based on all the studies presented, a proposal for a national OSH plan for the coffee industry was developed in close coordination with the Ministry of Labor. A special section was included in the plan to implement a pilot in the coffee growing regions of Risaralda and Caldas in Colombia, in close collaboration with the FNC. This intervention provides technical assistance using the WIND methodology to 29 farms.</p> <p>Regarding the proposed national sectoral plan, the Ministry of Labor decided not to adopt it for the coffee chain but to include its components in a generic national OSH plan, which is still under development. Therefore, the FNC is currently working on a project for the FNC to assume the proposed coffee sector plan as an internal policy. Thanks to the proposal of the Plan, the ILO Representation in Colombia was able to mobilize 390 thousand dollars to expand OSH activities in the agricultural sector.</p>
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center at ANICAFÉ and IWCA, with the development of a Moodle training space and a web application.

- Virtual training of trainers course on adapted methodologies for 16 specialists (100% women) from IWCA and ANICAFE.
- Five face-to-face courses-workshops on the adapted methodologies in 3 coffee-growing states of Mexico (Veracruz, Puebla and Oaxaca, 52 coffee farms).
- Recording of 11 chapters of a radio soap opera on OSH for the coffee chain, four podcasts on the same topic and four radio spots with OSH messages to help disseminate methodologies for identifying hazards and recording
- Virtual and face-to-face launch of the IWCA and ANICAFE virtual OSH centers.

Thanks to the results of the pilot, a document "**Guidelines for the development of a National Program for Occupational Safety and Health in the coffee value chain in Mexico**" was prepared, which aims to be a practical input in the development of policy instruments. The document describes the Mexican regulatory framework in terms of planning; presents a diagnosis of the OSH situation in the coffee value chain, which includes the different studies published by the ILO in Mexico; and presents the contents of the strategic axes proposed for the program, including reference to two cross-cutting axes, gender and the environment.

VZF global Output	ALC Project Output	Global /ALC	MEXICO	COLOMBIA	HONDURAS
2,1					

2,2	1.6, 2.1, 2.2, 2.3 y 2.5		<p><i>Project Output 2.3</i></p> <p>In August 2020, in close collaboration with IMSS and FENASTAC, the process of mapping occupational health services in Mexico was initiated. This resulted in a "Study of the regulation and policy of occupational health services in Mexico". The Secretary of Labor used the document to prepare the first draft of a new standard on occupational health services (OSH law number 37). However, the new standard will be taken up by the Secretary of Labor in 2022 and promulgated in 2023.</p> <p>At the request of ILO headquarters (LABADMIN/OSH), it was decided, in coordination with ISBL, to expand and adjust the first report to an ILO methodology. The study includes interviews with employers, workers and relevant OSH public agencies to learn about their perceptions of occupational health services. The findings of the study prompted the development of a feasibility</p>	<p><i>Project Outputs 2.1 and 2.3</i></p> <p>An evaluation of the outcomes of OSH training activities carried out by the FNC during the last two years.</p> <p>In collaboration with the Colombian Safety Council, a national regulatory and policy study on occupational health services was initiated in January 2021. The study was completed in January 2022 and is the first study of its kind in Colombia. It is expected that its recommendations will help to generate OSH regulations and public policy in the country. It is important to highlight that South-South cooperation between Mexico and Colombia was promoted since the same research is being carried out in Mexico; and several researchers from both countries collaborated implementing the ILO methodology (based on Convention 161) to develop the study.</p>	<p><i>Project Outputs 1.6 and 2.5</i></p> <p>The project and COHEP signed an implementation agreement to support and promote OSH actions in the coffee sector. This agreement made possible the creation of a virtual health and safety (OSH) resource center hosted on the COHEP website. It also promoted the adaptation to Honduras and the implementation of a guide for employers and workers for the notification, registration, reporting and prevention of occupational accidents and diseases, and a methodology for hazard identification and risk assessment.</p> <p>COHEP then designed the virtual course that included guidelines and a web application of the hazard identification methodology. Subsequently, a virtual training of trainers course was implemented in coffee farms belonging to ADECAFEH and IHCAFE. The methodologies were then implemented in coffee companies belonging to the Association of Coffee</p>
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		<p>study for the possible ratification of ILO Convention 187, requested of the Project by the Secretariat of Labor. In turn, this feasibility study served as input for the discussions that the Government of Mexico and employers' and workers' organizations held at the ILC in June 2022, where OSH was established as a fundamental labor principle and right.</p> <p><u>COVID</u></p> <p>A COVID-19 prevention and mitigation guide for the agricultural sector was prepared and disseminated nationally and internationally in Spanish, English and French. The guide was adopted as an official document by the Government of Mexico and distributed by the Secretary of Agriculture to all actors in the agricultural supply chain in Mexico. The guide is accompanied by videos and radio spots to ensure that the messages reach all workers in the field. In coordination with AHIFORES, the Project continued to support the wider dissemination of the</p>	<p><u>COVID</u></p> <p>With the support of the Colombian Safety Council, a virtual course entitled "Occupational Safety and Health Management to face the pandemic" was carried out. Its contents were organized in five key modules: i) basics and generalities of COVID-19, ii) management of the SARS CoV2 biological risk in the workplace, iii) prevention and control measures in the community, iv) agriculture in the face of the COVID 19 pandemic, and v) trade union organizations and their role in OSH in the face of the pandemic.</p> <p>The first phase was carried out with agricultural technicians and extension workers, members of FNC organizations and cooperatives. The course was also given to labor inspectors from SUNAFIL of Peru. By the end of 2020, the course had also been offered to officials from the Ministry of Labor, actors in the coffee value chain and the palm</p>	<p>Exporters of Honduras. In addition, COHEP developed audiovisual material (radio spots and a video) and educational posters to promote OSH in the agricultural sector.</p> <p>In April 2022, the Project signed a new implementation agreement with COHEP to implement the ILO's OSH and productivity methodology for small enterprises, WISE. Representatives from COHEP participated in the training of trainers course for that application. These trainers, in turn, supported the training of medium-sized companies, five coffee cooperatives and six other companies in other sectors. The classroom training also included three technical visits to companies over four months to help implement the company's OSH improvement plans agreed upon at the workshop.</p> <p>IHCAFE requested ILO support to strengthen the capacity of its OSH training technicians, especially ESCAFE technicians and</p>
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			<p>agricultural guide.</p> <p>In addition, in coordination with AMECAFE and ANICAFE, five OSH protocols on COVID-19 prevention and mitigation were developed. The protocols cover all safety and health risks in the coffee value chain, including biological risks generated by COVID-19. It contains mitigation and prevention measures in accordance with the Mexican legal framework.</p> <p>Five virtual courses were developed to help introduce OSH protocols to all relevant actors in the value chain. Five 15 to 20 minute videos were produced covering the following links in the value chain: (i) primary production of coffee processing; (ii) wet and dry processing at the farm and industrial levels; (iii) commercialization of coffee processing; (iv) industrialization of processing at different levels, from whole bean to sale of coffee beans; and (v) cupping and sale in coffee shops. The platform used by the Project to deliver the course belongs to the</p>	<p>sector. In early 2021, the process of further delivery of the course continued and was extended to participants from labor risk insurers, participants from the government of Cundinamarca and participants from the CTC.</p> <p>With the onset of the pandemic an alliance was formed with the FNC to raise awareness among workers in the coffee sector on how to mitigate the risks of COVID-19. This was done through a strategy called "My farm, my home and treasure", which included 4 radio spots and 10 radio soap operas. The dissemination was supported by the FNC and the Ministry of Labor. This material was disseminated through 70 radio programs in the different coffee producing regions, reaching 541,000 families in the sector. Additional funds from the Colombian Ministry of Labor supported this activity. In 2022, thanks to the success of the radio soap opera, 5 additional chapters were recorded and broadcast by</p>	<p>producers affiliated with its organization. The ILO initiated discussions with IHCAFE to transfer the ILO's WIND methodology. In parallel, the project produced two normative agricultural manuals for Honduras: one for trainers and one for producers, to be part of the training. A WIND virtual training for trainers course was then carried out in Honduras, with 61 technicians from IHCAFE and technicians from employers' and workers' organizations and the Ministry of Labor. IMSS assigned officials to accompany IHCAFE to administer the platform and provided technical advice to IHCAFE to acquire a similar platform. Specifically, IMSS supported ESCAFE, IHCAFE's training school, to develop new training technologies.</p> <p>Thanks to the success of the first phase of WIND training, the head of labor inspection of the Honduran Ministry of Labor requested the project and IHCAFE to extend the training to all inspectors in the country. Thus, the second</p>
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			<p>PREVENCIONAR organization. The protocols and the course were launched by AMECAFE and ANICAFE to all actors in the value chain.</p> <p>In September 2022, IMSS updated the five virtual courses against COVID-19, placing them on its virtual training platform and taking ownership of their dissemination and asynchronous administration.</p>	<p>radio stations working with the FNC.</p>	<p>phase of training of trainers in the WIND methodology began, which was managed exclusively by ESCAFE-IHCAFE and trained inspectors from all over the country and technicians belonging to coffee cooperatives. In November 2021, the third phase of WIND training began, which is face-to-face and aimed at reaching direct beneficiaries, i.e. smallholder farmers. ESCAFE trainers were in charge of teaching the methodology and ESCAFE used its educational infrastructure to reach five coffee-growing departments in the country (Santa Bárbara, Copán, Cortes Yoro, El Paraíso and Comayaguam Olancho).</p> <p>Finally, in coordination with IHCAFE and IWCA, the radio soap opera that the project developed in Colombia in 2020 was adapted to Honduras. The radio soap opera with Honduran actors was launched in September 2022 on Radio America.</p> <p><u>COVID-19</u></p>
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					and iv) prevention and mitigation in agriculture. The project provided scholarships to IHCAFE affiliates.
2,3					

VZF global Output	ALC Project Output	Global /ALC	MEXICO	COLOMBIA	HONDURAS
3,1	3.1 y 3.2	<p><i>Project Output 3.1</i></p> <p>In collaboration with the VZF Secretariat, the Project compiled all the guidelines, protocols, case studies and methodologies validated in various interventions in Mexico, Colombia and Honduras. As a result, the first occupational health and safety toolbox for the global coffee chain was designed and published, consisting of 20 instruments, 19 from the Project and one from the VZF project in Laos.</p> <p>Once this toolbox was published, it was sent to all</p>	<p><i>Project Outputs 3.1 and 3.2</i></p> <p>IMSS requested permission from the ILO to include WIND in its training curriculum. The project adapted the existing WIND methodology to include a new section on biohazards from COVID-19. In the end, two manuals were published: one for participants and one for trainers. Manuals for trainers and agricultural producers on the OSH regulatory framework were also developed and published. Using the new manuals, in January 2021, a virtual training course for trainers (WIND) was provided to IMSS OSH technicians, technicians from the</p>	<p><i>Project Output 3.1</i></p> <p>The development of a Methodology to identify OSH hazards and assess risks in the coffee sector was included in the framework of the agreement signed with the Ministry of Labor.</p> <p>The project has also implemented the virtual module for training of trainers at the FNC and is providing technical assistance on OSH to coffee growers. The courses were developed for four regions of the country (Caldas, Quindío, Risaralda and Nariño). In addition, the FNC shared this training of trainers course with the IHCAFE of Honduras and AMECAFE of Mexico, thus</p>	

	<p>Project partners in the three countries and regional and global organizations, which constitute more than 500 actors (national organizations, NGOs, global platforms, multinationals and companies) in the global coffee chain. The toolbox was presented at the global event in December 2021.</p> <p>In September 2022, the Project, in coordination with the ILO International Training Center, completed the preparation of a free, virtual and asynchronous 9-hour course on the WIND methodology (OSH and Productivity for Smallholder Farmers). The objectives of the study are to certify future trainers to continue scaling the method not only in Latin America but worldwide and to strengthen the Project partners that implemented the methodology and have it as part of their business development services (IHCAFE, AMECAFE; IWCA of Colombia and Mexico; IMSS; SADER). The course in English and Spanish is</p>	<p>Ministry of Labor and other invited specialists.</p> <p>In March 2021, the second part of the virtual train-the-trainer course (WIND) was implemented for SADER technicians, employer organizations such as AMECAFE and AHIFORES, and personnel from USDOL-funded NGOs working in agricultural supply chains in Mexico such as Verité and World Vision. In June 2021, in coordination with IMSS, SADER and AMECAFE, the project began the third phase of WIND training, this time face-to-face due to the lifting of restrictions by COVID-19. As a result, a strategy was proposed to provide these courses in 8 coffee farms in Chiapas, Veracruz and Oaxaca. SADER and IMSS designated two trainers (trained in the previous virtual process) to accompany the lessons. These organizations assumed the costs of assisting the trainers.</p> <p>The Project took advantage of one of the WIND training workshops held at the "La Concordia" coffee farm in the State of Oaxaca to invite the partners to this farm to demonstrate in the field the application of training processes</p>	<p>promoting SSC among coffee organizations in the region in the area of OSH. . In July 2022, the course was adapted to reduce the number of hours and make it easier for coffee growers. To this end, the virtual course was structured in two modules. Module 1: My farm, a safe environment (10 hours) and Module 2: My farm is a healthy environment (10 hours).</p> <p>The Project also supported the VZF Secretariat in preparing a study in Colombia to measure the impact of COVID-19 on the coffee chain. In March 2022, the Project continued with the implementation of its gender-focused strategy in Colombia, using the study developed in Mexico as a reference. With the support of the IWCA in Colombia and CRECE, a case study was carried out on the OSH profile of Colombian coffee women, adapting and applying the tools developed in Mexico.</p> <p>In June 2022, the Project developed an occupational safety and health training program with a large coffee buyer in Colombia (COLCAFE) and members of the Nutresa group in Colombia through the implementation of the ILO SOLVE methodology. The</p>	
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		<p>available on the ILO International Training Center platform.</p>	<p>that the project had managed to promote as public policy. This mission was attended by tripartite actors from COCONASST, representatives of the Ministry of Agriculture and IMSS, the US labor aggregation in Mexico, as well as the FAO representative. Also in attendance were coffee stakeholders and local authorities (from the Ministry of Agriculture). During this mission, the stakeholders signed the Pact of Concord, which was presented by the Project at COCONASST in December 2021.</p> <p>In coordination with AMECAFE, IWCA and its Mexican chapter, and PREVENICIONAR, an OSH training program was developed for women workers in the coffee value chain. The program had four main components: (i) to form a network of trainers in the main coffee states of Mexico, prioritizing technicians from organizations affiliated to the IWCA, especially women's cooperatives (ii) to the implementation of small OSH programs in women's cooperatives by the same trainers; (iii) face-to-face training of small producers affiliated to women's cooperatives in the states of Veracruz, Hidalgo and Puebla; and (iv) gathering</p>	<p>success of the implementation allowed for a complementary workshop with the OSH technical committee of the most important employers' organization in Colombia, the AND</p> <p>In August 2022, in collaboration with the ILO International Training Center, the project launched a virtual course for chemical risk management in the agricultural sector, which has 4 modules and 6 hours of duration.</p> <p>The Project also completed the development of 10 radio soap opera episodes to promote OSH issues in the coffee value chain in collaboration with the FNC. The Federation is responsible for disseminating the chapters throughout the country and throughout the coffee value chain through various radio stations associated with the coffee organization. Other strategies proposed in Colombia focused on preparing an educational video called "My Farm, a healthy and safe environment", which focuses on the identification of hazards, determination of controls, safe work standards, emergency preparedness and response, the use of tools and equipment, and the handling,</p>	
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			<p>information to generate a profile of women coffee workers and producers in Mexico on their socio-demographic and labor situation, as well as their OSH status.</p> <p>The case study "Women coffee producers in Mexico, a case study of their occupational safety and health conditions" was published in English and Spanish in November 2021. The case study was presented at the Latin American coffee summit in Veracruz, Mexico, in November 2021, specifically at the Women in Coffee Forum organized by the Mexican chapter of the IWCA. The work developed by the Project allowed the VZF Secretariat to sign an agreement with the IWCA at the global level to continue expanding OSH activities with women in different coffee growing countries. In May 2022, the same methodology was replicated in Colombia in coordination with the Colombian chapter of the IWCA.</p> <p>As part of its Chiapas brand initiative, the Ministry of Economy and Labor of Chiapas requested the ILO to transfer the WISE methodology to form part of its technical assistance offer to state-</p>	<p>transport and storage of chemicals.</p> <p>As a result of the OSH studies and training processes in Colombia, the opportunity arose to train coffee growers throughWhatsApp. For this purpose, a course was developed that includes four modules. The methodology is based on episodes of radio soap operas and specific podcasts designed for each module. The activity was developed with coffee growers and producers linked to the FNC, achieving the participation of 100 people, who will retake the course in 2023, led by the FNC and with financing from the Colombian Ministry of Labor, to generate sustainability and scaling of the training.</p>	
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			<p>owned companies. The transfer of the methodology began with on-site training of trainers and implementation of the methodology with the companies. Participants included speakers from the Ministry of Economy and Labor, the Ministry of Agriculture, the Ministry of Health, unions such as CROC and CROM, employers' organizations such as COPARMEX and the Council of Industrialists, the Jalisco Chambers of Commerce (CCiJ), and the Chiapas Coffee Institute (INCAFECH). At the international level, representatives of COHEP, the FNC and the Ministry of Labor of Ecuador participated.</p>		
3,2					
3,3					

Annex 3m. Contribution of the Vietnam Project to the VZF Outcomes.

Outcomes / VZF Outputs	Contribution of the Vietnam Project
Outcome 1 - Output 1.1. Improved knowledge and information on OSH and GSCs at global, regional and/or national level.	<ul style="list-style-type: none"> • Comprehensive assessment of drivers and constraints for OSH improvement in the Vietnamese coffee supply chain. • Development of OSH training material for coffee farming and coffee processing facilities: (i) OSH training and action checklist according to the WIND methodology developed by the ILO; and (ii) training for extension workers and farmers on OSH in coffee farming and for coffee processing enterprises. These training materials are officially institutionalised as an integral part of the NSC for Robusta for Vietnam. • Mapping OSH conditions in small coffee processing enterprises in Dak Lak, Dak Nong and Lam Dong • Survey on OSH practices in coffee cooperatives, implemented by the VCA.
Outcome 1 - Output 1.2. Increased industry and/or global, regional and/or national commitment to improve compliance with OSH standards in selected GSCs	<ul style="list-style-type: none"> • Provided technical input to the development of a voluntary Code of Conduct on environmentally responsible business practices for the coffee supply chain in Vietnam, • OSH awareness materials were developed, including posters, leaflets and banners, and a promotional campaign with OSH messages was implemented in key coffee growing districts.
Outcome 2 - Output 2.1: Improved capacity of practitioners and/or policy makers to collect and analyse OSH data.	<ul style="list-style-type: none"> • The tool "Reporting, Recording and Notification of Occupational Accidents and Diseases", developed by LABADMIN / ILO-OSH, has been tested in coffee workplaces. • A study on coffee farmers' access to social protection and occupational health services was prepared to help MOLISA analyse how to extend social protection to informal workers in the coffee sub-sector.
Outcome 3 - Output 3.1: Improved capacity of employers, workers and service providers to promote OSH in the workplace.	<ul style="list-style-type: none"> • Training actions have been carried out to improve the capacities of employers, workers and service providers to promote OSH in the workplace. • OSH training in coffee processing was provided for OSH specialists from DOLISAs in Dak Lak, Dak Nong and Lam Dong, relevant staff from coffee sector associations; chain support organisations; and companies. • Training was organised to increase awareness and capacity to promote OSH practices for cooperative staff in Lam Dong and Dak Lak provinces. • Farmers/agricultural workers have been trained in OSH based on the ILO WIND methodology.

Source: TPR of the Project

Annex 3n. Main advances in VZF outcomes and main contributions of the Projects in Latin America and Vietnam to these advances.

Outcomes of the VZF	Main developments in VZF outcomes	Main contributions of the Projects in Latin America and Vietnam
Outcome 1	Enabling environments for promoting OSH in GSCs in VZF project countries and at regional and global levels were strengthened through the generation and dissemination of targeted research and knowledge, awareness raising and the establishment of strategic partnerships. Assessments of the drivers and constraints for OSH improvements in specific GSCs enabled VZF teams to develop and implement context-appropriate intervention models that respond to stakeholder needs. Progress was also made through the promotion of multi-stakeholder tripartite dialogue at different levels through the collective action model.	The contributions of the interventions in Mexico, Colombia, Honduras and Vietnam to the progress of outputs 1.1 and 1.2 are acknowledged and are basically the same as those shown in Annexes 3k and 3l of this Report.
Outcome 2	The capacity of policy-makers and practitioners to collect and analyse OSH data and develop strategies and solutions appropriate to the context has been improved. Projects improved the capacity of labour inspectors on OSH hazards and risks in the garment/textile and agriculture sectors and provided training on OSH inspection techniques. In addition, they provided tripartite training on the improvement and implementation of OSH policies and regulations, promoted ILO OSH Conventions and supported compliance with OSH legal requirements. Finally, the projects improved occupational accident insurance coverage and occupational health services, particularly for vulnerable groups such as migrant workers.	The contributions of the projects in Latin America and Vietnam are acknowledged, with the particularity that the contributions of the interventions in Mexico, Colombia and Honduras (which are basically the same as those shown in Annex 3k of this report) are associated to VZF output 2.1 and not to output 2.2.
Outcome 3	Employers, workers and organisations have been trained in OSH; the dissemination of OSH knowledge by partner organisations to final beneficiaries was supported through training of trainers and the incorporation of OSH principles into training courses; and training and promotion materials for OSH in the workplace were developed and disseminated.	The contributions of the projects in Latin America and Vietnam are acknowledged, with the particularity that the contributions of the interventions in Mexico, Colombia and Honduras (which are very similar to those shown in Annex 3k of this report) are associated not only to VZF output 3.1 but also to output 3.2.

Source: TPR September 2021 and February 2022 of the VZF Secretariat on the "Contribution to the Vision Zero Fund to prevent and reduce workplace fatalities and serious injuries" (GLO/17/53/EUR).

VZF Outcome 1 ("Global and national stakeholders confirm their commitment to OSH by taking action to improve OSH in global supply chains")

Outputs	Contributions from Latin American and Vietnamese Projects
Output 1.1 Improved knowledge and information on OSH and GSCs at global, regional and/or national level.	<ul style="list-style-type: none"> • VZF conducted <u>assessments of drivers and constraints</u> in different countries, including Mexico, Honduras and Vietnam. • <u>Research on OSH and GSCs</u>, including the following in Colombia "Occupational accidents and diseases, perceptions and good practices in

	<p>the Colombian coffee sector" and "Case study on OSH measures adopted to prevent exposure to COVID-19 in the workplace in the global coffee supply chain in Colombia".</p> <ul style="list-style-type: none"> • The VZF produced more than 50 <u>knowledge and training products, including fact sheets, guides, manuals, training modules, checklists, posters and brochures.</u> Among them, in Mexico, Honduras and Colombia it developed a global toolkit on OSH in the coffee supply chain "Improving OSH in the coffee supply chain: a toolkit for action".
<p>Output 1.2 Increased industry and/or global, regional and/or national commitment to improve compliance with OSH standards in selected GSCs.</p>	<ul style="list-style-type: none"> • In different countries, a <u>multi-stakeholder social dialogue was conducted to improve OSH conditions and enhance collaboration.</u> In Mexico, stakeholders identified six intervention models to improve safety and health in the coffee supply chain, and agreed to support their implementation under the Fund's collective action model. In Honduras, national constituents approved four intervention models to address OSH deficits in the country. In Colombia, they discussed whether current OSH regulations (especially safety, health and compensation of rural workers) were fit for purpose and identified barriers, gaps and opportunities for improvement. • VZF promoted <u>OSH awareness and information campaigns in different countries,</u> including Colombia and Mexico. In Colombia, a series of radio spots and episodes of a radio soap opera were developed and broadcast to raise awareness about OSH hazards in the coffee value chain. In Mexico, the project developed communication and awareness-raising materials to promote a culture of OSH prevention among all actors along the coffee supply chain. • <u>Case studies on OSH measures taken to prevent exposure to COVID-19 in the workplace</u> in three countries and GSCs, including in the coffee GSC in Colombia.

Outcome 2. Strengthened system of OSH services, legislation, policy, data availability and compliance in target countries.

Outputs	Contributions from Latin American and Vietnamese Projects
<p>Output 2.1: Improved capacity of practitioners and/or policy makers to collect and analyse OSH data.</p>	<ul style="list-style-type: none"> • Progress was made in <u>improving the capacity of policy makers and practitioners to collect and analyse OSH data,</u> with assessments supported in different countries, including Mexico, Colombia and Vietnam. In Mexico, the project conducted a mapping of occupational health services in the coffee value chain, which resulted in a "Study of the regulation and policy of occupational health services in Mexico", which in turn was used to prepare the first draft of a new standard on occupational health services. In addition, to promote a culture of prevention in the coffee sector in Mexico, the project developed an online platform (Chatbot) that collects OSH data and information on related working conditions. In Colombia, the project organised a tripartite process to improve the design of a national survey to gain a better understanding of coffee workers' OSH practices and perceptions. The project also designed an OSH survey to assess the health and working conditions of the most vulnerable workers in the coffee value chain (temporary or seasonal workers), the outcomes of which were published in the report "Working and health conditions of people engaged in temporary or seasonal activities". In addition, an evaluation of the outcomes of OSH training activities between 2017 and 2019 was conducted and the outcomes were used to improve and scale up their training efforts. In Vietnam, the Project has tested in coffee workplaces the tool "Reporting, Recording and Notification of Occupational Accidents and Diseases", developed by LABADMIN/ILO OSH.

	<ul style="list-style-type: none"> In Mexico, a <u>COVID-19 prevention and mitigation guide</u> for the coffee sector was developed and disseminated nationally and internationally; five OSH protocols were developed to prevent and mitigate the impact of the COVID-19 outbreak in each link of the value chain, from primary production to points of sale; and five virtual courses were developed to help introduce the OSH protocols to all actors in the chain. In Colombia, an e-learning course entitled "Occupational Safety and Health Management to face the pandemic generated by COVID 19" was designed. In addition, an alliance was formed with the FNC to raise awareness among workers in the coffee sector on COVID-19 risk mitigation, through a strategy called "My farm, my home and treasure". In addition, the virtual training course on COVID-19 occupational health and safety management was delivered to participants of the Occupational Risk Management. In Honduras, two guides for the prevention and mitigation of COVID-19 were developed and disseminated, one for agriculture and one specifically for the coffee chain; and a virtual course on OSH and COVID-19 was developed. In addition, an e-learning course on COVID-19 was developed.
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Outcome 3. Workers in global supply chains and selected countries benefit from reduced exposure to OSH risks and improved access to occupational accident insurance.

Outputs	Contributions from Latin American and Vietnamese Projects
Output 3.1 Improved capacity of employers, workers and service providers to promote OSH in the workplace.	<ul style="list-style-type: none"> <u>Training courses on various aspects of OSH</u> were designed and delivered to <u>employers, workers and OSH service providers</u>, resulting in increased capacity to promote OSH and a culture of prevention in different work settings. In Mexico, IMSS incorporated WIND into its training curriculum; training was also provided to OSH technicians from IMSS, the Ministry of Labour and agricultural extension workers. The project in Mexico adapted the current ILO WIND methodology to include a new section on biological hazards arising from COVID-19. In Vietnam, the project developed interventions aimed at improving the awareness and knowledge capacity of coffee farmers and workers (plantation and processing) to mitigate hazards and risks in the workplace and to better understand the link between OSH improvements and productivity. This was done through training based on the ILO's WIND methodology "participatory action-oriented training". The Project also helped partners to organise online COVID-19 prevention trainings.
Output 3.2 Improved mechanisms to promote OSH in the workplace.	<ul style="list-style-type: none"> Progress was made with regard to the <u>establishment and strengthening of OSH Committees</u> in several VZF countries. A <u>training package for trainers in Latin America</u> was developed with the support of the project, adapting relevant ILO OSH methodologies to the agricultural sector. In Mexico, the methodologies were transferred to IMSS and shared with global buyers to enable them to deliver the training directly to coffee producers. In Honduras, the methodologies were also adapted for smallholder farmers and transferred to IHCAFE for further dissemination and use to strengthen the capacity of its OSH staff, in particular ESCAFE trainers and technical specialists and affiliated producers. In Mexico, an <u>OSH training programme was developed for women workers in the coffee value chain</u>. The project conducted an evaluation through a survey that examined the role of women in the coffee sector in Mexico and obtained information on their knowledge and attitudes towards safety and health. The project then adapted the content of the ILO WIND training package to the realities faced by women coffee producers in the country. Finally, the project provided training to master trainers, who in turn provided training to women coffee

	<p>producers.</p> <ul style="list-style-type: none">• In Colombia, <u>a methodology was developed to identify OSH hazards and assess risks in the coffee sector</u>, which helped coffee farmers manage OSH risks; this tool was adapted to other countries in the region, such as Mexico and Honduras. The project also produced an educational video "<u>My Farm, a healthy and safe environment</u>", which focuses on hazard identification, safe work standards, emergency preparedness and response, the use of tools and equipment, and the handling, transport and storage of chemicals. In addition, the project also supported the FNC to develop and implement a virtual OSH course for coffee trainers and technicians.
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Sources: TPR on "Contribution to the Vision Zero Fund to prevent and reduce workplace-related fatalities and serious injuries" (GLO/17/53/EUR) September 2021 (covers the period October 2017 - March 2021) and February 2022 (covers the period October 2020 - September 2021).

Annex 3o. Compliance with the Latin America Project performance indicators

Indicators	Target	Achievement	% Compliance (Achievement / Target)	Means of verification
Specific Objective 1: To develop/strengthen sustainable, safe and healthy working conditions and practices at industrial and enterprise level in coffee value chains in target countries.				
Number of concrete initiatives undertaken by national stakeholders to promote OSH in target countries following project support.	Mexico: 4 Colombia: 4 Honduras: 2	Mexico: 6 Colombia: 4 Honduras: 3	130%	Preparation of studies, tools, reports and documents.
Number of these initiatives that result in safer and healthier working conditions at each level of the value chain.	Mexico: 4 Colombia: 4 Honduras: 2	Mexico: 7 Colombia: 5 Honduras: 4	160%	Preparation of studies, tools, reports and documents.
Specific objective 2: More workers have access to better prevention, protection and compensation of OSH risks through adequate institutional support in coffee value chains in the target country				
Percentage of workers in the agricultural sector in target countries benefiting from institutional OSH coverage	Mexico: 4.1% Colombia: 4.88% Honduras: 0	Mexico: 4.1% Colombia: 4.88% Honduras: 0	100%	National institutions for data collection, social protection and OSH are relevant along the entire value chain.
Specific Objective 3: National, regional and global public and private initiatives, certifications and platforms addressing coffee value chains have improved knowledge and tools to prevent and reduce workplace-related deaths, injuries and diseases.				
Indicator 1: Number of tools (including studies, training packages, etc.) produced with the support of the project disseminated to public and private initiatives, certifications and platforms and other stakeholders.	Mexico: 5 Colombia: 3 Honduras: 1	Mexico: 23 Colombia: 9 Honduras: 9	456%	Preparation of studies, tools, reports and documents.
Indicator 2: Number of public and private initiatives, certifications and platforms reporting improved knowledge following capacity building activities facilitated by the project.	Mexico: 1 Colombia: 1 Honduras: 1	Mexico: 2 Colombia: 2 Honduras: 2	200%	Preparation of studies, tools, reports and documents.

Source: Final Technical Report of the Project.

Note: The fourth column of the Annex (% Achievement) was not explicitly in the Final Technical Report of the Project, but has been calculated by dividing the Achievement column by the Target column.

Annex 3p. Compliance with the outcome indicators of the Vietnam Project (as of 30 September 2022)

Indicators	Target	Achievement (as of 30 September 2022)	% Compliance (Achievement / Target)
Immediate Outcome 1: Global, regional and national enabling environments strengthened for the promotion of safe and healthy working conditions in GSC.			
Number of OSH and GSC initiatives undertaken by VZF in collaboration with other stakeholders	12	10	83%
Number of new or existing structures established or strengthened to improve coordination between organisations in relation to OSH and relevant GSCs through a joint agreement or programme document (Disaggregated by country)	5	4	80%
Number of relevant OSH and GSC related decisions taken by new or existing structures per year	2	0	0%
Number and percentage of stakeholders involved who rate participation in VZF activities as useful to advance the OSH agenda (qualitative aspect to be covered by the qualitative flagship tool)	80%	80%	100%
Immediate Outcome 2: Enhanced legal and policy frameworks to promote and enforce OSH protection, prevention and compensation in selected GSCs.			
Number of pieces of OSH legislation that have enhanced chapters to promote good OSH practices in informal agricultural workplaces	1	0	0%
Number of Strategic Compliance Plans for coffee processing industry	1	0	0%
Immediate Outcome 3: Increased implementation of effective OSH prevention, protection and compensation mechanisms for women and men working in selected GSCs.			
Number of smallholder farmers in the coffee sector who have taken concrete and documented steps to improve OSH	140	0	0%
Number of coffee processing companies (formal sector) that have taken concrete, documented actions to improve OSH	9	0	0%
Number of organisations that extended their services to workers and enterprises, supported by VZF (disaggregated by type of organisation)	3	7	233%
Number of workers trained by partner organisations using VZF methodologies or tools, disaggregated by gender and GSC	300	140	47%

Source: Information provided by the Project Team (Excel file "Vietnam Flagship VZF Project alignment").

Note: The fourth column of the Annex (% Achievement) was not explicitly in the information provided by the Project, but has been calculated by dividing the Achievement column by the Target column.

Terms of Reference (ToR) of the independent cluster evaluation of Vision Zero Fund projects in the global coffee supply chain.

Overview	
ILO Project Codes	<ol style="list-style-type: none"> 1. VNM/20/01/DEU 2. RLA/18/08/EUR
Project Titles	<ol style="list-style-type: none"> 1. “Improving safety and health in cooperation with the public and private sector in the coffee supply chain in Vietnam” 2. “Improving OSH in the coffee supply chain in Latin America”
Contracting Organization	International Labour Organization (ILO)
Funding source/donor	<ol style="list-style-type: none"> 1. European Commission (October 2020 – March 2021) / Federal Ministry of Economic Cooperation and Development (BMZ) 2. European Commission
Project Budget	<ol style="list-style-type: none"> 1. \$ 1,162,058 USD 2. \$ 2,066,388 USD
Project Duration	<ol style="list-style-type: none"> 1. October 2020 – February 2023 2. January 2019 – September 2022
Outcome(s) and CPO	<p>VNM107 MEX152 HND102 COL154</p>
Administrative Units	<ol style="list-style-type: none"> 1. CO-Hanoi 2. DWT/CO-Lima, CO-Mexico
Evaluation Manager	Juan Lutterotti, ILO Office Buenos Aires.
Type of Evaluation	Clustered Independent Evaluation

1. Background

Every day, people die because of occupational accidents or work-related diseases. Each year, at least 1.9 million people die, and 90 million disability-adjusted life years (DALYs) are estimated to be attributable to exposure to 19 major occupational risk factors. Additionally, there's some 360 million non-fatal occupational accidents each year (resulting in more than 4 days of absence of work). The damage to companies and economies is significant. In economic terms, the ILO estimates that almost 4 per cent of the world's annual GDP is lost as a consequence of work-related injuries and diseases.

Against this background, the [Vision Zero Fund](#), an initiative of the Group of Seven (G7) countries and endorsed by the G20, aims at preventing work-related deaths, injuries and diseases in sectors operating in or aspiring to join global supply chains (GSCs). The Vision Zero Fund (VZF) is administered and implemented by the International Labour Organization (ILO) and is part of the ILO's Flagship Programme "Safety + Health for All". Currently, the Fund operates in seven countries (Colombia, Ethiopia, Honduras,

Madagascar, Mexico, Myanmar, and Vietnam) and in three supply chains: garment /textiles, agriculture, and construction.

The Fund implements a model of collective action for safe and healthy supply chains, involving a wide range of stakeholders and resources to address the root causes of the most serious occupational safety and health (OSH) deficits in GSCs. In its strategy, the Fund acknowledges that sustainable and meaningful improvements on OSH in GSCs require the strong commitment, collective action, influence and resources of a wide range of stakeholders, including global companies, employer organisations, national- and transnational- level suppliers, governments in developed and developing countries, international financial and labour organizations, workers and trade unions, civil society, private philanthropy, and development agencies.

The Vision Zero Fund log frame.

The VZF Theory of Change (ToC) contributes to aligning the program with the objectives of ILO's overall flagship programme on Safety + Health for All. The ToC serves to demonstrate the main causal relations and underlying assumptions of the programme, linking together the overall goal of the VZF at impact level with programme outcomes, outputs and inputs. The VZF results framework was subsequently redesigned around three overall outcomes, which were updated following the revision of the Theory of Change that took place in 2021.

Outcome 1: Global and national stakeholders confirm their commitment to OSH by taking action to enhance OSH in global supply chains.

Outcome 2: Strengthened system of OSH services, legislation, policy, availability of data and compliance in targeted countries.

Outcome 3: Female and male workers in targeted global supply chains and countries benefit from reduced exposure to OSH hazards and improved access to employment injury insurance

At global and country levels, these outcomes have been translated into interventions in support of strategic policy objectives (Programme and Budget Outcomes) and Country-Level Outcomes (Country Programme Outcomes) in line with Decent Work Country Programmes (DWCPs).

2. The work of the Fund in the coffee sector

Since 2018, the Fund has been working to improve OSH in the coffee global supply chain. It currently has two active projects:

1. “Improving safety and health in cooperation with the public and private sector in the coffee supply chain in Vietnam” (VNM/20/01/DEU)

Vietnam is the second largest coffee exporter globally (after Brazil)⁴⁵, and the world’s largest producer of Robusta coffee. Coffee is one of the key agricultural export products for Vietnam, which contributes significantly to household incomes. Coffee in Vietnam is primarily produced by smallholder farms (95%). This implies a high degree of informal employment. Of the estimated 1,4 million workers engaged in coffee production, 44% are women, most of them doing unpaid work as household members. A high percentage of workers belong to vulnerable groups, including seasonal workers, ethnic minorities, internal migrants and young workers.

The sector is well organised and receives support by multi-stakeholder initiatives that aim to improve the sustainability of the Vietnam coffee sector, including the Global Coffee Platform (GCP) and the Vietnam Coffee Coordination Board (VCCB). The group of international coffee traders and roasters that source coffee from Vietnam includes, among others: Neumann Kaffee Gruppe, Louis Dreyfus Company, ECOM, Olam, Nestlé, Tchibo, JDE Peet’s and Lavazza.

While the productivity of coffee cultivation in Vietnam is high due to high-yield varieties and elevated production techniques, the coffee sector faces multiple challenges, including climate change-induced coffee plant diseases and unfavourable weather patterns, an overuse of agro-chemicals and water resources, and labour shortage. Knowledge and awareness on OSH among coffee workers (in both farming and processing) is still low. There is an overall lack of data on OSH conditions in the workplace, including on occupational accidents and diseases. Coffee farm workers have very limited access to OSH training opportunities. Also, due to their informality, they are not protected against the consequences of workplace accidents and diseases through occupational accident and disease insurances.

The project follows the overall VZF logical framework and aims to reduce the exposure of workers to OSH hazards in the coffee supply chain in Viet Nam. The project’s outcomes and outputs are as follows:

Outcome 1: Strengthened regional and national enabling environments for the promotion of safe and healthy working conditions in the coffee supply chain.

Output 1.1: Improved knowledge and information on OSH in the Vietnamese coffee supply chain.

⁴⁵ Export value Vietnam 2019: \$ 2,7 billion (export value Brazil 2019: \$ 5,1 billion); export volume Vietnam 2019: 27,4 million 60 kg bags (export volume Brazil 2019: 40,7 million 60 kg bags); Coffeobarometer 2020.

Output 1.2: Enhanced industry- and regional and national commitment to improve compliance with OSH standards in the coffee sector, incl. through south-south collaboration activities between VZF projects working in the coffee supply chain.

Outcome 2: Improved legal and policy frameworks to promote and enforce OSH protection, prevention and compensation in the Vietnam coffee supply chain.

Output 2.1: Improved capacity of practitioners and/or policy makers to collect and analyze OSH data.

Output 2.2: Improved capacity of policy makers and/or practitioners to enhance and enforce OSH.

Output 2.3: Improved capacity of policy makers and/or practitioners to enhance access of workers to compensation mechanisms and occupational health services.

Outcome 3: Increased application of effective OSH prevention, protection and compensation mechanisms for women and men working in the coffee supply chain.

Output 3.1: Improved capacity of employers and workers to promote OSH in the workplace (in farms, transportation, coffee processing facilities).

Output 3.2 Improved mechanisms to promote OSH at the workplace.

It consists of two phases: 1) inception phase (October 2020 – March 2021), and 2) implementation phase (April 2021 – February 2023). During the inception phase, the project prepared and implemented a comprehensive assessment of OSH drivers and constraints in the Vietnam coffee supply chain, established cooperation and dialogue with project key stakeholders and designed project interventions in a participatory manner. The implementation phase focuses on the implementation of the work plan and the development and testing of products and processes that promote sustainability and replication of good OSH practices in other agricultural sub-sectors.

The project started in October 2020 and will end late February 2023 (duration: 29 months). It is funded by the European Commission (October 2020 – March 2021) and the Federal Ministry of Economic Cooperation and Development (BMZ), Germany (April 2021 – February 2023). It is implemented in alignment with the [Vision Zero Fund Strategy](#) (2019 – 2023) and contributes to the VZF Global indicator list, which is aligned with the indicators of the ILO's Flagship Programme "Safety + Health for All".

The VZF project office is located in Ho Chi Minh City (HCMC). The geographical focus of the project is Lam Dong and Dak Lak provinces. They are part of the Central Highlands, Southern Vietnam, where most of the country's coffee is produced.

The project's main implementation partner and beneficiary is the Vietnam Chamber of Industry and Commerce (VCCI), Ho Chi Minh City (HCMC) branch. Other project partners and beneficiaries include:

Ministry of Labour - Invalids and Social Affairs (MOLISA), Department of Labour, Invalids and Social

Affairs (DOLISA), Lam Dong province, Viet Nam Cooperative Alliance (VCA), Viet Nam General Confederation of Labour (VGCL), Ministry of Agriculture and Rural Development (MARD), Department of Agriculture and Rural Development (DARD), Lam Dong province, The National

Agriculture Extension Center (NAEC), Viet Nam Coffee – Cocoa Association (VICOFA), The Global Coffee Platform (GCP).

The end beneficiaries are all workers involved in the coffee supply chain of Viet Nam.

2. “Improving OSH in the coffee supply chain in Latin America” (RLA/18/08/EUR)

Latin America is a large source of coffee production globally. Colombia, Mexico and Honduras were in 2020 among the ten leading coffee producers and exporters in the world⁴⁶. However, there is a wide range of risks for farmers and workers when producing coffee. Farmers are often unaware of the OSH risks and lack the knowledge to prevent and mitigate work-related illnesses and accidents. Besides impacting on the safety and health of workers, OSH risks also impact business profitability as more consumers are becoming increasingly concerned with the social and environmental conditions of coffee production.

This project is funded by the European Commission and aims to reduce the exposure of female and male workers in the coffee GSC to occupational safety and health (OSH) hazards at the workplace in three of the most important coffee producing countries: Colombia (the world’s third-largest producer), Mexico (twelfth-largest producer) and Honduras (fourth-largest producer).

The project started in January 2019 and had an initial duration of 36 months. However, considering the various delays in implementation caused by the COVID-19 pandemic, the European Commission granted an eight-months no-cost extension in December 2021. As a result, the project’s initial end date was changed from February 2022 to September 2022. It is implemented in alignment with the Vision Zero Fund Strategy (2019 – 2023) and contributes to the VZF Global indicator list, which is aligned with the indicators of the ILO’s Flagship Programme “Safety + Health for All”.

Specific objective 1: Sustainable safe and healthy working conditions and practices at industry and enterprise levels in coffee value chains in target countries are developed/ reinforced.

Output 1.1.: In Colombia, there is an increased effectiveness, outreach and replicability of training activities on OSH developed and piloted by the Colombian National Federation of Coffee growers.

Output 1.2.: In Mexico, intervention models are adopted to inform country and enterprise level activities.

Output 1.3.: In Colombia and Mexico, evidence is generated on the business case for OSH at coffee farm level, with clear linkages to output 2.2 on recording of incidents, accidents and diseases at workplace level.

Output 1.4.: In Colombia and Mexico, national plans to improve the safety and health of temporary coffee workers are adopted.

⁴⁶ World Economic Forum, 2020. ([Link](#))

Output 1.5.: Vulnerability profiles are identified in the coffee value chain as part of the broader study conducted under output 2.4 in another sourcing country of the global coffee value chain.

Output 1.6.: Capacities of relevant value chain actors of selected sourcing country are strengthened to promote safe and healthy working condition in this sector, mobilizing expertise from Colombia and Mexico as needed (activities under this output are linked to and reported output 2.5.).

Specific objective 2: More workers have access to improved prevention, protection and compensation from OSH hazards and risks through adequate institutional support in coffee value chains in target countries.

Output 2.1: In Colombia, recommendations are made to adapt the legal, policy and institutional frameworks so as to ensure effective health and compensation coverage of rural workers with due consideration of gender aspects.

Output 2.2.: In Colombia and Mexico, comprehensive, reliable and disaggregated data and information on OSH practices, perceptions and outcomes related to the coffee value chain are available.

Output 2.3.: In Colombia and Mexico, recommendations are made to institutions present in coffee-producing regions in order to review/adjust national OSH programmes.

Output 2.4.: Intervention models for safety and health improvement in coffee value chain in a selected Latin American coffee sourcing country are adopted to inform country, enterprise and wider global value chains level activities.

Output 2.5.: Capacities of relevant institutions of selected Latin American sourcing country are strengthened to promote safe and healthy working condition in this global value chain, mobilizing expertise from Colombia and Mexico as needed.

Specific objective 3: Public and private initiatives, certifications and platforms at country, regional and global levels dealing with coffee value chains have improved knowledge and tools to prevent and reduce workplace-related deaths, injuries and diseases.

Output 3.1.: Knowledge products compiling evidence generated at country level are available and feed the evidence base on coffee workers' safety and health prevention, protection and compensation, on the basis of the evidence gathered in specific objectives 1 and 2.

Output 3.2.: Capacity building materials tailored to the coffee value chain are produced.

Output 3.3.: The capacity of relevant institutions in operating countries with high potential for synergies to build internal capacities on OSH in value chains (analysis, intervention design, financing) as part of plans and policies to reinforce the competitiveness of rural value chains is strengthened through a forum involving different parts of the coffee supply chain.

Output 3.4.: Global platforms, including global buyers and private compliance initiatives as well as relevant sister agencies at the global and regional level are engaged on the importance of OSH in coffee value chain.

The direct beneficiaries are government agencies and other entities responsible for OSH implementation, OSH data collection, and policy and institutional development; labour inspection; employers' and workers' organisations; international buyers, multinational corporations and brands in the coffee GSCs; factories and companies ("workplaces"), notably those in the coffee GSCs in Mexico, Colombia and Honduras; public and private researchers working on the coffee GSCs and/or the field of OSH. The beneficiaries by country and type are:

Mexico: Secretariat of Labour and Social Security of Mexico (STPS), Mexican Social Security Institute (IMSS); Secretary of Agriculture (SADER); Mexican Association of the Coffee Production

Chain (AMECAFE), National Association of the Coffee Industry (ANICAFE), Confederation of Industrial Chambers (CONCAMIN), Employers' Confederation of the Mexican Republic (COPARMEX), Mexican Confederation of Workers (CTM), Revolutionary Confederation of Workers and Peasants (CROC), Regional Confederation of Mexican Workers (CROM), National

Union of Workers (UNT); National Peasant Confederation (CNC); International Women's Coffee Alliance (IWCA, Mexico Chapter); The National Centre for Research, Innovation and Technological Development of Coffee (CENACAFE); and Secretariat of Economy and Labour of Chiapas.

Colombia: Ministry of Labour; Ministry of Agriculture and Rural Development; Ministry of Health; National Federation of Coffee Growers (FNC); National Association of Entrepreneurs of Colombia (ANDI); Unitary Central of Workers of Colombia (CUT); Confederation of Colombian Workers (CTC); General Confederation of Labour (CGT); International Women's Coffee Alliance (IWCA, Colombian Chapter); Miguel Mejia Foundation; and Colombian Security Council.

Honduras: Secretary of Labour and Social Security (STSS), Honduran Council of Private Enterprise (COHEP), Honduran Coffee Institute (IHCAFE), National Coffee Council (CONACAFE), General Central of Workers (CGT), Confederation of Workers of Honduras (CTH), Unitary Confederation of Workers of Honduras (CUTH).

Global: International Women's Coffee Alliance (IWCA).

The ultimate beneficiaries of the project are male and female workers at risk of suffering injury or disease from work related exposures during their working life.

2.1 Links with the ILO, National Development Frameworks and the SDGs.

Vision Zero Fund projects in the coffee supply chain are part of the ILO's "Safety and Health for All" Flagship Programme⁴⁷ and are fully aligned with the ILO Strategic Policy Framework and Programme and Budget, its Programme of Action 2017-2021 on Decent work in Global Supply Chains, and relevant ILO Decent Work Country Programmes.

Under the ILO Programme & Budget 2022-2023, the VZF directly contributes to Outcome 7 "Adequate and effective protection at work for all". In particular, the projects work towards the realization of output 7.2 "Increased capacity of Member States to ensure safe and healthy working conditions" and its indicator "Number of Member States with national OSH policies and programmes, accompanied by institutional frameworks, addressing specific risks".

Both projects are fully aligned with the 2030 Agenda for Sustainable Development. The implementation of the VZF Strategy is expected to contribute to the achievement of the following United Nations' Sustainable Development Goals: SDG 3 (to ensure healthy lives and promote well-being for all at all ages) and SDG 8 (to promote inclusive and sustainable economic growth, employment and decent work for all – in particular Target 8.8, to protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment).

The project in Vietnam is linked to the following Country Programme Outcome (CPO) for 2022-2023: VNM107 "Decent work opportunities increased through integrated approaches to compliance and workplace innovation applied at sectoral and workplace level" (Outcome 2.3, draft DWCP for the period 2022-2026⁴⁸).

Through the Outcomes and Priorities of the DWCP, the project also contributes to the United Nations Sustainable Development Country Framework (UNSDCF) for Vietnam and Vietnam's Socio-Economic Development Strategy (2021-2030) which contribute to all 17 SDGs.

The project covering Colombia, Honduras and Mexico is linked to the following Country Programme Outcomes (CPOs) per country for 2022-2023: for Mexico, CPO MEX152 "Improved occupational safety and health in supply chains, and labour inspection at the federal and state level managed more effectively"; Honduras HND102 "Increased health and safety resilience of constituents to COVID-19 and at the workplace level in the trade and maquila sectors", and Colombia COL154 "Labour administration and inspection system is strengthened to promote compliance with labour standards at the workplace."

⁴⁷ ILO's "Safety and Health for All" Flagship Programme [website](#).

⁴⁸ The new DWCP for Vietnam is still in draft stage. It is currently being reviewed by the ILO's tripartite constituents.

Also, in Colombia, Honduras and Mexico the project contributes per country to the United Nations Sustainable Development Country Framework (UNSDCF) as well.

2.2 Gender equality, disability inclusion and other non-discrimination concerns

Projects' activities are being implemented with due consideration of gender equality and disability inclusion. As part of the assessments of drivers and constraints for OSH improvement in the coffee value chain, the projects analysed differences of exposure to work-related hazards and risks between women and men. Also, training and other data, collected for internal monitoring purposes, differentiate between female and male participation in project activities, and identify the migrant status of workers, where relevant. In some cases, women or gender-specific activities were also implemented.

Across interventions, the projects followed ILO guidelines for gender mainstreaming in OSH, the ILO Action Plan for Gender Equality (2018-2021) and the 'Gender Guidance for VZF projects' brief – an internal guidance document for VZF project managers.⁴⁹ These documents aim to assist project implementers in adopting gender-sensitive approaches and mainstreaming gender into all activities with the goal of improving OSH conditions in the workplace for both women and men effectively. They explain how to integrate gender issues into the analysis, formulation and monitoring of policies, programmes and preventive measures in order to reduce inequalities for women and men in OSH.

3. Purpose, scope objectives and clients of the evaluation

The evaluation aims to review and assess progress and achievements of the above-mentioned projects against its planned outcomes and outputs by using OECD/DAC evaluation criteria (relevance, validity of the design, effectiveness, efficiency, impact and sustainability) and make recommendations for projects' improvements, as well as for the improvement of the Fund's overall approach to the coffee supply chain. Also, the evaluation will assess whether and how unexpected factors, especially the COVID-19 pandemic, have affected project implementation, and whether projects have effectively addressed these unexpected factors. The evaluation will contribute towards organizational learning and aims to document lessons learned and emerging good practices. Depending on findings, recommendations shall also include design ideas for potential second project phases at country level, expansion of the Fund's work in the coffee supply chain to other countries and/or a global project under design.

Approach

The [ILO Evaluation Policy](#) positions evaluations as learning and accountability exercises. It follows the OECD/DAC quality standards in defining the scope of the evaluations. In addition, it also advocates for considering the normative, social dialogue mandate and inclusion related mandate of the ILO in evaluations. The evaluation policy also calls for approaches that can provide more strategic and institutional level learning rather than taking a fragmented, localised approach to evaluations. The evaluation will therefore adopt a "clustered" approach, which is defined as: An evaluation covering an envelope of evaluations of projects into a single evaluation on the basis of results or strategic, thematic area (e.g., P&B global policy outcomes) or geographical area or scope (e.g., DWCP countries) - will focus on the interconnectedness

⁴⁹ Available [here](#).

and help joining the dots between projects and organisational achievements and impact. In this case, the rationale for clustering is the fact that:

-
- (i) both projects are part of the same programme (VZF) and hence follow the same results framework; and
 - (ii) both projects work in the same sector/global supply chain.

By clustering these evaluations, it is expected that the primary users will gain insights into the successes and challenges of each project while at the same time information on how to strengthen the Fund's overall approach to the coffee global supply chain that feed into the design and implementation of future VZF coffee supply chain projects.

The evaluation will integrate equality between men and women and non-discrimination, social dialogue and international labour standards in a transversal way in all its results and processes. It should be addressed in accordance with [EVAL Guidance Note No. 3.1](#) for gender issues and [Guidance Note No.4.5](#) to ensure stakeholder participation.

Scope. For Vietnam, this cluster evaluation will be the mid-term evaluation of the project, it will cover six months Inception Phase (October 2020 to March 2021) and 10 months of the project's Implementation Phase (April 2021 to May 2022). As such, the evaluation will take a constructive, forward-looking approach so that the findings from the evaluation can be used by the Vietnam project for improvements during the rest of the project period and to identify emerging good practices and lessons learned. For Colombia, Mexico, and Honduras, this cluster evaluation will be the final evaluation of the project. It will cover all activities since its inception in February 2019 to date.

It is proposed to conduct the evaluation between May and July 2022. Its scope will cover all interventions implemented so far under the projects' outcomes as well as project partners and beneficiaries at all levels (national, provincial, district, local/community). Thematic areas and issues this evaluation shall analyse in particular are multi-stakeholder engagement with focus on collaboration with the private sector; development of synergies with other relevant ILO country projects and support to DWCP priorities (working as ONE ILO); and promotion of sustainability and replicability of project products and processes.

Users. The primary users of this evaluation will be the VZF team (in particular the Secretariat, and the teams in Vietnam, Mexico and Colombia), the LABADMIN OSH Branch, and the VZF Steering Committee (which includes projects' donors). Secondary clients will primarily include ILO constituents (global and in target countries), ILO country offices in target countries, other relevant ILO Departments (SECTOR, SOCPRO), and other interested parties (e.g., G7/G20 countries, potential donors).

Internal users

- Vision Zero Fund Secretariat
- Vision Zero Fund teams in targeted countries
- LABADMIN/OSH Branch, including the "Safety + Health for All" flagship programme.
- Members of the Vision Zero Fund Advisory Committee
- ILO Country Offices in target countries

- Evaluation Office (EVAL), ILO Geneva

External users

Donors

- Federal Ministry of Economic Cooperation and Development (BMZ), Germany
- European Commission DG Employment.

Others

- German Embassy in Vietnam.
- European Union Delegations in beneficiary countries.

Viet Nam

- Vietnam Chamber of Industry and Commerce (VCCI), HCMC branch
- Ministry of Labour - Invalids and Social Affairs (MOLISA)
- Department of Labour, Invalids and Social Affairs (DOLISA), Lam Dong province
- Viet Nam Cooperative Alliance (VCA)
- Viet Nam General Confederation of Labour (VGCL)
- Ministry of Agriculture and Rural Development (MARD)
- Department of Agriculture and Rural Development (DARD), Lam Dong province
- Viet Nam Coffee – Cocoa Association (VICOFA)
- Vietnam National OSH Institute (VNIOOSH)
- The Global Coffee Platform (GCP) Vietnam
- Sustainable Trade Initiative (IDH)
- Private sector coffee supply chain and sustainability experts (incl. from Tchibo, Nestlé, JDE, ECOM).

Colombia

- Ministry of Labour
- Ministry of Agriculture and Rural Development
- Ministry of Health
- National Federation of Coffee Growers (FNC)
- National Association of Entrepreneurs of Colombia (ANDI)
- Unitary Central of Workers of Colombia (CUT)
- Confederation of Colombian Workers (CTC)
- General Confederation of Labour (CGT)
- International Women's Coffee Alliance (IWCA, Colombian Chapter)
- Miguel Mejia Foundation • Colombian Security Council.

Honduras

- Secretary of Labour and Social Security (STSS)
- Honduran Council of Private Enterprise (COHEP)
- Honduran Coffee Institute (IHCAFE)

- National Coffee Council (CONACAFE)

Mexico

- Secretariat of Labour and Social Security of Mexico (STPS)
- Mexican Social Security Institute (IMSS)
- Secretary of Agriculture (SADER)
- Mexican Association of the Coffee Production Chain (AMECAFE)
- National Association of the Coffee Industry (ANICAFE)
- Confederation of Industrial Chambers (CONCAMIN)
- Employers' Confederation of the Mexican Republic (COPARMEX)
- Mexican Confederation of Workers (CTM)
- Revolutionary Confederation of Workers and Peasants (CROC)
- Regional Confederation of Mexican Workers (CROM)
- National Union of Workers (UNT)
- National Peasant Confederation (CNC)
- International Women's Coffee Alliance (IWCA, Mexico Chapter)
- The National Centre for Research, Innovation and Technological Development of Coffee (CENACAFE)
- Secretariat of Economy and Labour of Chiapas

4. Evaluation approach and questions

The conceptual framework on which this evaluation will be developed is that of the [ILO's Policy Guidelines for Results-Based Evaluation \(4th edition, 2020\)](#). The evaluation will be carried out according to ILO standard policies and procedures and comply with the United Nations Evaluation Group (UNEG) norms and the OECD/DAC evaluation quality standards. The independent evaluation will apply an evaluation framework based on the five principles of a) relevance, b) validity of design, c) effectiveness, d) efficiency, e) impact and f) sustainability.

Suggested key evaluation questions are mentioned below. Given the purpose of the evaluation, the evaluator may suggest additional questions – in consultation with the evaluation manager. Any fundamental changes to the evaluation criteria and questions should be agreed between the evaluation manager and the evaluator and reflected in the Inception Report.

Key Evaluation Questions	
Criteria	Question

<p>Relevance: IS THE INTERVENTION DOING THE RIGHT THINGS?</p>	<p>At global and country level, how relevant is the Fund’s work to the coffee supply chain and its OSH needs?</p> <p>Have the projects been designed and implemented in accordance with constituents’ needs, priorities and capacities, while being mindful of the Fund’s assessment findings and desired outcomes?</p> <p>To what extent did the projects remain flexible and responsive, within their overall scope, to concerns of gender equality, non-discrimination and protection of vulnerable groups (migrants, youth workers)?</p> <p>To what extent did the project's design remain relevant in the context of the COVID-19 pandemic? How were they adapted to respond to the emerging challenges and integrated into ILO response measures at the country level?</p>
<p>Validity of design: HOW WELL DOES THE INTERVENTION FIT?</p>	<p>5. To what extent are the country projects’ design logical and coherent? Are outputs sufficient and adequate to achieve the</p>

	<p>expected outcomes and is the project design based on valid assumptions?</p> <p>Do the projects have indicators and targets for their specific objectives, outcomes and outputs appropriate to what is to be achieved, and do they have an appropriate monitoring system/mechanism to measure progress in achieving outputs and outcomes? Does the monitoring mechanism integrate gender issues in a responsive manner?</p> <p>How well aligned are the project’s objectives and activities with the VZF strategy and programming, as well as to other ILO OSH projects, in particular those of the “Safety + Health for All” flagship programme, and related initiatives (e.g. ILO's Decent Work Programme in Global Supply Chains). Is there evidence of mutual leveraging and complementarity?</p>
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<p>Effectiveness: IS THE INTERVENTION ACHIEVING ITS OBJECTIVES?</p>	<p>To what extent have the projects achieved the desired results (outcomes and outputs)? What were the main internal and external constraints/challenges faced by the projects during implementation? What were the key success factors, and were there any results achieved that were not foreseen in the initial project design?</p> <p>Were stakeholders involved in the implementation of the projects and to what extent has national ownership been ensured? Are they satisfied with the quality of the activities and products delivered?</p> <p>10. Have country interventions been successful in reaching (benefitting) end beneficiaries (vulnerable workers)? Have they all benefited equally from the interventions?</p> <p>What has been the level of exchange between these projects and how have they been able to collaborate given that they are part of a common initiative? To what extent were the Fund's Global Secretariat efforts successful to ensure this collaboration, and how can the Secretariat best support this moving forward?</p> <p>In the case of Vietnam, what is the likelihood of the project achieving its expected results within the established timeframe? What factors should the project take into account in the remaining project period?</p> <p>In the case of the project covering Colombia, Honduras and Mexico, has the multi-country project approach contributed to achieving better results throughout the GSC and promoted South-South cooperation?</p>
<p>Efficiency: HOW WELL ARE RESOURCES BEING USED?</p>	<p>14. Have project resources (including financial, technical, staff, time, and information) been used in an efficient manner? Have</p>
	<p>the projects received adequate support from the relevant ILO Departments, Branches, and country offices?</p> <p>Did the project leverage partnerships (with ILO projects, constituents, national institutions, the private sector and other UN and development agencies) to enhance the project's relevance and effectiveness and to promote OSH in GSCs?</p> <p>How well have project management processes and arrangements worked in delivering project outputs and outcomes?</p>

<p>Impact: WHAT DIFFERENCE DOES THE INTERVENTION MAKE?</p>	<p>What are the project’s long-term effects in relation to strengthening institutions and improving legal and policy frameworks to promote OSH in global supply chains?</p> <p>What changes in capacities and attitudes can be observed in the constituents/counterparts? Is it possible to identify to what extent the project contributed to these results? What is the evidence? Are there unexpected effects? (Both positive and negative) What is the evidence?</p>
<p>Sustainability: WILL THE BENEFITS LAST?</p>	<p>To what extent will the projects have a sustainable impact on addressing OSH in GSCs in a gender-responsive manner?</p> <p>To what extent are the planned results of the projects likely to be durable and can be maintained or even scaled up or replicated by other partners/within the same GSCs in other countries or within the same country into other (similar) GSCs?</p> <p>Do the projects have an adequate exit strategy? What elements should projects consider for a successful exit strategy, so that they can increase the sustainability of their actions after their completion?</p>

While the evaluation report will present the findings in a synthesised and analytical manner, as relevant and necessary, the findings, recommendations, good practices and lessons specific to each of the two above-mentioned projects should be clearly distinguished.

5. Evaluation Methodology

The evaluation will apply an appropriate mix of qualitative and quantitative methods to gather data and information in order to offer diverse perspective to the evaluation and to promote engagement of key stakeholders of the project at all levels during the design, field work, validation and reporting stages. To collect the data for analysis, the evaluation will make use of the techniques listed below (but not limited to). The data from these sources will be triangulated to increase the validity and rigor of the evaluation findings.

The current COVID-19 pandemic restricts mobility for country and field visits to international consultants. In line with these restrictions and given the nature of the interventions (intervention with final beneficiaries), the data collection methodology will combine remote/virtual data collection (evaluation team leader) and field work (evaluation team member).

- Desk review of relevant documents including, but not limited to, the project document, work plans, RBM framework, VZF strategies, progress reports, workshop and mission reports, minutes of stakeholder meetings, DWCPs, any other documents/materials/publications that were produced by the project or project partners, with the support of the project.
- Interviews. In Vietnam, due to the ongoing COVID-19 pandemic, it will not be possible for the evaluator to travel for a field mission and conduct in-person interviews. All interviews

need to be held online⁵⁰. Thus, the application of innovative techniques for the collection of individual and group information through digital technology is required⁸. In the LAC project, a hybrid approach will be held, combining face-to-face interviews while maintaining social distancing with remote interviews with key actors.

Actors to be interviewed:

- ILO-internal, including: the project team in Vietnam, Mexico, and Colombia, staff of the CO Vietnam, Mexico and Colombia, the VZF Secretariat in Geneva, LABADMIN OSH specialists supporting the projects' implementation, key staff of relevant ILO TC projects that the project cooperates with, DWT specialists in ROAP.
- National and international project stakeholders, including members of the PAC, implementing partners and other stakeholder representatives at national and provincial levels, private sector, multi-stakeholder initiatives, direct beneficiaries.
- Donor representatives: Germany/BMZ, EC DG- EMP and EUD representatives based in the targeted countries.

A tentative list of persons to be interviewed will be prepared by the VZF project team and discussed with the evaluator.

At the end of the data collection phase, preliminary findings of the evaluation shall be presented to the donor representatives at global level in an online meeting.

6. Main deliverables

The evaluator is requested to deliver the following outputs:

Deliverable 1: Inception Report, 7 calendar days after contract initiates.

The evaluator will draft an inception report of no more than 15 pages upon the review of the available documents and initial discussions with the VZF teams, relevant ILO officials, and/or technical specialists. The inception report will include, among others, a description of the methodology to be used, the evaluation questions matrix, data collection techniques, evaluation tools and the evaluation schedule.

The inception report will be prepared according to the [ILO Evaluation Checklist 4.8 "Writing the inception report"](#) and will be approved by the evaluation manager.

Deliverable 2: Presentation of preliminary findings of the evaluation, 35 calendar days after the final version of the inception report is submitted.

⁵⁰ The VZF Vietnam project will assist with the technical facilitation of the online meetings and contract a translator. ⁸ For further information, see [Implications of COVID-19 on evaluations in the ILO](#).

At the end of the interview phase, the evaluator will deliver a maximum of two presentation⁵¹ workshops on the preliminary findings of the evaluation, one to the ILO/VZF team and another one to the Donors in form of a PPT. The projects will take care of the logistics for these meetings.

Deliverable 3: Draft evaluation report, calendar 15 days after the preliminary findings workshop(s).

The draft evaluation report should be prepared in accordance with the [ILO Evaluation Checklist 4.2: "Preparing the evaluation report"](#). The evaluation manager will circulate the draft report for comments to key stakeholders, including the project team, ILO officials concerned with this evaluation, the donors and national stakeholders.

Deliverable 4: Final evaluation report with evaluation summary (in standard ILO format, as detailed in Evaluation Checklist 4.2), 25 calendar days after submitting the draft evaluation report.

The evaluator will incorporate two rounds of comments received from the ILO and other key stakeholders into the final report. The first round of comments will be limited to EM's review and factual corrections, if any, by the project team. The report should follow the EVAL format template, including a title page (see [Checklist 4.3: Filling in the Evaluation Title Page](#)). The quality of the Report will be assessed based on EVAL's quality standards (see [Checklist 4.9: Assessment of the quality of evaluation reports](#)).

The reports and all other outputs of the evaluation must be produced in English. The report should not be more than 40 pages (excluding annexures).

Executive Summary. The executive summary should follow the EVAL guide format, synthesize the most important results of the evaluation by evaluation criteria, lessons learned, good practices and recommendations and should not be longer than 5 pages (see [Checklist 4.4: Preparation of the Executive Summary](#))

All draft and final reports, including other supporting documents, analytical reports and raw data, should be provided in electronic version compatible with MS Word for windows.

Ownership of the data and copyrights of the evaluation report rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the agreement of the ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

7. Management arrangements

The evaluation manager is Juan Lutterotti, who is responsible for the overall coordination and management of this evaluation.

The Evaluation Manager will be responsible for:

⁵¹ Due to time zone issues, it may be necessary to hold two separate workshops.

- Preparing and finalizing the evaluation ToRs upon receipt of inputs from key stakeholders.
- Reviewing CVs and proposals of proposed evaluators.
- Serving as the first point of contact for the evaluation lead.
- Providing background documentation to the evaluator in cooperation with the VZF team.
- Briefing the evaluator on ILO evaluation procedures.
- Reviewing key deliverables for their quality and completeness WRT the ToR
- Circulating the reports to all concerned stakeholders for comments.
- Consolidating comments for the evaluator.

The evaluation will be conducted by an independent international evaluator, who will be assisted by up to three independent national consultants⁵² (and translators, as relevant) for the field level work. The evaluator will lead the evaluation and have final responsibility for the deliverables as described above.

Desired competencies for the international evaluator:

- No previous involvement/engagement in the design and/or delivery of the above-mentioned projects.
- A minimum experience of 7 years conducting evaluations., with experience in in conducting ILO DC project evaluations (ideally in the agricultural sector and/or other ILO global supply chain projects)
- Experience conducting clustered evaluations.
- Knowledge of and experience in applying qualitative and quantitative research methodologies.
- Knowledge and working experience in OSH is required.
- Excellent analytical and communication skills.
- Demonstrated excellent report writing skills in English (Spanish proficiency is highly desirable).
- Familiarity with the ILO mandate, its tripartite nature and international evaluation Standards.
- Working experience in the target countries is an advantage.

Competencies for the national consultants:

- Sound understanding of ILO's decent work agenda and its normative mandate. Prior exposure to ILO's work on OSH and global supply chains would be an advantage.
- Proven skill in fieldwork, including qualitative and quantitative data collection, especially for the purpose of evaluations.
- Experienced in interviewing farmers, especially at the local level;
- Good knowledge of coffee supply chain at the country level;
- Good knowledge of political, institutional and administrative context at country and local level;
- Experienced in working in project evaluations and familiar with OECD/DAC criteria; • Experienced in working as a member of an international evaluation team;

⁵² Two National Consultants in two different countries in Latin America and 1 in Viet Nam.

- Perfect command of the country's official language.
- Excellent communication skills;
- Very good English writing skills;

The projects teams will provide logistic and administrative support to the evaluator throughout the evaluation. The projects teams will 1) provide relevant project and non-project documents to be

reviewed, 2) prepare a tentative list of stakeholders/partners/beneficiaries to be interviewed, 3) assist the evaluator with the scheduling of online meetings, and 4) contract the national consultants and translators.

Work plan and deliverables

The evaluation shall be conducted between June and mid-August 2022.

The tentative timeframe, tasks and responsibilities are outlined below. It is anticipated that the evaluator leader will need 25 effective days of work to complete the evaluation.

Phase	Target Date	Main Activities	Working days proposed
Phase 1: Preparatory activities	Late May 2022.	Hold briefings with the evaluation manager, the VZF country teams, VZF Global Secretariat, and other relevant staff in HQ and in the relevant country offices	1
Phase 2: Evaluation process	Desktop review June 2022	Meeting with the evaluation team and exchange of all the documents to be reviewed in the evaluation framework Preparation of the agenda for the interviews Sending of the Inception Report: Early June 2022	4

	Data collection June 2022.	Field work (or virtual interviews) by the evaluation team. Conduct interviews with the VZF project teams, ILO officials and technical specialists based in the regions and in Geneva, ILO constituents and other projects' implementing partners and other stakeholder representatives at national and provincial levels, private sector, multistakeholder initiatives, direct beneficiaries, donor representatives Have debrief meeting with VZF project team in the countries and the VZF Global Secretariat in Geneva Present preliminary findings to primary users of the evaluations (Late June 2022).	10
	Systematization of the information. July-Early August 2022.	Preparation and submission of the Final Draft Report to the ILO Evaluation Manager by mid- July 2022. Review of the Final Draft Report.	10
		Consolidation of comments to the Report and forward to the Evaluation Team: late July 2022. Report finalization and evaluation summary in EVAL template by early-August.	
Total working days			25

8. Evaluation resources and payment's structure

Evaluator's fees, which will be paid as follows:

- 20% against delivery and approval of the inception report (Deliverable 1), which includes the final work plan and methodology of the study to be used.
- 40% against delivery and approval of the draft report (Deliverables 2 and 3).
- 40% against delivery and approval of the final version of the evaluation results (Deliverable 4)

9. Legal and ethical matters

The evaluator will maintain the maximum confidentiality related to sensitive information and comments that arise during individual and group interviews. Sufficient space should be provided to ask any questions they may have, and they should receive answers to their satisfaction before the interview begins.

The evaluation will comply with UN Norms and Standards and the UNEG Ethical Guidelines. The evaluator will abide by the ILO Evaluation Code for carrying out the evaluation (in annexes). The evaluator should not have any links to project management, or any other conflict of interest that could affect the formulation of evaluation findings.

10. Appendix of supplementary documents

All relevant ILO documents including the ILO evaluation guidelines and standard templates.

- Policy Guidelines for Evaluations, 4th edition (2020): https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746821.pdf
- Code of Conduct Form (to be completed by the evaluator): https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746806.pdf
- Checklist for preparing the inception report. https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746808.pdf
- Checklist for preparing the evaluation report: https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746808.pdf
- Checklist 4.9: Rating the Quality of an Evaluation Report https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746818.pdf
- Guidance note on integrating gender equality in monitoring and evaluation of projects, and UNEG documents https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746808.pdf
- Guidance note on evaluation lessons learned and emerging good practices: https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746730.pdf
- Template for lessons learned https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746820.pdf
- Template for emerging good practices https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746821.pdf
- Template for the evaluation summary: https://www.ilo.org/wcmsp5/groups/public/---ed_mas/--eval/documents/publication/wcms_746822.pdf



Project "Improving occupational safety and health in the coffee supply chain in Latin America"

Project "Improving safety and health in cooperation with the private and public sector in the coffee supply chain in Vietnam"

Project DC/SYMBOL: RLA/18/08/EUR & VNM/20/01/DEU

Name of Evaluator: Teodoro Sanz, Julia Velazco, Dao Ngoc Nga

Date: December 2022

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	<p>LL.1 Training and, in general, virtual communication have made it easier to establish contact with new individual and/or institutional actors because it is quicker and easier; it is a form of communication that arrived almost forced by the circumstances of the pandemic, and apparently to stay for a long time. However, it should be considered that connectivity is not the same in all places, which can make virtual communication difficult: in some areas, especially rural areas farther away from cities, there is no internet, it is intermittent or slow, or the people to whom the trainings are addressed do not have a computer. In addition, it is important to analyse the possible disadvantages of virtual training compared to face-to-face training in terms of the attention, retention and learning capacity of the participants.</p>
Context and any related preconditions	<p>Due to pandemic constraints, activities scheduled for field implementation were postponed and the Project modified some of its activities to allow for virtual implementation.</p> <p>The pandemic has had an impact on the mode of delivery of services provided by the Project. In 2020 and most of 2021, face-to-face activities, such as training courses or workshops and studies, were virtualized; and only at the end of 2021 and during 2022 were face-to-face activities resumed. This adaptation of the mode of provision has led to a positive externality: government institutions and coffee growers have acquired digital skills and competencies, albeit almost as a matter of obligation.</p> <p>Virtual training and, in general, virtual communication have made it easier to establish initial contact with new partners and institutions because it is quicker and easier.</p>
Targeted users /Beneficiaries	<p>Project formulators and technical teams in charge of their implementation.</p>
Challenges /negative lessons - Causal factors	<p>It must be taken into account that connectivity is not the same in all places and this obviously makes virtual communication difficult. This caused, for example, that in the first virtual courses in Colombia aimed at coffee growers, the desertion rate was high, around 40%.</p>

Success / Positive Issues - Causal factors	<p>However, faced with this circumstance, the alternative of redesigning the courses and offering them via Whatsapp, a virtual mechanism that coffee growers could access with simple cell phones, was very effective. Regarding the process of replicating what they have learned with the workers on their farms, the coffee growers do transmit the content they received, but with a different methodology than the one used by the ILO with them. This is done in an experiential, dynamic way, talking with the workers, touring the farm, not through presentations, given that the workers tend to have a low educational level and are used to operating physically; they cannot sit and read a presentation for long periods of time.</p>
ILO Administrative Issues (staff, resources, design, implementation)	<p>This lesson learned is linked to project design and implementation processes.</p>



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Name of Evaluator: Teodoro Sanz, Julia Velazco, Dao Ngoc Nga

Date: December 2022

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LESSON LEARNED ELEMENT	TEXT
<p>Brief description of lessons learned (link to specific action or task)</p>	<p>LL.2 The institutionalisation of some achievements of the Projects, such as the improvement of national legal and regulatory frameworks, in the enforcement of regulations and/or in the design and/or implementation of national public policies/programmes/strategies to promote OSH in the supply chains of coffee sector workers, implied not only having generated links with formal bodies (Commissions, Committees) but mainly carrying out advocacy and follow-up actions to ensure that the reports/studies prepared and presented in these bodies are used as inputs for the discussion of public policies and the design of programmes/projects.</p>
<p>Context and any related preconditions</p>	<p>The Project in Latin America has generated links with formal bodies (Commissions/Committees) that address OSH in Mexico and Colombia and with the body that promotes the development of coffee in Honduras.</p> <p>In addition, in Colombia the ILO, the Ministry of Labor and the FNC have used the results of the studies as relevant input for the discussion tables that have been organized. The Project has also sought to promote the reactivation of the National Committee for Safety and Health at Work. In Mexico, a regulatory analysis of occupational health services was completed, which served as the main input for the preparation of the preliminary draft of the new law regulating safety and health conditions in teleworking (NOM 037). Also in Mexico, the document "Guidelines for the preparation of a National Program for Occupational Safety and Health in the coffee value chain in Mexico" was prepared, which seeks to be a practical input for the development of policy instruments.</p> <p>The Project in Vietnam shared the tool "Reporting, Recording and Notification of Occupational Accidents and Illnesses" with all PAC partners and with the National Institute of Occupational Safety and Health of Vietnam and is expected to test it at the workplace level; in addition, a study has been carried out on "Access of coffee growers to social protection and occupational health services", which is intended to help MOLISA analyse how to extend social protection to informal workers in the coffee sub-sector.</p>
<p>Targeted users /Beneficiaries</p>	<p>Technical team in charge of project implementation.</p>

Challenges /negative lessons - Causal factors	<p>In Vietnam, no action has yet been taken to follow up on the findings/recommendations of the study "Coffee farmers' access to social protection and occupational health services", which is essential for the Project's work to contribute to improving the legal and policy framework on OSH in the coffee chain.</p>
Success / Positive Issues - Causal factors	
ILO Administrative Issues (staff, resources, design, implementation)	<p>This lesson learned is mainly related to the implementation processes of the Projects.</p>



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Name of Evaluator: Teodoro Sanz, Julia Velazco, Dao Ngoc Nga

Date: December 2022

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LESSON LEARNED ELEMENT	TEXT
<p>Brief description of lessons learned (link to specific action or task)</p>	<p>LL.3 Implementing the collective action approach in agriculture requires the development of effective strategies that allow the voices of the different actors in the chain to be heard. This is a particularly sensitive issue in agriculture in developing countries, where small farmers and agricultural workers (especially seasonal workers) do not have mechanisms for their demands to be considered in public policies.</p>
<p>Context and any related preconditions</p>	<p>In 2015 the G7 endorsed the establishment of VZF, recognising the need for a multi-stakeholder approach and collective action to address OSH in GSCs. The year 2019 sees the adoption of the VZF strategy "Collective Action for Safer Supply Chains (2019 - 2023)".</p> <p>In its intervention strategy, the VZF recognises that sustainable and meaningful OSH improvements in GSCs require strong commitment, collective action, influence and resources from a wide range of stakeholders, including global companies, employers' organisations, suppliers at national and transnational levels, governments, international financial and labour organisations, workers and trade unions, civil society, private philanthropy and development agencies.</p> <p>One of the most remarkable aspects of the projects has been the implementation of the collective action approach of the VZF, which is manifested in the active participation of various institutions during its implementation, both from the state and from producer and coffee chain organisations, employers' organisations and academia. This participation has mainly taken place in the elaboration of studies and in the training of farms through demonstration pilots.</p>
<p>Targeted users /Beneficiaries</p>	<p>Project formulators and technical team in charge of their implementation.</p>
<p>Challenges /negative lessons - Causal factors</p>	<p>The people interviewed agree that there have been limiting factors for this collective action to take place: the volatility of the international coffee price; the lack of agency of certain actors; the barriers to coordination between actors in the chain (particularly in Mexico); and the limited development of certain markets in agriculture.</p>
<p>Success / Positive Issues - Causal factors</p>	<p>The people interviewed agree that there have been facilitating factors for this collective action to take place: the chain governance model in Honduras and Colombia; the inter-institutional coordination spaces for OSH operations in Mexico and Colombia; and the growing demand from global buyers for the adoption of safe and healthy practices in the chain.</p>

ILO Administrative Issues
(staff, resources, design,
implementation)

This lesson learned is mainly linked to project design and implementation processes.



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Name of Evaluator: Teodoro Sanz, Julia Velazco, Dao Ngoc Nga

Date: December 2022

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LESSON LEARNED ELEMENT	TEXT
Brief description of lessons learned (link to specific action or task)	LL.4 Factors beyond the scope of project interventions that may limit their ability to achieve their objectives include: structural barriers to rural and agricultural development; underdeveloped rural labour markets; insufficient youth labour force; reduced organisational capacity and agency of rural workers; and structural limitations for coffee farm workers to access social protection.
Context and any related preconditions	Agriculture in developing countries is characterised by a highly heterogeneous production structure and agricultural productivity; high informality of employment; exposure of workers to occupational hazards and high incidence of occupational injuries and diseases; low supply of public services related to OSH and social protection, and a lack of quality. In future similar projects, it is necessary to consider intersectional and complementary approaches to address more comprehensively the structural deficits and barriers faced by agricultural workers and producers in adopting safe and healthy practices in the workplace. These approaches imply fostering complementarity and synergies with other projects or institutions working on issues such as formalisation of agriculture; development of labour markets in rural areas; the right to unionisation of agricultural workers; social protection mechanisms; to integrate OSH into their work and, in this way, seek to reverse the deficits and structural barriers to adopting safe and healthy practices in the workplace.
Targeted users /Beneficiaries	Project formulators
Challenges /negative lessons - Causal factors	In Colombia, the main structural limitations for coffee farm workers to access social protection are: (i) the regulations are designed for affiliation of permanent workers, and in the coffee sector they are usually temporary; (ii) workers do not want to join a contributory scheme, because doing so would deprive them of the benefits of the SISBEN, which is a subsidised scheme; and (iii) small farms cannot afford the cost of affiliating all their temporary workers. In Mexico, the main limitations are: (i) there are workers who do not comply with the administrative or documentary requirements of the national regulations to be insured; and (ii) social security is of poor quality, so the company and the workers agree that the farm does not affiliate the

	worker but that, in case of illness or accident, it pays for medicines and pays their wages for the days they are unable to work.
Success / Positive Issues - Causal factors	-
ILO Administrative Issues (staff, resources, design, implementation)	This lesson learned is linked to project design processes.



Project "Improving occupational safety and health in the coffee supply chain in Latin America"

Project "Improving safety and health in cooperation with the private and public sector in the coffee supply chain in Vietnam"

Project DC/SYMBOL: RLA/18/08/EUR & VNM/20/01/DEU

Name of Evaluator: Teodoro Sanz, Julia Velazco, Dao Ngoc Nga

Date: December 2022

The following lesson learned has been identified during the course of the evaluation. Further text explaining the lesson may be included in the full evaluation report.

LESSON LEARNED ELEMENT	TEXT
<p>Brief description of lessons learned (link to specific action or task)</p>	<p>LL.5 It has been difficult to turn MNE opportunities for collaboration into concrete plans, due, among other reasons, to different institutional configurations and decision-making structures. This applies mainly to the project in Latin America, as Nestlé has been involved in Vietnam to improve OSH and social protection for coffee farmers</p> <p>Given this situation, the VZF; (i) realised that MNCs engagement with the Fund can not only be relevant as donors, but can take various forms; (ii) has engaged with local suppliers and representatives of global buyers; and (iii) is increasingly emphasising engagement with industry associations or multi-stakeholder initiatives with broad private sector membership; and (iv) in the Vietnam Project, a private sector engagement strategy was devised to engage with the private sector; and (iii) is increasingly emphasising engagement with industry partnerships or multi-stakeholder initiatives with broad private sector membership; and (iv) a private sector engagement strategy was designed in the Vietnam Project and is being implemented as of May 2021, with the collaboration of Nestlé, other MNCs and the GCP.</p>
<p>Context and any related preconditions</p>	<p>The VZF intervention prioritised coffee GSC because of its potential to replicate lessons learned to other chains, because of the integration of large MNEs in the chain, and because of the existence of national and global governance models in coffee that could facilitate the collective action process that the VZF approach demands.</p> <p>In the Vietnam Project, unlike the Latin America Project, MNEs (such as Nestlé, Peets JDE, Tchibo) have played an important role as partners and have also benefited from it. As partners, they support initiatives to promote OSH in the coffee chain, specifically by disseminating to the community of coffee farmers and processors that are part of their network, the OSH knowledge products developed by the Project, such as studies and training tools, guides and materials. And they have benefited from the Project by accessing new OSH training materials and linking with the ILO and other stakeholders in the coffee supply chain to strengthen/expand their network.</p>

Targeted users /Beneficiaries	Project formulators and technical team in charge of their implementation.
Challenges /negative lessons - Causal factors	One limitation of the project in Latin America has been that the participation of MNEs, which was one of the most innovative aspects of the intervention, has been less than foreseen in the design. Some reasons for the lower-than-expected participation of MNEs in the project are that the ILO is not used to working with this type of organisations and that there was a lack of time, resources and other strategies for approaching MNEs.
Success / Positive Issues - Causal factors	-
ILO Administrative Issues (staff, resources, design, implementation)	Lesson learned linked to project design and implementation processes



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GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>GP1. In Latin America, VZF's intervention in coffee GSCs sought to build on the progress made in a previous project carried out in Colombia (in 2016-2017) on expanding the knowledge base on safety and health in GSCs, including coffee. In addition, the projects in Latin America and Vietnam were based on a participatory diagnosis among the different actors in the chain where the OSH vulnerability profiles of workers were identified, and the public and private institutions linked to the chain and OSH were analysed.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>The VZF intervention in the coffee GSC is part of a strategy that seeks to build on the progress made in the framework of the ILO-EU project on safety and health in the GSC, where one of the chains addressed was the coffee chain.</p> <p>The projects were based on a participatory diagnosis among the different actors in the chain ("Studies of Incentives and Limitations of the coffee chain") where the most vulnerable population in terms of workers' OSH was identified and the institutional framework linked to the chain and OSH was analysed.</p>
<p>Establish a clear cause-effect relationship</p>	<p>Establishing a clear cause-effect relationship Defining and implementing OSH intervention strategies in a given sector on the basis of progress, good practices and lessons learned from similar projects implemented previously and from participatory diagnostics on the most vulnerable population and on the OSH institutional framework and/or in the sector, contributes to greater relevance, effectiveness and efficiency of the intervention.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>The projects were adapted to the institutional context of each country and were supported by the institutions in charge of the coffee chain. In Mexico and Honduras, the project defined the intervention models in a participatory manner and established the activities to be prioritised.</p>
<p>Potential for replication and by whom</p>	<p>Lessons learned and good practices from VZF projects in Latin America and Vietnam can be used in future VZF projects and/or in the coffee chain.</p>
<p>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</p>	<p>-</p>

**Other documents or relevant -
comments**



Project "Improving occupational safety and health in the coffee supply chain in Latin America"

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GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>GP2. The projects in Latin America and Vietnam were successful in identifying and convening a range of public and private actors from government, employers' and workers' organisations, academia, women's organisations and other international bodies in the different activities developed. This has been valued by stakeholders as an effective mechanism for identifying and defining objectives and activities to be prioritised. In the Latin America Project, the intervention models developed in Mexico and Honduras show the high capacity of the Project to adapt and convene different relevant actors of the chain and incorporate in the Project the attention to their OSH needs. In the Vietnam Project, the PAC is the main mechanism to foster multi-stakeholder dialogue on OSH in the coffee sub-sector, to discuss the Project's implementation strategies and to inform partners on the progress and constraints of the Project.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>One of the most noteworthy aspects of the projects has been the active participation during implementation of various institutions, both from the State and from organisations of producers and the coffee chain, employers' organisations and academia. In the Project in Latin America, in Colombia, the participation of institutions such as the Ministry of Labour, the FNC, ANDI, the Colombian Security Council, the Centre for Regional Coffee and Business Studies (CRECE), universities; in Mexico, the STPS, SADER and IMSS, both at national and federal level, AMECAFE, ANICAFE, CONCAMIN, coffee producers' organisations; and in Honduras, IHCAHE and COHEP. The social dialogue processes facilitated by the project in Mexico and Honduras led to the identification of intervention models that have guided the work in both countries, while in Colombia it allowed to discuss the adequacy of OSH regulations and to identify barriers, gaps and opportunities for improvement.</p> <p>In the Vietnam project, key partners and stakeholders in the coffee chain, both from the public sector (MOLISA, MARD and their provincial and local entities) and the private sector, as well as social associations such as the GCP, have been engaged in the promotion and implementation of OSH in the coffee sub-sector. Also, at the country level, the VZF national Tripartite Project Advisory Committee (PAC) has been the main mechanism for fostering multi-stakeholder dialogue on OSH in the coffee sub-sector. PAC meetings have updated the Project work plan; members discuss strategies for more effective implementation; the Project has been presented to stakeholders, including MNEs; the OSH survey has been validated; and a</p>

	private sector engagement strategy has been developed.
Establish a clear cause-effect relationship	The active participation of various institutions, both from the State and from producer and coffee chain organisations, employers' organisations and academia, is an effective mechanism for identifying and defining objectives, intervention models and activities to be prioritised.
Indicate measurable impact and targeted beneficiaries	Between 4 and 6 intervention models were designed in a participatory manner in Mexico and Honduras.
Potential for replication and by whom	A determining factor for the sustainability of the projects is that the actors involved continue with social dialogue and collaborative work, which in turn depends, to a large extent, on the development of the institutional framework of the coffee sector, and in this sense, Colombia, Vietnam and, to a lesser extent, Honduras have an advantage over Mexico.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	-
Other documents or relevant comments	



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GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>GP3. The capacity of the Latin America and Vietnam Projects to respond quickly and in a timely manner to the demands of national constituents during the pandemic. The Latin America Project developed a series of tools (guides, protocols, training courses) that explain clearly, simply and precisely what COVID-19 is and the strategies to mitigate its impact. These tools were not only highly appreciated by national constituents, but also became a reference point for the response to COVID-19 in the agricultural sector and in the coffee sub-sector. In addition, the project shared these tools with other agricultural value chains and countries in the region (Peru, Nicaragua, Salvador, Ecuador and Bolivia).</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>The Projects' response to COVID-19 has been timely, flexible and relevant to the needs of national constituents and highly valued by them. In the pandemic, and partly because of it, the Projects positioned OSH on national agendas, developing protocols, prevention and mitigation guidelines; incorporating these tools in their training processes and training courses; producing audiovisual material and carrying out awareness-raising campaigns for the population on how to mitigate COVID-19 risks and on the importance of prevention.</p> <p>In Latin America, the tools (guides, protocols, courses) developed by the Project became a reference point for the response to COVID-19 in the agricultural sector in general (and in the coffee sub-sector in particular). The fact that these tools were developed in collaboration with the governments and social organisations in the countries facilitated wider dissemination and replication of the material.</p> <p>In Vietnam, the Project has responded efficiently and flexibly to the pandemic, mainly through trainings, events and other mechanisms to share information and guidelines on the COVID-19 prevention material, such as the checklist for the coffee chain.</p> <p>The pandemic represented an opportunity for the Project, as it helped to position OSH as a priority issue on national agendas and highlighted the need for safe and healthy work practices in the chain, as well as the importance of different elements linked to OSH management, such as occupational health surveillance, the relationship between OSH and productivity, and diseases related to psycho-social risk factors such as confinement.</p>
<p>Establish a clear cause-effect relationship</p>	<p>The tools (guidelines, protocols, training courses) developed by the Project to respond in a rapid and timely manner to the demands of national constituents during the pandemic were highly appreciated by national constituents and became a reference point for the response to COVID-19 in</p>

	the agricultural sector and in the coffee sub-sector.
Indicate measurable impact and targeted beneficiaries	<p>In Mexico, the Project developed a Practical Guide for the prevention and mitigation of COVID-19 in agriculture; this was adopted as an official document by the Government of Mexico and distributed by the Ministry of Agriculture to all actors in the agricultural supply chain in Mexico. OSH protocols by occupations were then developed, followed by the development of five virtual courses on COVID-19.</p> <p>In Colombia, two virtual courses on OSH and COVID-19 "Gestión de Seguridad y Salud en el Trabajo para enfrentar la pandemia" were designed and implemented: one for the agricultural sector and one specific to the coffee sub-sector. In addition, following the pandemic, an alliance was formed with the FNC to raise awareness among workers in the coffee sector on how to mitigate the risks of COVID-19. This was done through a strategy called "My farm, my home and treasure. This material was disseminated, with the support of the FNC and the Ministry of Labour, through 70 radio programmes in the different coffee producing regions, reaching more than 500,000 families in the sector.</p> <p>In Honduras, two practical guides for the prevention and mitigation of COVID-19 (developed by the project for Mexico) were adapted, one for the agricultural industry and the other for the coffee sector, which were the basis for the development of new national COVID-19 protocols in the country. In addition, a COVID-19 e-course was delivered to coffee technicians and the ILO and COHEP used the first modules to develop courses for other sectors (textile and construction).</p> <p>In the Vietnam Project, a COVID-19 prevention guideline was developed for the agricultural sector; VCCI-HCM COVID-19 prevention training materials were adapted to include updated content; and COVID-19 prevention trainings were conducted with VCCI and GCP for coffee processing companies, MNEs, VCA members, cooperatives, NGOs, and agricultural extension services.</p>
Potential for replication and by whom	The Project shared the tools (guidelines, protocols, training courses) developed by the Project to other agricultural value chains and countries in the region (Peru, Nicaragua, Salvador, Ecuador and Bolivia).
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	-
Other documents or relevant comments	



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GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>GP4. The Latin America Project was the first of the VZF projects to conduct a study on women's OSH conditions in agriculture. The "Profile of women coffee producers" studies in both Mexico and Colombia provided information on the conditions and needs experienced by women coffee workers in different links and highlighted the importance of developing gender-sensitive interventions to address these specific conditions faced by women agricultural workers. These studies have helped to make women's participation in the coffee chain more visible.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>One way in which the Projects incorporate the gender approach is in some of the studies they have developed. In the Latin America Project there have been two in particular: (i) "Profile of women coffee producers in Mexico", which made the Project the first VZF Project to carry out a study on women's OSH conditions in agriculture, and (ii) "Profile of women coffee producers in Colombia", which was a replica of the first, but in a different geographical setting.</p> <p>In Vietnam, the Project has worked with IWCA on the study "Context-specific OSH challenges faced by women in the coffee supply chain". These studies provided information on the different conditions and needs experienced by women coffee workers from different links and highlighted the importance of developing gender-sensitive interventions to address the specific conditions faced by women agricultural workers.</p> <p>These studies have helped to make visible women's participation in the coffee chain, which used to go unnoticed because they do not own the land and often do not have access to OSH training.</p>
<p>Establish a clear cause-effect relationship</p>	<p>Studies on women's OSH conditions in agriculture have highlighted the importance of developing gender-sensitive interventions to address the specific conditions faced by women agricultural workers, and have also helped to make women's participation in the coffee chain more visible.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>-</p>
<p>Potential for replication and by whom</p>	<p>These studies can be carried out in those countries or chains that are part of the geographical and sectoral scope of a future similar intervention.</p>

Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	-
Other documents or relevant comments	



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GOOD PRACTICE ELEMENT	TEXT
Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)	GP5. To position the issue and generate knowledge globally, the Project in Latin America compiled all the guidelines, protocols, case studies and methodologies validated in various interventions in Mexico, Colombia and Honduras, and designed and published the first OSH toolkit for the global coffee chain.
Relevant conditions and Context: limitations or advice in terms of applicability and replicability	The mechanisms most used by the Project in Latin America to position the OSH issue in the coffee chain at global and regional level have been the organisation and/or participation in 10 international events seeking to promote the work of the Project to a global audience; and the compilation of the guidelines, protocols and methodologies validated in Mexico, Colombia and Honduras to design and publish, in Spanish and English, the first OSH toolkit for the global coffee chain. Then it was shared with Project partners in the three countries and with regional and global organisations. The interviewees showed greater appreciation for the national and regional dimension of the project, and pointed out that the project lacked mechanisms, strategies and time for interaction with the global. In any case, the evaluation has not found sufficient evidence to say whether these mechanisms have contributed to positioning the OSH issue in the coffee chain at the global level.
Establish a clear cause-effect relationship	Almost 60% of the knowledge products developed by the Project were translated into English; and around 95% of the knowledge products included in the toolkit developed by the VZF Secretariat for coffee have been produced by the Project
Indicate measurable impact and targeted beneficiaries	The toolkit was sent to all Project partners in the three countries and regional and global organisations, constituting more than 500 actors in the global coffee chain. Notably, the ILO Regional Office for Latin America recognised the toolkit as the best innovative intervention of the 2020-2021 biennium.
Potential for replication and by whom	These guidelines, protocols and case studies are available for implementation or adaptation through the ILO website by any actor interested in pursuing similar interventions.
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	-
Other documents or relevant comments	



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GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>GP6. In the Vietnam Project, the WIND methodology has been widely shared among social partners, including agricultural extension technicians, industries, MNEs, who provided farmers with a replication of the OSH sessions, and a network of trainers has been established to implement OSH knowledge and adoption, including small groups of WIND farmer volunteers. This practice also includes farm visits combined with a checklist exercise and group discussions by farmers, which are very useful for improving safety and health. Strengthening the skills of the trainers through technical and practical learning, coaching, mentoring and networking support can contribute to extending the impact of the project beyond its completion.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>In Latin America, the Project has provided training and technical assistance to coffee farms in Mexico, Colombia and Honduras, aimed at raising awareness (through ILO methodologies such as WIND, WISE and SOLVE) in the coffee sector on the prevention and protection of occupational accidents and diseases and implementing basic measures for worker protection.</p> <p>In Vietnam, the Project has also provided training to employers, workers, coffee farmers, women producers and service providers to promote OSH in the workplace based on the WIND methodology and also on COVID-19 prevention, applying, as in Latin America, the training of trainers strategy, noting that the trainees have formed a group of WIND trainers, who are quite active in training farmers.</p> <p>The WIND method is very well received by farmers, because the knowledge is simple but practical, the content of the training only focuses on each specific stage that the farmer is performing. Other advantages of training with the WIND methodology are that it promotes the participation of workers and management in the COVID-19 hazard and risk assessment process and in the development of the OSH workplace practice action plan; it also involves the farmers' families and community members; and that the training provided includes farm visits as well as group discussions by the farmers.</p>
<p>Establish a clear cause-effect relationship</p>	<p>The training and technical assistance provided by the Project to coffee farms, aimed at raising awareness (through ILO methodologies such as WIND, WISE and SOLVE) in the coffee sector, has enabled farm owners, managers and workers to learn that there are different types of risks; methodologies to identify hazards and risk assessment and how to prevent, prioritise, minimise and act when incidents occur. In addition, as part of the training received in the WIND methodology, the farms have introduced</p>

	reasonable, affordable and simple feasible improvement measures to promote safety and health on the coffee farms and in their homes.
Indicate measurable impact and targeted beneficiaries	<p>According to the Final Technical Report of the project in Latin America, the project provided training and technical assistance to 121 coffee farms:</p> <ul style="list-style-type: none"> - In Mexico, 64 farms implemented the WIND, WISE and other ILO methodologies and/or a training aimed at women producers. - In Honduras, 26 farms implemented the WIND and WISE methodologies and/or a methodology to facilitate accident reporting and hazard identification. - In Colombia, 31 farms implemented the WIND and SOLVE methodologies. They also received an OSH training programme and the course "My farm, a healthy and safe environment". <p>According to the TPRs of the Project in Vietnam, 180 farmers/farm workers have been trained in OSH based on the ILO WIND methodology, through MARD, VCA, VCCI, local agricultural extension workers, GCP and companies (Nestlé).</p>
Potential for replication and by whom	<p>In Mexico, IMSS and SADER adopted tools and training developed by the WIND methodology project for the training of their technicians, adapted them to the Mexican context and then integrated them into their own training programmes. The IMSS will continue to disseminate the courses offered on its website and the SADER wants to replicate the courses to coffee organisations and producers.</p> <p>In Honduras, IHCAFE and COHEP, with the support of the project, created platforms and/or virtual resource centres to facilitate the replication and implementation of the training. COHEP will continue with the OSH training programmes, as will IHCAFE. It should be noted that in this country, the ILO carried out a virtual training for trainers in WIND methodology for IHCAFE technicians and technicians from employers' and workers' organisations and the Ministry of Labour; and above all that the second phase of this training of trainers was already managed exclusively by ESCAFE-IHCAFE, and trained inspectors from all over the country and technicians belonging to coffee cooperatives.</p> <p>In Vietnam, MARD is well equipped in terms of availability of OSH trainers. In September 2022, the Project, in coordination with the International Training Centre of the ILO, completed the preparation of a free, virtual course on the WIND methodology, with the objective of certifying future trainers to further scale up the method not only in Latin America but globally and to strengthen Project partners who implemented the methodology and have it as part of their business development services.</p>
Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)	-
Other documents or relevant comments	-



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GOOD PRACTICE ELEMENT	TEXT
<p>Brief summary of the good practice (link to project goal or specific deliverable, background, purpose, etc.)</p>	<p>GP7. In the Latin America Project, the alliance between the ILO and some universities in Colombia (UNC, Santo Tomás) to incorporate part of the content of ILO courses and tools (such as hazard identification and risk assessment in the coffee sector) in their curricula at the undergraduate level, (on OSH hazards, OSH management and quality and integrated management) generated benefits for both parties, as the ILO is able to reach more people with training activities, while the universities gain in positioning and credibility with their students by having a partner of the magnitude of the ILO</p> <p>Likewise, in the Project in Latin America, another experience of joint work that generated benefits for both parties was the one they had with the project "Addressing child labour in the coffee supply chain" in Honduras, through which the OSH Project benefited because it was able to disseminate its tools and training materials to more target audiences (COHEP, IHCAFE, coffee farms, etc.), IHCAFE, coffee farms), while the child labour project benefited because its target audience (coffee cooperatives) were trained on the Code of Conduct standard #8 and therefore increased their chances of obtaining the Declaration of Conformity or social compliance certification provided by the project.</p>
<p>Relevant conditions and Context: limitations or advice in terms of applicability and replicability</p>	<p>In Colombia, universities provide courses on OSH, chemical hazards and risks. For example, UNC has included a course on chemical hazards as a subject in its curriculum, which students receive from the ILO Training Centre in Turin. While the University of Santo Tomas uses part of the content of ILO courses and tools (e.g. hazard identification and risk assessment in the coffee sector) in its curricula at undergraduate, specialisation and master's level (on OSH hazards, OSH management and quality and integrated management) and also provides, as part of its curriculum, the elective course on chemical hazards developed by the ILO and its Training Centre in Turin.</p> <p>With regard to the articulation of the Project in Latin America with other ILO projects in the region, the synergy generated with the project "Addressing child labour in the coffee supply chain" in Honduras, whose objective is to generate social compliance in coffee cooperatives in three departments of Honduras, stands out. This compliance occurs if the farms comply with the 11 standards that are part of a Code of Conduct, one of which (#8) is linked to OSH; for which the project first developed this Code; then provided OSH training with WIND and WISE methodology to IHCAFE technicians in the different standards that make up the Code, so that they in turn replicate</p>

	<p>what they learned in the cooperatives, intermediaries and exporters; and finally evaluated whether the cooperatives comply with the Code.</p>
<p>Establish a clear cause-effect relationship</p>	<p>The alliance between the ILO and some universities in Colombia to incorporate part of the content of ILO courses and tools in their curricula has allowed the ILO to reach more people with training activities, while the universities have gained positioning and credibility with their students by having a partner of the magnitude of the ILO.</p> <p>Likewise, the joint work with the project "Addressing child labour in the coffee supply chain" in Honduras benefited the OSH project because it was able to disseminate its tools and training materials to more target audiences (COHEP, IHCAFE, coffee farms), while the child labour project benefited because its target audience (coffee cooperatives) were trained in standard #8 of the Code of Conduct and, therefore, increased their chances of obtaining the Declaration of Conformity or certification of social compliance provided by the project.</p>
<p>Indicate measurable impact and targeted beneficiaries</p>	<p>-</p>
<p>Potential for replication and by whom</p>	<p>Both the UNC and the University of Santo Tomás plan to formalise the alliance with the ILO in the near future through agreements or memoranda of understanding, which will give greater certainty to the permanence of these courses as part of their training offer.</p>
<p>Upward links to higher ILO Goals (DWCPs, Country Programme Outcomes or ILO's Strategic Programme Framework)</p>	<p>-</p>
<p>Other documents or relevant comments</p>	<p>-</p>

