

Filling data and knowledge gaps on OSH in GSC to strengthen the model of shared responsibility (GLO/19/07/EUR): Final Internal Evaluation

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This evaluation has been conducted according to ILO's evaluation policies and procedures. It has not been professionally edited but has undergone quality control by the ILO Evaluation Office.

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ABBREVIATIONS

ACT/EMP	ILO's Employers' Activities Unit
ACTRAV	ILO's Workers' Activities Unit
COHEP	Consejo Hondureño de la Empresa Privada (National Honduran Employers' Organization)
EC	European Commission
EVAL	ILO Evaluation Office
GSCs	Global Supply Chains
G7	The Group of Seven is an inter-governmental forum consisting of Canada, France, Germany, Italy, Japan, the United Kingdom, the United States, and the European Union.
G20	The Group of Twenty is an inter-governmental forum consisting of Argentina, Australia, Brazil, Canada, China, France, Germany, India, Indonesia, Italy, Japan, Republic of Korea, Mexico, Russia, Saudi Arabia, South Africa, Turkey, the United Kingdom, the United States, and the European Union.
ILO	International Labour Office
LABADMIN/OSH	ILO Labour Administration, Labour Inspection and Occupational Safety and Health Branch
OECD	Organisation for Economic Co-operation and Development
OECD-DAC	OECD Development Assistance Committee
OSH	Occupational Safety and Health
PARDEV	ILO's Partnership for Development Unit
SECTOR	Sectoral Policies Department
UNEG	United Nations Evaluation Group
VZF	Vision Zero Fund

Final Internal Evaluation of the Vision Zero Fund Project

Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility

The **purpose of this internal evaluation** is accountability, learning, planning, and building knowledge. These are essential parts of the ILO approach to evaluations. The evaluation was conducted as per policy guidelines laid out by the ILO Evaluation Office (EVAL).

1. Project Background and Scope

1. The Vision Zero Fund is an initiative of the G7 countries and endorsed by the G20 countries. Vision Zero Fund aims to prevent work-related deaths, injuries and diseases in sectors operating in or aspiring to join global supply chains. The Fund is managed and implemented by the International Labour Office (ILO) and is part of the ILO's Flagship Programme: SAFETY + HEALTH FOR ALL.
2. Currently, VZF has 9 projects in 7 countries: Colombia, Ethiopia, Honduras, Madagascar, Mexico, Myanmar, and Vietnam, and covers three supply chains: garment /textiles, agriculture, and construction.
3. In addition to these country projects, the Fund also implements the two following global projects:
 - "Protecting garment sector workers: occupational safety and health and income support in response to the COVID-19 pandemic", funded by BMZ. What makes the garment and the research projects similar is that they are both global/implemented from Geneva; and
 - "Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility project" (the "**PROJECT**"), funded by the European Commission, which is subject to this internal evaluation.
4. The **PROJECT** focuses on research to generate knowledge and data to contribute to the following Vision Zero Fund's strategic outcomes:
 - Outcome 1: Strengthened global, regional and national enabling environments for the promotion of safe and healthy working conditions in targeted GSCs.

- Outcome 2: Improved legal and policy frameworks to promote and enforce OSH protection, prevention and compensation in targeted GSC.
 - Outcome 3 Improved application of OSH prevention, protection and compensation mechanisms for women and men working in targeted GSCs.
5. The PROJECT was included in the VZF midterm independent cluster evaluation conducted in May-September 2020. However, since the PROJECT's timeframe did not coincide with the cluster evaluation, it only underwent a light review of progress at the time. The PROJECT was granted a 7-month no-cost extension in June 2021.
 6. The **scope** of the evaluation was to assess the work carried out by the PROJECT at global level, but it also included a review of some work conducted at country level within the framework of the PROJECT. The period under review was from December 2019 to November 2021.
 7. The audience of the evaluation was:
 - The project's donor (European Commission (EU) DG Employment)
 - VZF Secretariat and country projects teams
 - The VZF global advisory and steering committee members
 - ILO LABADMIN/OSH Branch and GTT, including ILO Flagship Programme Safety + Health for All
 - The ILO evaluation office (EVAL)
 8. The evaluation was coordinated by Alizée Charbonneau (Programme and Operations Officer, LABADMIN/OSH), who was also the manager for the PROJECT. The evaluation was carried out by internal evaluator Andrés Yurén (ILO's ACT/EMP Regional Specialist for Latin America and the Caribbean). The evaluation started on 01 November 2021, with a desk review and with interviews with key informants, including key personnel of ILO's LABADMIN/OSH Branch.
 9. The evaluation was carried out in adherence with the ILO Evaluation Policy, the UN System Evaluation Standards and Norms ([UNEG Code of Conduct for Evaluation in the UN System](#)), and the [OECD/DAC Evaluation Quality Standard](#). In particular, the evaluation followed the ILO policy guidelines for results-based evaluation; and the ILO EVAL Policy Guidelines Checklist 3 "Preparing the inception report"; Checklist 4 "Validating methodologies"; and Checklist 5 "Preparing the evaluation report".
 10. The evaluation addressed the overall ILO evaluation concerns such as design, relevance, effectiveness, efficiency and sustainability to the extent possible as defined in the ILO Policy Guidelines for Results-Based Evaluation: Principles, Rationale, Planning and Managing for Evaluations 3rd edition (i-eval resource kit), 2017.

11. Gender concerns were addressed in accordance with ILO Guidance note 4: “Considering gender in the monitoring and evaluation of projects”¹ All data should be sex-disaggregated and different needs of women and men and of marginalized groups targeted by the VZF programme should be considered throughout the evaluation process.

¹ https://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

2. Theory of change and objective of intervention

12. The theory of change is effectively set out in the Director-General's Programme & Budget Proposals for 2020-21 (pp 189 – 191). This explains that, for outcome 7, the overall aim is to "Increased capacity of member States to ensure safe and healthy working conditions." Persisting and longstanding occupational hazards, psychosocial risks, including those stemming from violence and harassment, and new risk factors, including those related to climate change, technology, changing demographics and work organization, lead to a high number of occupational fatalities, injuries and work-related diseases with severe human, economic and social impacts. Progress in building a preventative, gender-responsive culture for healthier and more productive enterprises, and in reducing pressure on workers' compensation costs, requires a holistic, human-centred and participatory approach at the global, national and workplace levels.
13. It is within this framework, that the model proposed by the VZF is a 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 deficits in GSC. It is acknowledged 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.
14. For this model to function effectively, it is imperative to have knowledge and data on OSH to support decision-making and inform the development of strategies to address persistent OSH challenges. As a central component of its strategy, the VZF seeks to improve the knowledge base on OSH and GSCs and the capacities to collect and analyse OSH data.
15. The Program & Budget proposal indicates that such an approach should cover all the infrastructures of national OSH systems and promote sound workplace OSH management systems. At national level, the ILO has set as its goal to strengthening research on emerging risks and improving reporting and notification systems and OSH data.
16. In addition, the Program & Budget indicates that at the global level, the ILO will develop new OSH data collection methodologies leading to the establishment of internationally agreed statistical methods for future adoption, while continuing to collect and disseminate data on occupational injuries based on SDG indicator 8.8.1.

17. To strengthen the VZF's overall approach, the PROJECT sought to achieve the following objectives:

- **Immediate objective 1:** Actionable knowledge on OSH and GSCs is available to support industry public and private stakeholders' decision-making and to inform the development of industry-wide strategies to sustainably address the most persistent OSH challenges. Under this objective, the project aimed to develop and implement a comprehensive, gender-sensitive knowledge strategy on OSH and GSCs, and conducted synthesis and systematic reviews of the drivers and constraints for OSH improvements in selected GSCs.
- **Immediate objective 2:** Reliable, up-to-date, sex-disaggregated data on the incidence of occupational fatal and non-fatal accidents, injuries and diseases in VZF project countries is available. Under this second objective, the project aimed to (i) Improve capacity of ILO member States in reporting the frequency of occupational accidents injuries, and diseases in line with SDG Target 8.8; (ii) Develop methodologies for collecting reliable data on the frequency of occupational accidents injuries, and diseases in project countries and beyond; and (iii) Develop an ILO/STATISTICS "quick guide" on interpreting occupational injuries statistics to provide information on how to interpret statistics on OSH wisely for anyone who is called on to analyse or quote data on occupational injuries.

18. Given that the focus of the work of the PROJECT was on generating knowledge and data to support stakeholders' decision-making and to inform strategies, and to enable capacities by providing knowledge and tools, the evaluation focused on whether and how the PROJECT's interventions have contributed to achieve these objectives.

3. Methodology

19. For its approach, the evaluation:

- Used mixed methods to estimate changes and attribution at each stage in the programme logic;
- Combined data gathering and interpretation by programme staff with external review;
- Built on earlier internal or external reviews.

20. In addition, the following mix of complementary methods were considered:

- Conceptualisation of the PROJECT's theory of change, mechanisms, and contexts
- Interviews with ILO staff
- Semi-structured interviews with stakeholders in selected countries to discuss objectives, challenges, and achievements
- Analysis of reports and documentation, including the web page of the project (www.ilo.org/vzf/research)

3.1 Document Review

21. The main sources of information are the following selected documents provided by the evaluation manager:

- ✓ Flagship Strategy phase I
- ✓ Flagship Strategy phase II
- ✓ Flagship theory of change
- ✓ VZF Strategy
- ✓ VZF theory of change (old and revised)
- ✓ VZF logical framework
- ✓ Project concept note and logical framework
- ✓ Project inception phase report and annexes (workplan and performance plan)
- ✓ Flyer of the project
- ✓ Project technical progress report and annexes (workplan and performance plan)
- ✓ No-cost extension request and revised workplan
- ✓ PARDEV Approval Minutes
- ✓ GLO/19/07/EUR budget – planned and actual- expenditures;

22. In addition, the evaluation reviewed the Project's output documents indicated in Appendix 2.

3.2 Interviews

23. The evaluation also conducted virtual interviews with the following individuals:

VZF Staff:

- Ockert Dupper, Global Programme Manager
- Maria Munaretto, Technical Officer

LABADMIN/OSH Branch in Geneva:

- Joaquim Pintado Nunes, Branch Chief
- Mini Thakur, Monitoring and evaluation officer
- Alizée Charbonneau, Programme and operations officer
- Ana Catalina Ramirez, OSH technical specialist, technical backstopping Officer in LABADMIN/OSH for the research component of the project
- Yuka Ujita, Senior Specialist, Occupational Safety and Health, DWT/CO-Bangkok, and technical backstopping Officer for the data component of the project
- Balint Nafradi, Statistician/Technical Officer

ILO Department of Statistics:

- Steven Kapsos, Head, Data Production and Analysis Unit

ILO Donor relations:

- Audrey Le Guével, Programme and Operations Officer (ILO Brussels);

VZF country projects:

- Rodrigo Mogrovejo (CTA, VZF Latin America)
- Schneider Guataqui (National project officer, VZF Colombia)
- Evans Lwanga (CTA, VZF Ethiopia)
- Mariana Infante Villarroel (CTA, VZF Myanmar)

Tripartite constituents who benefited from the project

- Gustavo Rafael Solorzano Honduran Council of Private Enterprise (COHEP)

Research partner (external collaborator)

- Carlos Garcia, Researcher, Centre for Regional Entrepreneurial and Coffee Research, Colombia.

European Commission DG Employment, Social Affairs and Inclusion

- Alberto Funes-Betancor

ACT/EMP and ACTRAV Specialists

- Magdalena Bober (ACT/EMP)
- Ursula Kulke (ACTRAV)

3.3 Cross-cutting themes

24. Gender and diversity are important components of the Vision Zero Fund programme, and it is highlighted as a cross-cutting concern throughout the methodology, deliverables and final report of this evaluation. This reinforces the importance of establishing a relevant balance between men and women among stakeholders who were interviewed. It also implies that data, for example, on the usage by beneficiaries of services or on participation in training programmes funded by the Project must wherever possible be disaggregated by gender.

4. Main Findings

25. With a view to assessing to what extent the PROJECT was successful on achieving the immediate objectives set forth in the PROJECT's concept note, in the following paragraphs the report presents a summary of the main achievements under:
 - **Immediate objective 1:** Actionable knowledge on OSH and GSCs is available to support industry public and private stakeholders' decision-making and to inform the development of industry-wide strategies to sustainably address the most persistent OSH challenges. Under this objective, the project aimed to develop and implement a comprehensive, gender-sensitive knowledge strategy on OSH and GSCs, and conducted synthesis and systematic reviews of the drivers and constraints for OSH improvements in selected GSCs.
 - **Immediate objective 2:** Reliable, up-to-date, sex-disaggregated data on the incidence of occupational fatal and non-fatal accidents, injuries and diseases in VZF project countries is available. Under this second objective, the project aimed to (i) Improve capacity of ILO member States in reporting the frequency of occupational accidents injuries, and diseases in line with SDG Target 8.8; (ii) Develop methodologies for collecting reliable data on the frequency of occupational accidents injuries, and diseases in project countries and beyond; and (iii) Develop an ILO/STATISTICS "quick guide" on interpreting occupational injuries statistics to provide information on how

to interpret statistics on OSH wisely for anyone who is called on to analyse or quote data on occupational injuries.

Immediate objective 1: Actionable knowledge on OSH and GSCs is available to support industry wide stakeholders' decision making to inform the development of strategies to sustainably address the most persistent OSH challenges

Output 1.1 A comprehensive, gender-sensitive knowledge strategy on OSH and GSCs is developed and implemented

26. The project developed a gender-sensitive research strategy to conduct research on the effects of global disruptive and transformative forces on OSH in GSCs, in particular on (i) the COVID-19 pandemic and (ii) environmental/climate change. Research methodologies were developed, and the following research were conducted at country and global level in collaboration with different researchers and one research centre:
27. Research was conducted on the impact of the COVID-19 pandemic on agriculture and textile/garment global supply chains. Three case studies were conducted on OSH measures and on actions taken by stakeholders in agriculture and garment/textile global supply chains in three VZF project countries to prevent exposure to and transmission of the COVID-19 virus in workplaces linked to these supply chains (coffee GSC in Colombia; garment /textile GSC in Ethiopia; and garment GSC in Myanmar). Findings from the research provided evidence on how OSH measures mitigated safety and health specific risks associated with the COVID-19 pandemic, but also identified entry points for the development of effective strategies to ensure safer and healthier supply chains and the development of policies and strategies to address future crises. In Colombia and in Ethiopia, consultations workshops were held with GSCs stakeholders at country level to present and discuss research findings. In Ethiopia, stakeholders developed general recommendations for strengthening the OSH response to the current pandemic in the textile/garment sector in Ethiopia, and the workshop was followed by training that directly linked the topics with gaps identified in the research. The reports of findings from the three case studies were published in December 2021:
 - COVID-19 and occupational safety and health in the coffee global supply chain in Colombia ([link](#));
 - COVID-19 and occupational safety and health in the garment/textiles global supply chain in Ethiopia ([link](#));
 - COVID-19 and occupational safety and health in the garment global supply chain in Myanmar ([link](#)).
- A literature review was conducted on the impacts of climate change on OSH in GSCs, with focus on agriculture and construction GSCs to identify knowledge gaps and opportunities for future research. The report of findings is currently being finalised. This is a first strong piece of research by VZF on this important topic that brings together climate change and OSH together. The topic is fast emerging as an area of interest among

donors, OSH specialists and other GSC stakeholders. This research has already informed a concept note that VZF is currently working on for a potential future Project on the subject.

28. To facilitate and foster the sharing of knowledge between the VZF teams at global and country levels, the VZF Secretariat developed a “knowledge management tracking tool”. The PROJECT contributed to this. The “knowledge management tracking tool” is also an excellent tool to share information with ILO tripartite constituents and the general public.
29. All the methodologies, tools and research products produced to date by the VZF at both global and country levels were systematized in the tool. The content of this tracking tool was used for the development of a user-friendly and easy to access repository of research and knowledge products established as part of the new VZF website. The content is also being used for the development of a knowledge management platform which is currently being developed to systematically gather, store and share knowledge products of all LABADMIN/OSH Development Cooperation projects with the aim to foster exchanges between colleagues in LABADMIN/OSH, country project teams, regional technical specialists, and also to people at large by making useful resource available in a systematic and user-friendly way.

Output 1.2 Synthesis and systematic reviews of the drivers and constraints for OSH improvements in selected GSCs are conducted.

30. The Project conducted two synthesis reviews of the findings from all VZF assessments of drivers and constraints for OSH improvement conducted in all project countries and in VZF’s supply chains of focus, namely in agriculture and garment GSCs.
31. These synthesis reviews compiled, compared, contrasted, and synthesized the findings to learn what work and what doesn’t. all evidence related to OSH vulnerability profiles and on drivers and constraints for OSH improvements in agriculture global supply chains and in garment factories. The findings provide information that could be used in developing effective strategies to improve OSH in agriculture and textile/garment global supply chains. The reports identify persistent research gaps and contain recommendations for future research. Preliminary findings were used to inform global and regional sessions of the VZF High Level Forum, which took place in February 2021.
32. The findings of the synthesis and systematic reviews were of paramount importance as it brought together relevant information from several different assessment reports. This helped in two significant ways: first, by giving a comparative view of drivers and constraints that are common and/or unique across sectors and countries thus providing a useful reference for future Project designs; and second, it identified the shortcomings of the reports so far (data inconsistencies/gaps) enabling VZF to understand these shortcomings of the methodology and its execution and be better prepared for future assessment exercises. These findings were published in September 2021:

- Occupational safety and health improvement in agricultural global supply chains: Drivers and constraints. A synthesis review (ilo.org); (2021) ([link](#))
- Occupational safety and health improvement in the garment industry: Drivers and constraints. A synthesis review (2021) ([link](#))

Immediate Objective 2. Reliable, up-to-date, sex-disaggregated statistics on the incidence of occupational fatal and non-fatal accidents, injuries, and diseases in VZF project countries is available

Output 2.1 Capacity of ILO member states in reporting the incidence of occupational accidents injuries and diseases in improved in line with SDG 8.8)

33. The PROJECT contributed to the development of the WHO/ILO Joint Methodology to estimate the work-related burden of disease and injury and the new WHO/ILO Joint Estimates. More specifically, the PROJECT supported the engagement of a technical expert who contributed to the development of exposure database, estimation methodology, and production of estimates.
34. The WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000-2016: Global Monitoring Report, which was produced with the financial support of the VZF, was launched by the ILO and WHO ahead of the XXII World Congress on Safety and Health in September 2021. The report shows that work-related diseases and injuries were responsible for the deaths of at least 1.9 million people in 2016. According to the Report, the majority of work-related deaths were due to respiratory and cardiovascular disease. A visualization of country level disease burden, with gender and age breakdowns, is also available on WHO website. The new estimates on exposure to long working hours and its health outcomes received significant media exposure, including from the BBC, New York Times, and CNBC. The findings were published in September 2021 in a scientific journal entitled: "Global, regional, and national burdens of ischemic heart disease and stroke attributable to exposure to long working hours for 194 countries, 2000–2016: A systematic analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury – Science Direct". The journal has open access at the following ([link](#)).

Output 2.2 Methodologies for collecting reliable data on the incidence of occupational accidents injuries, and diseases in VZF project countries and beyond are developed

35. With regard to OSH data collection and analysis, the PROJECT collaborated with the ILO Department of Statistics (ILO STATS) on the development of knowledge products that could be used to strengthen OSH data collection and analysis. The PROJECT collaborated with the ILO's Data Production and Analysis Unit, and developed the following products:
 - A quick guide on sources and use of statistics on occupational safety and health ([link](#)) (available in English, Spanish and French) was published at the end of 2020. The guide

provides an overview of the main aspects of OSH statistics and on how statistics can be interpreted to raise awareness of the importance of OSH, to foster commitment and establish priorities, to inform OSH policies, and to develop strategies to prevent occupational accidents, injuries, and diseases. It is important to note that the quick guide is part of an ILO's STATS Series, which is an example of the PROJECT'S relevance and sustainability. The quick guide is a useful reference tool for data producers of occupational safety and health statistics, researchers, labour market analysts, social partners, and data users interested in occupational safety and health.

- A mapping of the different types of households and establishment surveys to collect data on OSH was conducted. A comprehensive report of findings from this mapping exercise is currently being produced and is expected to be published in early 2022. The report will provide an overview of different types and content of household and establishment surveys with the aim to inform and support countries in the development of such surveys, and more specifically, in selecting the most appropriate question-set to achieve their purpose.
36. Also under 2.2, the PROJECT developed brief guides to support employers and workers to comply with their respective duties and obligations to report, record and notify occupational accidents, injuries, and diseases. The two following guides were published in September 2021 (available in English, Spanish and French), and were later turned into short videos by the PROJECT:
- **Reporting, Recording and Notification of Occupational Accidents and Diseases: a brief guide for workers** ([link](#)): The purpose of this brief is to assist workers to better understand their role in the implementation of a recording and notification system in the workplace, and to help them fulfil their responsibilities to report occupational accidents and diseases.
 - **Reporting, Recording and Notification of Occupational Accidents and Diseases: a brief guide for employers** ([link](#)): The purpose of this guide is to provide brief information that will help employers and managers improve and promote reporting, recording, and notification of occupational accidents and diseases in their workplace.
37. In **Honduras**, in collaboration with COHEP (Honduran Council of Private Enterprise), the abovementioned guides were adapted to the legislation of the country. An OSH specialist in Honduras trained a group of technicians who rolled out the guides in the coffee sector. The tools were integrated into a virtual resource centre on OSH on the COHEP website for use by its member business organisations, in particular those in the coffee sector. In addition, at the time of the drafting of this report, discussions were taking place with national authorities in Vietnam and in Ethiopia for the adaptation of the guides for workers and employers, and there was an expectation that the guides would be adapted and implemented in Mexico and other countries beyond the VZF target.

PROJECT's main activities in VZF project countries

38. Under Immediate Objective 1², Output 1.1 A³:

- **COLOMBIA:** Research was conducted in Colombia on OSH measures and on actions taken by stakeholders in the coffee global supply chain to prevent exposure to and transmission of COVID-19 in workplaces linked to the supply chain. A virtual consultation workshop was held in June 2021 with GSCs stakeholders at country level to present and discuss research findings. The participants to the workshop included representatives from the government (Ministry of Labour and Ministry of Health and Social Protection); producers', employers' and workers' organizations; exporters; NGOs; academia. This research was conducted in the field in Colombia with the support of VZF project in Colombia.

- **ETHIOPIA:** Research was conducted on OSH measures and actions taken by stakeholders in the garment supply chain to prevent exposure to and transmission of COVID-19 in workplaces linked to the supply chain. A consultation workshop was held with GSCs stakeholders at country level to present and discuss research findings in May 2021 in Addis Ababa. This workshop created a platform for stakeholders to review the findings and discuss how to address the impact of the pandemic going forward. Stakeholders identified general recommendations for strengthening the OSH response to the current pandemic in the textile/garment sector in Ethiopia, and the workshop was followed by trainings on COVID-19 risk management, preparedness, and response plan, and on COVID-19 prevention mechanisms and contact tracing. The trainings were directly linked to the gaps identified in the research on OSH management in workplaces and on the lack of long-term preparedness and response plans. The organizations represented at the workshop included national and regional labour authorities, employers' and workers' organizations, workers' social security agencies, international NGOs, and multinational enterprises (global buyers).

- **MYANMAR** Research was conducted on OSH measures and on actions taken by stakeholders in the garment supply chain to prevent exposure to and transmission of COVID-19 in workplaces linked to the supply chain. Because of the military coup that took place in February 2021 the validation workshop with constituents initially planned could not take place. This research was conducted in the field in Myanmar with the support of VZF Myanmar project staff. A consultant was hired for data collection in the field.

² Immediate objective 1: Actionable knowledge on OSH and GSCs is available to support industry wide stakeholders' decision making to inform the development of strategies to sustainably address the most persistent OSH challenges

³ Output 1.1 A: Comprehensive, gender-sensitive knowledge strategy on OSH and GSCs is developed and implemented

39. Under Immediate Objective 2.2⁴:

MEXICO: In 2020, discussions were initiated with the Ministry of Agriculture and Rural Development to include OSH questions in a new national census to be conducted in the agriculture sector. Due to COVID-19, priorities in Mexico shifted and the development of the national census was postponed. It is expected that once the Mexican government decides to move forward with the development of the national census, the report of findings from the mapping of the different types of households and establishment surveys to collect data on OSH, will support the Mexican government to include an OSH module in the census.

HONDURAS: In collaboration with Honduran National Employers' Organization (COHEP), the guide for employers was adapted to include national legislation. With the support of the PROJECT, training has been delivered to a group of technicians who rolled out the guides on farms and in enterprises in the coffee sector. These tools were integrated into a COHEP's virtual resource centre on OSH and therefore has been made available to its member companies, in particular those in the coffee sector.

ETHIOPIA: At the time of the evaluation, discussions were taking place with labour authorities for the use of the brief guides for workers and employers on reporting, recording and notification of occupational accidents and diseases in Ethiopia. The National VZF project in Ethiopia was involved in the development of the generic brief guides for employers and workers on reporting recording and notification of occupational accidents and diseases. Discussions with constituents in Ethiopia are on-going regarding the use of the guides in the country.

⁴ Immediate Objective 2. Reliable, up-to-date, sex-disaggregated statistics on the incidence of occupational fatal and non-fatal accidents, injuries and diseases in VZF project countries is available; Output 2.2 Methodologies for collecting reliable data on the incidence of occupational accidents injuries, and diseases in VZF project countries and beyond are developed.

5. Conclusions

40. In the following paragraphs, the report presents the main conclusions reached by the evaluation under the criteria of relevance, coherence, effectiveness, efficiency and impact/sustainability.

RELEVANCE

41. The evaluation examined whether the implementation of the PROJECT responded to the needs of the beneficiaries targeted by the PROJECT. It also examined if the work conducted and the topics chosen were relevant to the needs and priorities of stakeholders. In particular, the evaluation focused on assessing if the research conducted under Objective 1, was relevant to achieve the PROJECT's objectives. The evaluation also looked at the work conducted under Objective 2, "Reliable, up-to-date, sex-disaggregated data on the incidence of occupational fatal and non-fatal accidents, injuries and diseases in VZF project countries is available". In addition, the evaluation also conducted an assessment of the synergies established to complement, and/or build upon other VZF projects.

Synergies with other VZF projects

42. The PROJECT benefitted from being embedded into the broader VZF initiative and being able to work through its field structures. This was very important because it allowed the PROJECT to have coverage that it would have not have otherwise. For example, at the beginning of the implementation phase, input from the VZF team was key on identifying relevant research topics. Thereafter, the VZF country project teams were also consulted on a permanent basis during implementation. Another very beneficial synergy between the PROJECT and other VZF projects was by providing the opportunity to build upon the relationships that the VZF field team had developed with ILO constituents and other stakeholders. This was particularly positive when it came to establishing cooperation with ILO tripartite constituents at national level.
43. With regards to the COVID-19 research, which involved government, employers' and workers representatives at national level, this pre-existent relationship was key in order to retrieve the data that was necessary for this line of work. This contributed to the "actionable" purpose of the tools developed by the PROJECT.
44. The "brief guides on reporting, recording and notification of occupational accidents and diseases" are actually being adapted and used at a country level.

Relevance of "research topics" chosen

45. The PROJECT identified two research topics linked to their relevance as drivers or constraints for OSH conditions improvement:
- Impact of COVID-19; and
 - Impact of climate change.
46. It is important to highlight that these two topics were not selected at the time of the design of the PROJECT. During the design phase, it was decided that the concept note would be flexible to allow the PROJECT to receive input from the ILO and VZF field teams regarding relevant knowledge gaps in the area of research on OSH and GSCs. At the beginning of implementation, the Program coordinator consulted with different stakeholders to identify relevant topics, including stakeholders and the donor. An effort was made to develop research, not for the sake of research, but with a clear objective of being “actionable”, meaning, generating information and knowledge that could be used in a practical manner and applied for policy guidance and as a basis of future research.
47. With regards to objective 2 related to “reliable, up-to-date, sex-disaggregated data on the incidence of occupational fatal and non-fatal accidents, injuries and diseases in VZF project countries is available”, the evaluation noted that the tools developed by the PROJECT on reporting and notification have been very useful, specifically because they have been developed with the aim of assisting employers and workers. These tools were tested in Honduras with the objective of confirming their practical application and relevance.
48. Regarding “climate change” (the other topic selected as a disruptive force in GSCs with potential implications for OSH), some informants indicated that the linkage between OSH and “climate change” was not always evident. It could be argued that more needs to be done to explain the existing linkages to generate interest to promote “actionable knowledge” and direct links to GSC.
49. It is important to highlight that nobody questioned the relevance of “climate change” in today’s world, nor its implication and potential implication in the world of work in general. However, some of the informants did question if there was a factual basis for it to take priority over other more pressing OSH issues. In addition, the evaluation also took note that the research faced challenges at the beginning of implementation, which led to changing the external consultant hired to do the research.
50. However, other informants pointed out that “climate change”, proved to be very relevant research topic, as it has become a priority within the broader international debate, including among the G7 countries. The mapping of literature on climate change and OSH (which was not abundant at the time of implementation of the PROJECT), will potentially be useful as stepping-stones for future research activities. As pointed out above, research informed the development of a concept note for a potential new project on climate change. This responds to a specific request from a VZF’s donors. The concept note situates the PROJECT directly within the VZF’s overall approach to global supply chains

and is informed by the Fund's collective action approach. It will be implemented in a current VZF Project country. Therefore, it is arguable that the link between the research (mapping) and "actionable knowledge" (project concept note) is very direct.

51. Information collected by the PROJECT (mapping of literature on climate change) could prove to be useful on future phases of the VZF. It was indicated that the VZF needs to focus more on the impact of climate change on OSH, and this research will inform the next VZF's 5-year strategy that will be developed next year. It is anticipated that climate change will feature more prominently in the next VZF strategy, and this research has certainly contributed to this new thinking and direction.
52. In this regard, it will be interesting to further discover and understand the linkages between climate change and OSH, to better guide future research conducted in this field. In addition, some informants were of the view that together with climate change, research should also take a closer look at environmental management, as the interaction and impact of human activities on the natural environment also is generating constraints and could potentially jeopardise OSH improvements in general.

Reliable, up-to-date, sex-disaggregated data on the incidence of occupational fatal and non-fatal accidents, injuries, and diseases.

53. The PROJECT contributed to the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016. The report details the impact of selected 19 occupational risk factors to human health through the specific health outcomes and offers various examples of policies and actions for prevention. These estimates provide a valuable basis for formulating, prioritizing, planning, costing, implementing, and evaluating effective policies and actions to mitigate the work-related burden of disease and injury, at country, regional and global levels, across sectors.

Quick Guide on sources and uses of statistics on occupational safety and health

54. In addition, the PROJECT also produced the "Quick Guide on sources and uses of statistics on occupational safety and health". This guide provides a broader audience including media with an overview of the main aspects of occupational safety and health statistics, including their relevance and uses. It also presents the international standards governing occupational safety and health statistics, as well as a description of the most commonly used occupational safety and health indicators.
55. The guide also reviews the various types of potential sources of occupational safety and health statistics, highlighting their advantages and disadvantages. Finally, the guide

points to the main challenges surrounding the compilation, dissemination and interpretation of occupational safety and health statistics.

Putting the spotlight on OSH during a global health crisis

56. Evidently the PROJECT's work on COVID-19 during the pandemic highlighted the paramount importance of having OSH systems in place during a public health crisis. This arguably confirms the relevance of this topic as a disruptive force in GSCs with potential implications for OSH, and the work done by the PROJECT on this topic.
57. Furthermore, it is arguable that the PROJECT implementation also demonstrated the importance of having effective OSH systems in place during any other kind of crisis, not necessarily derived from a global health emergency (like COVID). Other kind of natural misfortunes would necessarily also need for these systems to be in place and running efficiently, for example in the case of an earthquakes, floods, and droughts. It could be said that this reinforces the notion that "climate change" is a disruptive force in GSCs with potential implications for OSH.

Challenges to access information and data on occupational accidents and diseases at national level

58. The implementation of the PROJECT confirmed that retrieving information and data on OSH in developing countries –such as in the VZF countries- is extremely challenging, thus the relevance of the PROJECT developing the guides on reporting, recording and notification, as well as the mapping of households and establishment surveys to collect data on OSH.
59. However, there is quite a lot to be done to improve the national system on recording and notification of occupational accidents and disease in these countries. This could also be said with regards to building capacities of governments, employers, and workers at the national as well as workplace level (which highlights the relevance of the PROJECT's activities at workplace level using the developed tools).
60. According to information provided during the evaluation, the main reason for this is the wide spread of informality, where the absence of a social security system implies that accidents and diseases are simply not reported. Even in those countries that have social security systems, often services for the notification and registry are extremely deficient. Therefore, there is a lot the ILO could do in developing countries, focusing on: (i) raising awareness of the importance of notifying and keeping a registration of occupational accidents and diseases; and (ii) to build institutional capacities at national level in these countries with this purpose.

COHERENCE

61. The evaluation analysed to what extent the design of the PROJECT was logical and coherent. To do so, it was necessary to determine the validity of the project design, the clarity of the timeline and objectives, and the likelihood of achieving the expected results within the allocated resources (financial and human). This section will also look at the coherence of the PROJECT's objectives, outcomes, outputs and activities, and whether or not the indicators (and targets) selected established were appropriate to assess progress. By doing so, it will highlight how well the PROJECT's results framework were aligned to the global results framework of VZF. Finally, an assessment will be made to learn to what extent does the PROJECT design took into account gender and inclusion issues into account.

Alignment of the project's results framework to VZF's global results framework and ILO's program and budget (Output 7.2)

62. From the review conducted by the evaluation, it was confirmed that the design of the PROJECT's log frame took into account VZF log frame, as well as the Flagship programme. Therefore, the PROJECT's indicators and outcomes were aligned with those of VZF and flagship programme.

63. During the evaluation, one recurrent aspect that kept emerging was the enormous benefits of the PROJECT being nested within the ILO's LABADMIN/OSH branch, the Flagship PROGRAMME on OSH, and other VZF projects. One interesting example was the way previous OSH Flagship projects⁵, developed the methodology⁶ that was then used by the PROJECT to develop the methodology for the research on COVID-19 and OSH in GSC.

64. Regarding the synthesis review conducted in the agricultural sector, it benefited from the seven case studies that had been previously conducted covering five products (coffee, cotton, ginger, lychees and palm oil) and six countries (Colombia, Indonesia, the Lao People's Democratic Republic, Madagascar, Mexico and Myanmar).⁷ The objective of these synthesis reviews was to identify OSH vulnerability profiles and common drivers and constraints for OSH improvements in agricultural and garment global supply chains based on these case studies.

65. In the case of the garment sector, between 2017 and 2019, the Vision Zero Fund conducted case studies on the garment industry in four countries: Ethiopia, the Lao People's Democratic Republic, Madagascar and Myanmar. With the exception of the one

⁵ ILO-EU project to improve the knowledge base on safety and health in global supply chains to support G20 work on safer workplaces.

⁶ : ILO. 2018. *Occupational Safety and Health in Global Value Chains Starterkit: Assessment of Drivers and Constraints for OSH Improvement in Global Value Chains and Intervention Design – Guide for Implementers*. https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_635715.pdf

⁷ The case studies in Colombia, Indonesia and Madagascar were conducted as part of a joint ILO–EU project to improve the knowledge base and safety and health in global supply chains to support the G20's work on safer workplaces, under the Safety + Health for All flagship programme.

on Madagascar, these case studies focus mainly on garment assembly, which is the final production stage in the garment supply chain. They help to identify the drivers and constraints for OSH in garment factories, the groups of workers who are exposed to these hazards and the workers who are most likely to suffer from exposure and who have limited capacity to cope with the consequences (establishing what are referred to as “OSH vulnerability profiles”).

66. The findings of these two synthesis and systematic reviews provided a robust and empirical basis for the development of effective strategies to improve OSH in agricultural and garment global supply chains. They also shed light on research gaps and potential research topics for future research.

Gender and inclusion issues

67. Regarding research activities carried out by the PROJECT, gender issues were integrated in the development of the research concept notes and in the conceptualisation of the research methodologies. The evaluation noted that specific research questions focused on gender issues in the methodologies for the research on climate change, COVID-19 and for the synthesis reviews. It was also noted that the PROJECT faced challenges when it came to implementing the research methodology for the research on COVID-19. As for the research on climate change, the PROJECT made an effort to cover all available literature with reference to gender issues. As for the synthesis reviews, these were inevitably limited to knowledge available in the assessments already conducted. However, efforts were made by the PROJECT to extract everything available related to gender issues and the new reviews showed the gaps in VZF assessments at country level.
68. However, the issue of **disabilities** was not considered in the design of the PROJECT, thus were less prominent during the implementation. This is something that should be kept in mind in future ILO project designs. However, the evaluation noted that the issue of disabilities was considered in the literature review on climate change. A section on disabilities was included in the report of findings with some evidence on workers with disabilities being more at risk to suffer health consequences.

EFFECTIVENESS

69. With regards to effectiveness, the evaluation aimed to analyse to what extent the intervention’s immediate objectives were achieved, taking into account their relative importance. The evaluation examined the PROJECT’s results in terms of quality, quantity and timing and progress towards the PROJECT objectives, in order to assess to what extent did the PROJECT integrated gender considerations in its implementation and outputs, how did it contribute to the objectives of the VZF, the flagship programmes, and the LABADMIN/OSH branch. It was also important to learn to what extent the PROJECT

was able to capitalize VZF's collective action approach and mobilize local and global partnerships for enhanced research.

Being part of the LABADMIN/OSH Branch and Flagship programme

70. As already highlighted, the PROJECT was integrated into the VZF, which is part of the OSH Flagship Programme, in ILO's LABADMIN/OSH Branch. This ensured that it contributed directly to the Global Outcome on generating knowledge on OSH. One aspect highlighted as a positive during the evaluation's interviews, was that the PROJECT was managed at ILO HQ level (not at field level) which in the one hand enabled it to benefit from information produced by all the VZF field projects, and on the other (and more importantly), offered the opportunity to organize knowledge -that otherwise would be scattered- and made it available for broader use by the ILO community around the world. The findings of the PROJECT are now available to global policy makers (ILO's tripartite constituents), at a crucial moment of the international debate on OSH, contributing to better informed discussions, thus improving the process of decision making at global level.
71. The PROJECT contributed to the objectives of the ILO Flagship Programme (Safety + Health for All) and the LABADMIN/OSH branch activities by providing fresh data and information that potentially could serve as evidence upon which effective legislation, policies and interventions could be designed, implemented, monitored, and evaluated. Having better data strengthen ILO capacity to support OSH systems at national level and within enterprises and facilitates effective allocation of resources. Research findings also serve to guide the development of training programmes and other capacity building activities, as well as to design OSH awareness campaigns.

Improving methodologies and trying new sectors in other countries

72. The PROJECT learned a lot during the production of the synthesis review on drivers and constraints for OSH in agricultural and garment global supply chains, which required the analysis of several country level reviews on these two sectors. The synthesis reviews carried out by the PROJECT helped identify areas where improvement was possible on the implementation in VZF countries of the methodology for the assessment of drivers and constraints for OSH developed by previous EC funded Project. For example, the ILO-EU project to improve the knowledge base on safety and health in global supply chains to support G20 work on safer workplaces.
73. It also learned a lot in the process of drafting the employers' and workers' guides for reporting, recording and notification of occupational accidents and diseases, which were actually adapted and implemented in Honduras. The Guides provide information to workers and employers on their respective obligations based on Protocol 155. In the case of Honduras, it went further and provided guidance on national legal obligations in the country. The adaptation process that took place in Honduras points to the possibility of the Guides being adapted to other country contexts. The evaluation would highlight that

one of the main learnings in the Honduran process was the prominent role of national constituents in the adaption of the Guides and on the promotion of the documents at national level, which initially focused only on the Coffee Sector, but that constituents informed could be easily adapted to other agricultural sectors.

74. The learnings of the PROJECT in Honduras opens the opportunity to implement improved versions of the Guides in other countries and in other sectors. This could potentially escalate the results to improve the way OSH information is collected, registered, and processed, which in turn should lead to (i) better OSH national systems in ILO member countries; and (ii) an enhanced ILO institutional intelligence on OSH matters for policy guidance and tripartite debates.

Influencing stakeholders' research agenda.

75. The PROJECT had the capacity to influence the research agenda of different stakeholders. For example, in Colombia, the PROJECT was successful on promoting the discussion of OSH related matters in the coffee GSC. Working with the Centre for Regional Entrepreneurial and Coffee Research (CRECE – Centro de Estudios Regionales Cafeteros y Empresariales) lead to working with the employers' organization of coffee producer (Federación Nacional de Cafeteros de Colombia - FNC) which in turn has focused interest on OSH matters with its approximately 530,000 member companies. Furthering the research agenda of CRECE, has also led to interactions with the Ministry of Labour of Colombia with a view to expand knowledge sharing on OSH. While conducting OSH research, CRECE worked with over 70 stakeholders of the coffee supply chain, which were eager to collaborate, particularly with regards to possible improvements on how to face challenges generated by the COVID-19 pandemic.

EFFICIENCY

76. This part of the report looks at how resources (funds, expertise, time etc.) and management arrangements contribute to the PROJECT's results. This implies analysing to what extent the material, human, and institutional resources, as well as the technical and administrative support were adequate to meet PROJECT's objectives.

Material, human/institutional resources and technical/administrative support.

77. During the evaluation, several colleagues highlighted the excellent work done by Ms Alizée Charbonneau in her capacity of coordinator of the PROJECT. However, it was also felt that more financial resources should had been allocated to facilitate more senior level support.
78. Given the nature of the PROJECT, there was a heavy reliance on ILO regular staff, in particular technical specialists, to ensure technical review and quality of the products. It

was felt by some respondents that the time demands on specialist was not properly anticipated. In future projects, it would be desirable to better anticipate and reflect the time demand such projects require. Overall, the LABADMIN/OSH Branch leadership was considered very efficient on engaging its Technical Specialists on collaborating with the PROJECT.

Synergies and full collaboration

79. Having the PROJECT embedded into the VZF and hence part of the Flagship Programme, and the LABADMIN/OSH Branch resulted to be very positive. The synergies generated contributed not only for the success of the PROJECT, but also strengthened the technical capacity of the VZF, hence the Flagship Programme and ultimately the Branch performance.
80. This was possible thanks to management guidance on appropriate implementation arrangements and coordination among all parties concerned, to optimize resources and helped deliver more coherent results. This is particularly relevant with regards to the ILO's function to promote and advocate policy and develop global tools. By having the PROJECT closely collaborating with the LABADMIN/OSH Branch, information and data produced by the PROJECT could be utilized to design more accurate policy proposals based on evidence.

A two-way road to knowledge

81. Another aspect that was highlighted with regards to efficiency of the PROJECT was with regards to the establishment of an internal two-way information flow. The evaluation noted that having the PROJECT embedded within the LABADMIN/OSH Branch, also guaranteed that PROJECT products were made accessible to all ILO staff in general, but specifically to ILO OSH Specialists, both in headquarters and in the field.
82. This could only be done through the coordination by the Branch OSH specialists. Likewise, the PROJECT also benefited from having immediate access to everything produced by the LABADMIN/OSH Branch, as well as from all VZF products. One clear example of this was the way in which the experience gained by the VZF in Colombia⁸, contributed to the way in which the PROJECT implemented its activities in Honduras.
83. The very rich experience of working with the coffee sector in Colombia, served as the basis for the actions taken by the PROJECT in Honduras, together with COHEP (national employers' organization in Honduras). In this case, VZF team in Colombia, provided invaluable advice and guidance to COHEP on how to carry-out activities and develop products within the framework of the PROJECT in Honduras. More details are provided further below on the section related to "impact" of the PROJECT.

⁸ [Mejorar la Seguridad y la Salud en el Trabajo en la Cadena de Valor del Café](#) (Colombia).

OSH governance

84. The efficient implementation of the PROJECT also highlighted the pertinence and appropriateness of the LABADMIN/OSH Branch's global technical team current structure including field Specialists. This structure represents "**OSH governance**", which includes the technical aspect of OSH work (led by the Branch OSH global technical team), the legislation and compliance dimension (led by the Branch Labour Inspection team), and the basis for the national OSH systems (supported by ILO's labour administration specialists). This structure provides an all-encompassing vision of OSH governance in practical terms and reflect governance also at national level. Filling in information and data gaps on OSH enhances all three dimensions (OSH system, inspection, and labour administration), potentially making OSH governance more efficient.

IMPACT / SUSTAINABILITY

85. With regards to impact, the evaluation sought to find indications of the research and knowledge products being used by stakeholders in their everyday work. Also, it assessed the likelihood of the research/knowledge products advancing the research agenda set forth by the PROJECT. In addition, it looked for hints as to what kind of additional activities could be conducted to increase the sustainability of the results and to ensure continuity in filling knowledge and data gaps on OSH in GSCs. Another important aspect to assess, was the likelihood of the PROJECT's results would be used by policy makers.
86. Therefore, the impact and sustainability of the PROJECT's products will very much depend on whether they are used and whether these finding become references for future work on OSH research. In this regard, communication, dissemination, and promotion of the PROJECT's findings is a key element for its meaningful impact.
87. The evaluation noted that the PROJECT contributed to the creation of a learning platform with VZF funding, into which the PROJECT products and learnings are showcased. This provides easy access to knowledge products generated by the PROJECT. The learning platform presents information and knowledge in an orderly manner, catalogued in different categories, such as assessment reports, research papers, fact sheets, and tools + filters by Countries, sectors and topics. One-way that to effectively assess the impact of the PROJECT would be to incorporate google analytics⁹ to track visits to the webpage, and learning which information is being used (and by who).

⁹ Google Analytics is a Google's web tool launched on November 14, 2005. It offers grouped information on the traffic that reaches a website according to the audience, the acquisition, the behaviour and the conversions that are carried out in the website. It is a tool mainly used for digital marketing. The tool generates reports such as

88. The two big pieces of research has provided for good ideas on where more information and knowledge are needed. Particularly with regards to climate change, it has been very clear that there is a lot to be done, as currently there is not enough information to base policy debate nor to feed into policy decision making processes. This would probably lead to more sector-based approaches as climate change affects different sectors in different manners and intensity. This research focused on conducting a desk-review, which in the one hand highlighted the enormous gaps of information on **climate change and OSH**, but in the other starts to point into areas that should be further analysed in the future.
89. Regarding research done on **impact of COVID-19 on OSH**, the PROJECT findings have been used at national level in VZF project countries. In addition, it can also be argued that knowledge and information derived of the PROJECT's activities and products can be easily adapted and transformed into global tools that can be used by ILO constituents.
90. With regards to the **WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016**, there is a lot of potential for this information to be used by policy makers around the world. For example, the evaluation was informed that these estimates were taken into used by a committee of experts convened in Japan regarding the prevention of long working hours and associated health problems including cardiovascular diseases and mental health outcomes. This led to a new legal and policy development. This kind of information is key for ILO member States to adjust and review national regulation framework and policies, using data and scientific evidence.
91. The evaluation noted that the “**Brief Guides for employers and workers on reporting, recording and notification of occupational accidents and diseases**”, produced under the PROJECT framework, have already been “**actionable**” as these instruments have been successfully tested at country level. This is the case of Honduras, where several VZF activities have been conducted. The PROJECT joint efforts with COHEP (national Honduran employers' organization, to adapt the Guides for the national context. With the support of the PROJECT, COHEP has been training OSH technicians from its member associations (initially with the coffee sector) to help implement the Guides.
92. During the evaluation, it was also noted that the Guides will also be incorporated as part of the **work plans of ILO's OSH Specialists** for 2022-2023. For example, the Guides will serve as the basis for technical assistance provided by the ILO Office for the Asia and the Pacific Region, including Cambodia, Fiji, Indonesia, Lao PDR, Myanmar, and Vietnam; and in Africa, in Ethiopia, where the Guides will be translated and adapted to local framework.

the tracking of exclusive users, the performance of the user segment, the results of the different online marketing campaigns, and sessions by traffic sources, bounce rates, session duration, visited content, conversions, etc.

93. The Guides are also referenced as important guidelines in the new ILO Code of practice on safety and health in textiles, clothing, leather, and footwear industries, adopted by a tripartite meeting held in Geneva in October 2021.
94. With regards to the focus on a specific sector (coffee & garment), the evaluation noted that this enabled for significant impacts in several VZF countries that go beyond the actions sponsored by the fund. For example, the work done with the GSC of the coffee sector in Colombia, Mexico, and Honduras, is likely to benefit other sectors within these countries, as well as other producer in other countries in Latin America.
95. In the case of Colombia, the government has committed funds to further develop the actions that emerge from the report of findings from the research on the impact of COVID-19 in the coffee sector in Colombia developed by the PROJECT. In addition, also in Colombia, the employers' and workers' brief guides on "Reporting, Recording and Notification of Occupational Accidents and Diseases" is foreseen to be adapted and promoted, which will be a useful tool to raise awareness on the importance of keeping up-dated registries on OSH. As a whole, VZF products in Colombia, including the reports produced under the PROJECT, are currently shaping a new program/campaign to encourage a culture of prevention of accidents and occupational diseases in the agricultural sector, and will be funded by the Ministry of Labour.
96. It is clear that the products of the PROJECT will continue to impact future ILO work, both of the ILO's technical cooperation function, as well as training material for tripartite constituents on OSH. One example of how this could happen, is through training, like the high-level course on OSH conducted by the ILO's International Training Centre in Turin, Italy in June 2020. The course trained 120 Brazilian labour inspectors using the "synthesis review on Occupational safety and health improvement in agricultural global supply chains: Drivers and constraints" which was produced in the framework of the PROJECT. This type of training experience could be replicated in other countries, particularly within other VZF projects.

6. Lessons learned and emerging good practices

Lesson learned 1: Making research “actionable” through factoring-in tripartism

97. Research within the ILO scope can be a bit different than doing research in a purely academic environment. Tripartism can potentially add positively to the quality and substance of knowledge and information generated through research, but it also implies that more time must be allocated to properly engage constituents.
98. Future ILO research projects should take this into account and consider a “constituent demand driven” approach. This implies allocating sufficient time and resources to conduct proper tripartite consultations from the outset of the project, to guarantee buy-in of the project’s objectives by constituents.
99. Participation of ILO constituents should occur during all phases of the project (design & implementation) not only toward the end, only to validate products (guides, reports, handbooks, etc). Project design should factor-in the necessary time to adequately do so. This will certainly enhance the “actionable” dimension of the products/research, as buy-in of constituents will increase the chances of the products and research being used at national level. Collaboration with ACTRAV and ACT/EMP Specialists, both in the field and HQ become a key component for this purpose.

Lesson learned 2: creating synergies among consecutive projects and building on previous findings

100. It is worthwhile noting the process which lead to the two “synthesis and systematic reviews of the drivers and constraints for OSH improvements in selected GSCs”. These processes showcased, in a very clear manner, a constructive and practical way in which consecutive smaller projects can create positive synergies and build on results and findings, as a good way to produce “global” products from which the broader ILO community can benefit.
101. It was noted that the two “synthesis and systematic reviews” were the result of analysing and comparing the national “assessments” produced by other VZF and ILO projects in Colombia, Ethiopia, Indonesia, the Lao People’s Democratic Republic, Madagascar, Mexico and Myanmar, which used a methodology previously developed by another EU funded project on OSH and GSC (“ILO-EU project to improve the knowledge base on safety and health in global supply chains to support G20 work on safer workplaces”) under the Flagship Programme Safety + Health for All.
102. The PROJECT reviewed all the national “assessments of drivers and constraints for OSH improvement in GSCs” produced by other VZF projects, took the findings and learnings, and produced the two global synthesis reviews in agriculture and the garment sectors, based on strong and empirical basis which enabled the development of effective

strategies to improve OSH in agricultural and garment global supply chains in other countries of the world.

103. In this process, the PROJECT also able to identify gaps in the implementation of the methodology, and potential topics for future research. These findings will surely be valuable for upcoming “assessment of drivers and constraints for OSH improvement in GSCs” conducted by the ILO in other countries and in other sectors.

Lesson learned 3: Incorporating the ILO Department of Statistics on research and data projects

104. One thing that was highlighted during the evaluation as something positive, was the involvement of the ILO Department of Statistics during the design phase of the PROJECT. This provided for efficient collaboration among the Department and the PROJECT from the outset of implementation.
105. Specific ILO staff was allocated the responsibility as part of the PROJECT team, which enabled the production of the very positive results. In this case, both the PROJECT as well as the Department benefited from the joint collaboration. This is certainly something that should be regarded as a good practice and should be repeated in future ILO research projects.
106. With regards to the work the ILO does on offering technical support and guidance to member states, in particular with regards to **data /statistics production**, the PROJECT has left several important lessons that will improve the way countries collect information in this field. Lessons learned from the involvement of the ILO Unit on Statistics, has open the possibility to better guide national OSH technicians to incorporate relevant questions on data collection instruments, such as OSH surveys conducted at national level. Through the PROJECT, the ILO has now a more informed understanding of what kind of OSH information may be available from existing labour-related data and information from countries, and what information is not available but needs to be collected. This places the ILO in a much better place to offer technical guidance at national level.

Lesson learned 4: Fostering clusters of different projects on the same topic (learning from others)

107. The PROJECT also highlighted the synergy generated among the different VZF projects. For example, methodologies and products developed in Honduras and Colombia, were transferred to Mexico in collaboration with ILO’s constituents, and to other countries, also beyond the VZF. VZF Staff, provided support for a successful implementation of the PROJECT, taking advantage not only of the experience generated by other VZF projects, but also of the good relationships established with ILO constituents at country level.

108. This was possible because the conditions found in the concerned countries are similar in the sense that they are all developing countries (fostering south / south learnings). This allowed for an easier adaptation of products and methodologies and benefitted from the experiences generated by the original project. It should also be noted that all VZF projects pursue the same developmental objective: the improvement of OSH conditions. Therefore, it was also easier for the PROJECT to interact with other projects being implemented by VZF and the ILO LABADMIN/OSH Branch under the Flagship Programme.
109. In this regard, the evaluation noted that this was also possible because of the existence of a centralized managing team at ILO's headquarters (VZF Staff) and the close collaboration among them and the LABADMIN/OSH Branch/GTT staff. Certainly, this kind of arrangement may foster coherence and efficiency while running different projects implemented under the overall framework of the Safety + Health for All Flagship programme. However, the evaluation also noted that, while this coherence ensures ownership and long-term usage of products at the country level, it also generates significant time/work demands on HQ staff. Future projects/donors should recognise this need to provide necessary resources for this.

Lesson learned 5: finding talent and expertise on OSH

110. During the evaluation, the issue of finding competent external talent (consultants) was brought up several times. It was pointed out that the PROJECT sometimes struggled to find international experts on OSH and the desirability of the ILO developing a database of OSH professionals that could support future work done in this area (consultants' roster). This was particularly challenging when developing research on climate change and OSH. The lesson learned was that it was preferable to work with institution (Universities, research centres and think tanks) rather than with individuals. However, it was also pointed out that it would be important to have a broader roster of individual experts that could collaborate with the ILO in future OSH research.

7. Recommendations

The ILO needs to strengthen the LABADMIN/OSH Branch's capacity with regards to data / statistics collection and research production

111. Under normal conditions, tripartite constituents regard the ILO as the main source of information and guidance when it comes to all labour related matters. This is particularly true for OSH matters during and post the COVID-19 pandemic. For this reason, it becomes of paramount importance that the work conducted by the ILO is evidence based and sustained on empirical data.
112. In general, labour statistics play an essential role in the efforts of member States to achieve decent work for all and for the ILO's support of these efforts. These statistics are needed for the development and evaluation of policies towards this goal and for assessing progress towards decent work. They are also an important tool for information and analysis, helping to increase understanding of common problems, explain actions and mobilize interest. If the ILO seeks to become the main policy driver on OSH, it needs to strengthen its institutional capacity to collect and process data. This should be done not only within the LABADMIN/OSH Branch, but also by strengthening the relationship between LABADMIN/OSH and the ILO's Department of Statistics.

Doing more on capacity building of governments, employers' and workers' organizations to collect data and reduce knowledge gaps on OSH

113. The production of global tools and global research projects will not –on its own- get the job done. The ILO Office will need to provide technical assistance and find innovative manners to support tripartite constituents to collect and organize data on OSH to generate relevant statistics.
114. This will be essential to better inform policy discussions and policies design at national and international levels. It would also enhance the capacity of ILO member States to record and report on OSH indicators, not only to report back to the ILO, but also for their own policy and regulation design on OSH matters. One way to approach this would be to design and implement a training strategy for technicians of member states (from all three constituents) in order to build the capacity to generate, analyse, manage and use the necessary quantitative information and statistics on OSH. This aspect of capacity building is extremely relevant while the ILO tripartite constituents discusses whether OSH should be considered a fundamental principal and right at work.

Need to nurture an evidence-based approach to policy advocacy and technical cooperation on OSH

115. The PROJECT highlighted the importance of producing research through factual information and data, as a fundamental basis to promote informed discussions that are conducive to ILO policy guidance and ILO technical cooperation activities. Lack of factual information may produce ill-informed discussions that in turn can produce deficient policies. This is relevant not only at national level discussions, but also at global level, where the ILO is expected to lead international efforts on labour and OSH policy.
116. Therefore, together with strengthening the capacity of LABADMIN/OSH to collect and process data, more resources and staff should also be allocated to the ILO Department of Statistics, to permanently focus part of its efforts on OSH indicators that can shed light on future ILO work both regarding advocacy as well as technical cooperation offered to constituents. In a broader sense, this is true for all other ILO's policy advocacy and development cooperation work.
117. More collaboration between ILO technical units and ILO's Department of Statistics should be fostered. This would require an active promotion from ILO management of technical departments, otherwise, it is unlikely to happen. This would lead to a long-term improvement, and not just a one-off exercise (i.e. the PROJECT). This would improve ILO statistics going forward, thus ILO policy advice and ILO development cooperation.

Future ILO research and data projects should focus more on collecting quantitative data rather than qualitative data

118. During the evaluation, several informants mentioned that with regards to the synthesis and systematic reviews on occupational safety and health improvement in agricultural and garment industries' supply chains (drivers and constraints), it would have been desirable to have more quantitative data, rather than qualitative information.
119. Although both reports were regarded as very useful, the recommendation to the ILO would be that in the future, this type of reviews try to focus more on extracting hard evidence through data collection process, rather than on perceptions only.

Adaptation of the Workers' and Employers' Guides on "Reporting, Recording and Notification of Occupational Accidents and Diseases" to national level

120. Very successful products of the PROJECT were the Brief guides for Workers' and Employers' on "Reporting, Recording and Notification of Occupational Accidents and

Diseases”. These guides have already been successfully adapted and used in Honduras –in collaboration with social partners.

121. It would be strongly recommended to promote the Guides among ILO national social partners from other countries. This effort would require adapting these instruments in order to take into account national regulation frameworks and local circumstances.
122. ACT/EMP and ACTRAV would be ideal partners for this purpose, to work directly with national employers’ and workers’ organizations at national level, not only to adapt the materials, but also to roll-out training programs for employers and workers.

Teaming-up with the ILO’s SECTOR and Better Work

123. The production of the two synthesis and systematic reviews published on OSH improvement in agricultural and garment industries’ supply chains (drivers and constraints) has proven to be a very useful. One possibility would be that LABADMIN/OSH explore ways to use a similar approach to produce systemic reviews of other sectors, including all levels¹⁰ of the GSC. It would seem logical that this kind of exercise could be done in collaboration with ILO’s SECTOR and Better Work units and to ensure continuity in filling knowledge and data gaps on OSH in GSCs. This collaboration could include putting in place a three-pronged strategy which takes into account:
 - I. Revision of the methodology. After reviewing the findings from the assessment of drivers and constraints for OSH improvement in GSCs, the synthesis reviews have given the opportunity to see what could be improved for future exercises to identify drivers and constraints in selected GSCs. The ILO (SECTOR Department and LABADMIN/OSH Branch) could work on developing a revised version of the methodology to enhance results.
 - II. Capacity building. From the work done in the field, it is clear that the capacity of ILO’s tripartite constituents needs to be strengthened, in order to enable them to collect the data and information needed, as well as to implement the actions needed to enhance the drivers of an improved OSH national system.
 - III. Awareness raising. To continue the work, there is a need for all parties involved to understand the importance of filling knowledge and data gaps on OSH, as a way to improve not only the safety and health of workers, but also as a practical

¹⁰ It was noted that research under this project did not look at all GSC, as inferred in its title. Instead, the project focused on certain sectors (mostly low skilled) in developing countries. It was also noted that the project did not produce research on GSC between developed countries, which would probably be useful to include in future research projects on GSC. This is in line with one of the knowledge gaps and recommendations for future research that came out of the synthesis reviews conducted under this PROJECT which is to conduct full chain studies looking at all levels of the GSCs.

managerial tool that enable a good functioning of companies, making them more productive and competitive.

Need to assess impact of research projects

124. It is never easy to assess impact on any technical cooperation project. When dealing with “research projects” this might be even more difficult. One way to address this would be to learn whether findings of the research is being used, by whom and with what purpose. It would be desirable, that reflection on how best to address this would take place during the design phase of the research project. This would allow to improve products designs under the project.
125. Also, in connection with impact, sufficient resources should be allocated during the design phase of the project to enable a proper dissemination strategy of the project’s products and findings. In the specific case of the PROJECT under evaluation, the fact that other VZF projects will outlive it, is an opportunity to do so, for example, by showcasing the PROJECT’s findings and products whenever the ILO is invited to speak at conferences and webinars.

Strengthening the link between climate change and occupational safety and health

126. As mentioned previously in the report, some informants indicated that for them the linkage between OSH improvement and “climate change” was not always evident and in their opinion, it might still be premature to proclaim definitive linkages. Nobody questioned the relevance of “climate change” in today’s world, nor its current implication and potential implication in the world of work in general. However, it is clear that more needs to be done to explain the existing linkages to generate interest to promote “actionable knowledge” and direct links to GSC.
127. Climate change is without a doubt a very relevant research topic to today’s world of work, and it has become a priority within the broader international debate, including among the G7 countries. The mapping of literature on climate change and OSH (which was not abundant at the time of implementation of the PROJECT), will potentially be useful as stepping-stones for future research activities. However, it would be advisable to explicitly inform/explain (beyond OSH experts) how this kind of research will lead to “actionable knowledge” and how this is it directly linked to GSC.
128. To advance on this line of work, it would be desirable to strengthen collaboration among the ILO’s statistics unit, Enterprise Unit (green jobs), Research unit, and LABADMIN/OSH Branch, as well between LABADMIN/OSH with SECTOR, to develop new research in specific sectors to improve data collection and enable Member states to produce tailored made policy and regulation.

8. Appendices

Appendix 1 – Terms of Reference for the evaluation

Terms of Reference - Final Internal Evaluation

Vision Zero Fund Project – Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility

Project Title	Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility
ILO Project Code	GLO/19/07/EUR
ILO IRIS Code	GLO/19/07/EUR, 107133
Period covered by the Evaluation	December 2019 – November 2021
Administrative Units in charge of the project	LABADMIN/OSH Branch, Governance Department
Unit in charge of backstopping	LABADMIN/OSH Branch, Governance Department
Type of Evaluation	Internal
Donors	European Union
Budget	GLO/19/07/EUR – EUR 525'000
Evaluation dates	November 2021-January 2022
TOR preparation date	July 2021
Evaluation Manager	Alizée Charbonneau

Background and description of the project

1.1. Background

Based on ILO estimates 2.78 million workers die every year from work-related injuries and diseases. An additional 160 million workers suffer from work-related diseases and 313 million workers from non-fatal injuries per year. 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 (VZF), 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 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 VZF operates in eight countries (Colombia, Ethiopia, Honduras, Lao PDR, Madagascar, Mexico, Myanmar, and Vietnam) and in three supply chains: garment /textiles, agriculture, and, since recently, construction.

The VZF 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, VZF 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.

For the model of collective action for safe and healthy supply chains to function effectively, it is imperative to have knowledge and data on OSH to support decision-making and inform the development of strategies to address persistent OSH challenges. As a central component of its strategy, the VZF seeks to improve the knowledge base on OSH and GSCs and the capacities to collect and analyse OSH data.

The Vision Zero fund (VZF) project "Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility" is a development cooperation project managed by the International Labour Organization and funded by the European Commission DG Employment, Social Affairs and Inclusion (DG/EMPL). The project started on 15 December 2019 and will end on 15 January 2022. In June 2021, a no cost extension was granted from 15 June 2021 until 15 January 2022. The project duration was initially of 18 months. With the no cost extension, it was extended to 25 months. The total budget of the project is EUR 525,000.

1.2. Project objectives and outputs

To strengthen the VZF's overall approach, the project "Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility" seeks to achieve the following objectives:

- Immediate objective 1: Actionable knowledge on OSH and GSCs is available to support industry public and private stakeholders' decision-making and to inform the development of industry-wide strategies to sustainably address the most persistent OSH challenges; and
- Immediate objective 2: Reliable, up-to-date, sex-disaggregated data on the incidence of occupational fatal and non-fatal accidents, injuries and diseases in VZF project countries is available.

Under the first objective, the project aims to develop and implement a comprehensive, gender-sensitive knowledge strategy on OSH and GSCs, and conduct synthesis and systematic reviews of the drivers and constraints for OSH improvements in selected GSCs.

Under the second objective, the project aims to:

- Improve capacity of ILO member States in reporting the frequency of occupational accidents injuries, and diseases in line with SDG Target 8.8
- Develop methodologies for collecting reliable data on the frequency of occupational accidents injuries, and diseases in VZF project countries and beyond
- Develop an ILO/STATISTICS "quick guide" on interpreting occupational injuries statistics to provide information on how to interpret statistics on OSH wisely for anyone who is called on to analyse or quote data on occupational injuries.

1.3. Project status and management structure

The project started on 15 December 2019 and was initially planned to end on 15 June 2021. A no cost extension was granted until 15 January 2022. As per EVAL's policy guidelines, a final evaluation is due at the end of the project (January/2022).

The VZF secretariat which is part of the LABADMIN/OSH branch is responsible for the overall project management and implementation. A technical officer has been in place since February 2020 to assume the project coordination responsibilities. ILO specialists from the LABADMIN/OSH Branch provide technical backstopping to the project. Five VZF countries are also participating in the project by way of contributing to the research on COVID-19 and activities for adapting and disseminating guides on reporting, recording and notification of occupational accidents and diseases.

Evaluation background

Evaluation for the purpose of accountability, learning and planning and building knowledge is an essential part of the ILO approach. All evaluations are conducted as per policy guidelines laid out by the ILO Evaluation Office (EVAL)

As per the agreement with the European Union, the VZF project "Filling data and knowledge gaps on OSH in GSCs to strengthen the model of shared responsibility", is subject to one final internal evaluation prior to completion of the project and following the ILO evaluation policy.

The project was part of the VZF mid term independent cluster evaluation conducted in May-Sept 2020, however since the project time frame did not coincide with the cluster evaluation, it only underwent a light review of progress at the time. The project has made significant progress since then and the planned outputs are moving towards completion. In addition, the project was granted a no-cost

extension for 7 months in June 2021. An internal final evaluation is therefore planned for November 2021-January 2022.

Purpose and scope of the evaluation

Purpose, scope and clients of the evaluation:

The purpose of this internal evaluation is to give an assessment of the effectiveness and the sustainability of the project across the major outcomes; assessing performance as per the foreseen targets and indicators of achievement at output and outcome levels; strategies and implementation modalities chosen; project contribution to reaching the objectives of the VZF and the overall Flagship Programme Safety+Health For All; constraints and opportunities; and to provide lessons to improve performance and delivery of the project. The evaluation will cover the project's various components, outcomes, outputs and activities as reflected in the project document as well as subsequent modification and alterations made during its implementation.

The evaluation should focus on all the activities that have been implemented between **December 2019 and November 2021**.

The evaluation should cover expected (i.e. planned) and unexpected results in terms of non-planned outputs and outcomes (i.e. side effects or externalities). Some of these unexpected changes could be as relevant as the ones planned. Therefore, the evaluator should reflect on them for learning purposes.

Findings and recommendations from the evaluation will be specifically directed to:

- VZF Secretariat and country projects teams
- The VZF global advisory and steering committee members, in particular the project's donor, the European Commission (EU) DG Employment
- ILO LABADMIN/OSH Branch, including ILO Flagship Programme Safety+Health For All
- The ILO evaluation office (EVAL)

Suggested aspects to be addressed

The evaluation should be carried out in adherence with the ILO Evaluation Policy, the UN System Evaluation Standards and Norms, and the OECD/DAC Evaluation Quality Standard.

<<http://www.oecd.org/dac/evaluation/qualitystandardsfordevelopmentevaluation.htm>>; The UNEG Code of Conduct for Evaluation in the UN System <<http://www.unevaluation.org/document/detail/100>>.

In particular, this evaluation will follow the ILO policy guidelines for results-based evaluation; and the ILO EVAL Policy Guidelines Checklist 3 "Preparing the inception report"; Checklist 4 "Validating methodologies"; and Checklist 5 "Preparing the evaluation report".

The evaluation will address the overall ILO evaluation concerns such as design, relevance, effectiveness, efficiency and sustainability to the extent possible as defined in the ILO Policy Guidelines for Results-Based Evaluation: Principles, Rationale, Planning and Managing for Evaluations 3rd edition (i-eval resource kit), 2017.

Gender concerns should be addressed in accordance with ILO Guidance note 4: “Considering gender in the monitoring and evaluation of projects”¹¹ All data should be sex-disaggregated and different needs of women and men and of marginalized groups targeted by the programme should be considered throughout the evaluation process. If available then, the evaluation should also integrate gender concerns as per the VZF Gender Guidance document (upcoming).

Below are the main categories that need to be addressed:

1. Relevance

- Examine whether the project responds to the needs of the target beneficiaries. To what extent was the work conducted and the topics chosen relevant to the needs and priorities of the stakeholders?
- Focusing on the research conducted to date under Objective 1, are the research topics chosen relevant to achieve the objectives of the project?
- Focusing on the work conducted to date under Objective 2, to what extent was the work in that field relevant to achieve the objectives of the project?
- To what extent has the project been able to establish synergies, complement, and/or build upon other VZF projects? How?
- Whether appropriate measures were taken to strengthen the relevance of the project in the context of COVID-19 pandemic?

2. Coherence (the extent to which the design is logical and coherent)

- Determine the validity of the project design. Are the timeline and objectives of the project clear, realistic, and likely to be achieved within the allocated resources (including human resources)?
- Are the planned project objective, outcomes, outputs and activities aligned?
- How appropriate and useful are the indicators (and targets) established in the project logical framework in terms of assessing project progress?
- How well the project’s results framework align to the global results framework of VZF?
- To what extent does the project design take into account the gender and inclusion issues?

3. Effectiveness (the extent to which the intervention’s immediate objectives were achieved taking into account their relative importance)

- Examine the project results in terms of quality, quantity and timing and progress towards the project objectives.
- To what extent did the project integrate gender considerations in its implementation and outputs? How did the project contribute to the objectives of the VZF, the flagship programmes, and the LABADMIN/OSH branch?
- What are the main factors –internal to the project and external-, if any, that have hindered the project’s ability to reach the desired results thus far? Which project components have been impacted the most and what contingency measures are being taken to overcome the setback to implementation?
- To what extent was the project able to capitalize VZF’s collective action approach and mobilize local and global partnerships for enhanced research?
- To what extent was the project able to influence stakeholders’ research agenda?

¹¹ https://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

4. Efficiency (A measure of how economically resources/inputs i.e. funds, expertise, time etc. are converted to result) and management arrangements

- To what extent have material, human, and institutional resources and institutional, technical and administrative support been sufficient and adequate to meet project objectives?
- How did the project benefited by being embedded into the VZF and hence part of the flagship programme, and the LABADMIN/OSH branch? Were the implementation arrangements efficient for achieving the project's objectives?

5. Impact orientation and sustainability

- What are the indications of the research and knowledge products being used by stakeholders in their work?
- What is the likelihood of the research/knowledge products advancing the research agenda set forth by the project?
- What additional activities could be conducted to increase the sustainability of the results and to ensure continuity in filling knowledge and data gaps on OSH in GSCs?
- What is the likelihood of the project's outputs to be used by policy makers?
- To what extent the project was able to identify further knowledge gaps and inform the future research agenda of VZF

The evaluation should also identify good practices and emerging lessons that can potentially be used for cross-learning.

Methodology

The following is the suggested methodology for the project evaluation. The methodology can be adjusted by the evaluator if considered necessary in accordance with the scope and purpose of the review. This should be done in consultation with the evaluation manager.

a. Document Review, scoping and inception

The evaluator will receive a briefing by the project team, review the project document, work plan, progress reports, and other documents that were produced by the project. In addition, the evaluator will conduct electronic and/or telephone interviews.

The main sources of information are the review of selected documents (1.1), the consultation of the webpage of the project (1.2) and the conduct of interviews (1.3).

1.1 Documents review

The evaluator will review the following documents to be provided by the project management through e-mail:

- a) Flagship Strategy phase I
- b) Flagship Strategy phase II (will be available on 28 October)
- c) Flagship theory of change
- d) VZF Strategy
- e) VZF theory of change (old and revised)
- f) VZF logical framework
- g) Project concept note and logical framework

- h) Project inception phase report and annexes (workplan and performance plan)
- i) Flyer of the project
- j) Project technical progress report and annexes (workplan and performance plan)
- k) No-cost extension request and revised workplan
- l) PARDEV Approval Minutes
- m) GLO/19/07/EUR budget – planned and actual- expenditures;
- n) Project output documents :
 - a) [Quick guide on sources and uses of statistics on occupational safety and health](#)
 - b) [Synthesis review of drivers and constraints for OSH improvement in agriculture GSCs](#)
 - c) [Synthesis review of drivers and constraints for OSH improvement in the garment industry](#)
 - d) [Reporting, Recording, and Notification of Occupational Accidents and Diseases: A brief guide for Employers and Managers](#)
 - e) [Reporting, Recording and Notification of Occupational Accidents and Diseases: A brief guide for workers](#)
 - f) Concept note for research on global disruptive forces
 - g) Methodology for research on COVID-19 and OSH in GSCs
 - h) Three case studies on COVID-19 and OSH in GSCs (not available at time of writing)
 - i) Global report for research on COVID-19 and OSH in GSCs (not available at time of writing)
 - j) Research brief on climate change and OSH in global supply chains (not available at time of writing)
 - k) Concept note for the mapping of different types of household and establishment surveys to collect data on OSH
 - l) Report of findings of the mapping (not available at time of writing)
 - m) [Article](#) published in the scientific journal Environment International to present the findings on exposure to long working hours of a systematic analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury
 - n) [Global Monitoring Report: WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016](#)
 - o) [Visualization of country level disease burden](#)

1.2 Consultation of project webpage - www.ilo.org/vzf/research

1.3 Individual interviews

Individual interviews in person, by phone, e-mail or Skype can be conducted with the following:

- a) VZF staff including Ockert Dupper, Global Programme Manager, Maria Munaretto, Technical Officer, Mini Thakur, Project Manager, and Alizée Charbonneau, Project technical Officer;
- b) The LABADMIN/OSH Branch in Geneva, including Joaquim Pintado Nunes, Branch Chief, Laetitia Dumas, Coordinator, Programme and Operations, Ana Catalina Ramirez, OSH technical specialist, Yuka Ujita, OSH technical specialist.
- c) ILO Department of Statistics staff, including Steven Kapsos, Head, Data Production and Analysis Unit
- d) Donor relations staff: Audrey Le Guével (ILO Brussels);
- e) VZF country project staff, including Rodrigo Mogrovejo (VZF Latin America), Schneider Guataqui (VZF Colombia), Evans Lwanga (VZF Ethiopia) and Mariana Infante Villarroel (VZF Myanmar).
- f) Tripartite constituents who benefited from the project (e.g. who participated in the validation workshops, social partners who received the tools on reporting, recording and notification).
- g) European Commission DG Employment, Social Affairs and Inclusion representatives, Lydie Ricaud and Alberto Funes Betancor

- h) VZF advisory committee members
- i) ACTEMP and ACTRAV

b. Development of the evaluation report

The draft reports will be circulated by the evaluation manager to key stakeholders (including the European Union, tripartite constituents, and ILO staff in LABADMIN/OSH branch and in Ethiopia, Latin America and Myanmar).

The comments from stakeholders will be consolidated by the evaluation manager and will be sent to the evaluator to incorporate them into the revised evaluation report.

c. The evaluator responsibilities and profile

Responsibilities	Profile
<ul style="list-style-type: none"> • Desk review of project documents • Development of the evaluation instruments • Briefing with project manager • Interviews with relevant stakeholders • Draft evaluation report • Finalize evaluation • Draft stand-alone evaluation summary and LLs and GPs templates as per standard ILO format 	<ul style="list-style-type: none"> • Has not been involved in the project. • Relevant background in social and/or economic development. • Experience in the design, management and evaluation of development projects, in particular with research and policy level work, and institutional building. • Experience in the area of OSH is an asset. • Fluency in English essential, good knowledge of Spanish is an advantage

The project will be evaluated by an ILO officer trained as certified internal evaluator. The evaluator won't have previous or on-going direct relation with the project.

Expected outputs of the evaluation

The expected outputs to be delivered by the evaluator are:

1. Methodological note (short inception report). In consultation with the Evaluation Manager and the project staff, the Evaluator will draft a short methodological note that will briefly set out:
 - the evaluation methodology based on the TORs including the approach to data collection, key stakeholder identification, interviews and indicators;
 - the work plan for the evaluation, indicating an agenda for requested meetings, the key deliverables and milestones;
1. Draft evaluation report for the project: the evaluation report should reflect the findings from the data collection
2. Final evaluation report after comments from stakeholders.
3. Upon finalization of the overall evaluation report, the evaluator will be responsible for writing a brief evaluation summary and complete the LLs and GPs templates which will be posted on the ILO's website.

Draft and Final evaluation reports include the following sections:

- Executive Summary (standard ILO format) with key findings, conclusions, recommendations, lessons learned and good practices (each lesson learned and good practice need to be annexed using standard ILO format)
- Methodology (and limitations)
- Clearly identified findings
- A table presenting the key results (i.e. figures and qualitative results) achieved per objective (expected and unexpected)
- Clearly identified conclusions and recommendations (i.e. for recommendations specifying to which actor(s) apply)
- Lessons learned
- Potential good practices.
- Appropriate Annexes including present TORs, inception report, persons interviewed, evaluation schedule, etc.

The reports (including key annexes) have to be submitted in English as well as the executive summary with key findings, conclusions, recommendations, lessons learned and good practices.

The total length of the report should be a maximum of 30 pages. This is excluding annexes; additional annexes can provide background and details on specific components of the project evaluated.

The report should be sent as one complete document and the file size should not exceed 3 megabytes. Photos, if appropriate to be included, should be inserted using lower resolution to keep overall file size low.

All drafts and final outputs, including supporting documents, analytical reports and raw data should be provided in electronic version compatible for Word for Windows. Ownership of data from the evaluation rests jointly with ILO and the VZF Steering Committee. The copyright of the evaluation report will rest exclusively with the ILO. Use of the data for publication and other presentations can only be made with the written agreement of ILO. Key stakeholders can make appropriate use of the evaluation report in line with the original purpose and with appropriate acknowledgement.

Management arrangements

The evaluator will report to the Evaluation Manager for this evaluation. The evaluation manager takes the responsibility in finalizing the TORs in consultation with all concerned and will manage the whole evaluation process and will review evaluation report to make sure it has complied with the quality checklist of ILO evaluation report. The report will be approved by the evaluation manager and submitted to the project and to EVAL to upload it in the EVAL i-discovery public portal for ILO evaluations.

Roles of other key stakeholders: All stakeholders, particularly the relevant ILO staff, the donors, tripartite constituents, and other key partners will be consulted throughout the process and will be engaged at different stages during the process. They will have the opportunities to provide inputs to the TOR and to the draft final evaluation report.

Evaluation findings will be disseminated to key stakeholders and during VZF steering committee in March 2022.

Calendar

The duration of this evaluation is 25 working days between November 2021 and January 2022 (tentative dates).

Phase	Responsible Person	Tasks	Proposed timeline	Number of evaluator's days
I	Evaluator	<ul style="list-style-type: none"> o Desk Review of project related documents o Briefing with the evaluation manager and LABADMIN-OSH Branch o Inception report o Individual interviews 	1 November 2021-23 December 2022	18
III	Evaluator	<ul style="list-style-type: none"> o Draft report based on desk review and interviews 	3 January 2021-14 January 2022	5
IV	Evaluation manager	<ul style="list-style-type: none"> o Circulate draft report to key stakeholders o Stakeholders provide comments o Consolidate comments of stakeholders and send to evaluator 	17-21 January 2022	0
V	Evaluator	<ul style="list-style-type: none"> o Finalize the report addressing the feedback and including explanations on why comments were not included (using the comment log template the evaluation manager will provide) o Prepare the evaluation summary in EVAL template 	24 -28 January 2022	2
VI	Evaluation Manager	<ul style="list-style-type: none"> o Review and submission of the final version to EVAL for uploading in the public database 	31 January 2022	0
		Total no. of working days for Evaluator		25

Relevant ILO evaluation guidelines and standard templates

1. Code of conduct form (To be signed by the evaluator)
http://www.ilo.org/eval/Evaluationguidance/WCMS_206205/lang--en/index.htm
2. Checklist No. 3 Writing the inception report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang--en/index.htm
3. Checklist 5Preparing the evaluation report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm
4. Checklist 6 Rating the quality of evaluation report
http://www.ilo.org/eval/Evaluationguidance/WCMS_165968/lang--en/index.htm
5. Template for lessons learnt and Emerging Good Practices
http://www.ilo.org/eval/Evaluationguidance/WCMS_206158/lang--en/index.htm
http://www.ilo.org/eval/Evaluationguidance/WCMS_206159/lang--en/index.htm
6. Guidance note 7 Stakeholders participation in the ILO evaluation
http://www.ilo.org/eval/Evaluationguidance/WCMS_165982/lang--en/index.htm
7. Guidance note 4 Integrating gender equality in M&E of projects

http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang--en/index.htm

8. Template for evaluation title page

http://www.ilo.org/eval/Evaluationguidance/WCMS_166357/lang--en/index.htm

Appendix 2 – List of evaluation questions

Relevance: *The extent to which the objectives of a development intervention are consistent with beneficiaries' requirements, country needs and priorities, partner, and donor policies.*

1. Focusing on the research conducted to date under Objective 1, are the research topics chosen relevant to achieve the objectives of the project?
2. Focusing on the work conducted to date under Objective 2, to what extent was the work in that field relevant to achieve the objectives of the project?
3. To what extent has the project been able to establish synergies, complement, and/or build upon other VZF projects? How?
4. Were appropriate measures taken to strengthen the relevance of the project in the context of COVID-19 pandemic?

Coherence: *the extent to which the design is logical and coherent*

5. Determine the validity of the project design. Were the project's timeline and objectives clear, realistic, and likely to be achieved within the allocated resources (including human resources)?
6. Were the planned project objective, outcomes, outputs, and activities aligned?
7. How appropriate and useful were the indicators (and targets) established in the project logical framework in terms of assessing project progress?
8. How well the project's results framework aligns to VZF's global results framework?
9. To what extent does the project design consider gender and inclusion issues?
10. How does the project fit within the international and national OSH frameworks, and within the recurring discussions on GSCs at the ILO?
11. Why the European Commission funded this Project, and how does it fit in their strategic framework?

Effectiveness: *The extent to which the intervention's immediate objectives were achieved considering their relative importance. Examine the project's results in terms of quality, quantity and timing and progress towards the project objectives.*

12. To what extent did the project integrate gender considerations in its implementation and outputs? How did the project contribute to the objectives of the VZF, the flagship programmes, and the LABADMIN/OSH branch?
13. What are the main factors –internal to the project and external-, if any, that have hindered the project's ability to reach the desired results thus far? Which project components have been impacted the most and what contingency measures are being taken to overcome the setback to implementation?
14. To what extent was the project able to capitalize VZF's collective action approach and mobilize local and global partnerships for enhanced research?
15. To what extent was the project able to influence stakeholders' research agenda?

Efficiency: *A measure of how economically resources/inputs i.e., funds, expertise, time etc. are converted to result) and management arrangements.*

16. To what extent have material, human, and institutional resources and institutional, technical and administrative support been sufficient and adequate to meet project objectives?
17. How did the project benefited by being embedded into the VZF and hence part of the flagship programme, and the LABADMIN/OSH branch? Were the implementation arrangements efficient for achieving the project's objectives?

Impact orientation and sustainability: *The positive and negative changes produced by a development intervention, directly or indirectly, intended, or unintended; and, measuring whether the benefits of an activity are likely to continue after donor funding has been withdrawn.*

18. What are the indications of the research and knowledge products being used by stakeholders in their work?
19. What is the likelihood of the research/knowledge products advancing the research agenda set forth by the project?
20. What additional activities could be conducted to increase the sustainability of the results and to ensure continuity in filling knowledge and data gaps on OSH in GSCs? What research topic would be relevant for future research?
21. What is the likelihood of the project's outputs to be used by policy makers?
22. To what extent the project was able to identify further knowledge gaps and inform the future research agenda of VZF?

Lessons learned and good practices: *The evaluation should also identify good practices and emerging lessons that can potentially be used for cross-learning.*

23. What are the main factors –internal to the project and external-, if any, that have hindered the project's ability to reach the desired results thus far?
24. What lessons emerge from the implementation of this 'research' project within VZF?

Appendix 3 – List of respondents

VZF Staff:

- Ockert Dupper, Global Programme Manager
- Maria Munaretto, Technical Officer

LABADMIN/OSH Branch in Geneva:

- Joaquim Pintado Nunes, Branch Chief
- Mini Thakur, Monitoring and evaluation officer
- Alizée Charbonneau, Programme and operations officer
- Ana Catalina Ramirez, OSH technical specialist, technical backstopping Officer in LABADMIN/OSH for the research component of the project
- Yuka Ujita, Senior Specialist, Occupational Safety and Health, DWT/CO-Bangkok, and technical backstopping Officer for the data component of the project
- Balint Nafradi, Statistician/Technical Officer

ILO Department of Statistics:

- Steven Kapsos, Head, Data Production and Analysis Unit

ILO Donor relations:

- Audrey Le Guével, Programme and Operations Officer (ILO Brussels);

VZF country projects:

- Rodrigo Mogrovejo (CTA, VZF Latin America)
- Schneider Guataqui (National project officer, VZF Colombia)
- Evans Lwanga (CTA, VZF Ethiopia)
- Mariana Infante Villarroel (CTA, VZF Myanmar)

Tripartite constituents who benefited from the project

- Gustavo Rafael Solorzano Honduran Council of Private Enterprise (COHEP)

Research partner (external collaborator)

- Carlos Garcia, Researcher, Centre for Regional Entrepreneurial and Coffee Research, Colombia.

European Commission DG Employment, Social Affairs and Inclusion

- Alberto Funes-Betancor

ACT/EMP and ACTRAV Specialists

- Magdalena Bober (ACT/EMP)
- Ursula Kulke (ACTRAV)

Appendix 4 – List of Documents Reviewed

- ✓ Flagship Strategy phase I
- ✓ Flagship Strategy phase II
- ✓ Flagship theory of change
- ✓ VZF Strategy
- ✓ VZF theory of change (old and revised)
- ✓ VZF logical framework
- ✓ Project concept note and logical framework
- ✓ Project inception phase report and annexes (workplan and performance plan)
- ✓ Flyer of the project
- ✓ Project technical progress report and annexes (workplan and performance plan)
- ✓ No-cost extension request and revised workplan
- ✓ PARDEV Approval Minutes
- ✓ GLO/19/07/EUR budget – planned and actual- expenditures;

- ✓ [Quick guide on sources and uses of statistics on occupational safety and health](#)
- ✓ [Synthesis review of drivers and constraints for OSH improvement in agriculture GSCs](#)
- ✓ [Synthesis review of drivers and constraints for OSH improvement in the garment industry](#)
- ✓ [Reporting, Recording, and Notification of Occupational Accidents and Diseases: A brief guide for Employers and Managers](#)
- ✓ [Reporting, Recording and Notification of Occupational Accidents and Diseases: A brief guide for workers](#)
- ✓ [Concept](#) note for research on global disruptive forces
- ✓ Methodology for research on COVID-19 and OSH in GSCs
- ✓ Three draft case studies reports on COVID-19 and OSH in GSCs :
 - COVID-19 and occupational safety and health in the coffee global supply chain in Colombia;
 - COVID-19 and occupational safety and health in the garment/textiles global supply chain in Ethiopia;
 - COVID-19 and occupational safety and health in the garment global supply chain in Myanmar.
- ✓ Concept note for the mapping of different types of household and establishment surveys to collect data on OSH
- ✓ [Article](#) published in the scientific journal Environment International to present the findings on exposure to long working hours of a systematic analysis from the WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury
 - [Global Monitoring Report: WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016](#)
 - [Visualization of country level disease burden](#)

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