



International
Labour
Organization

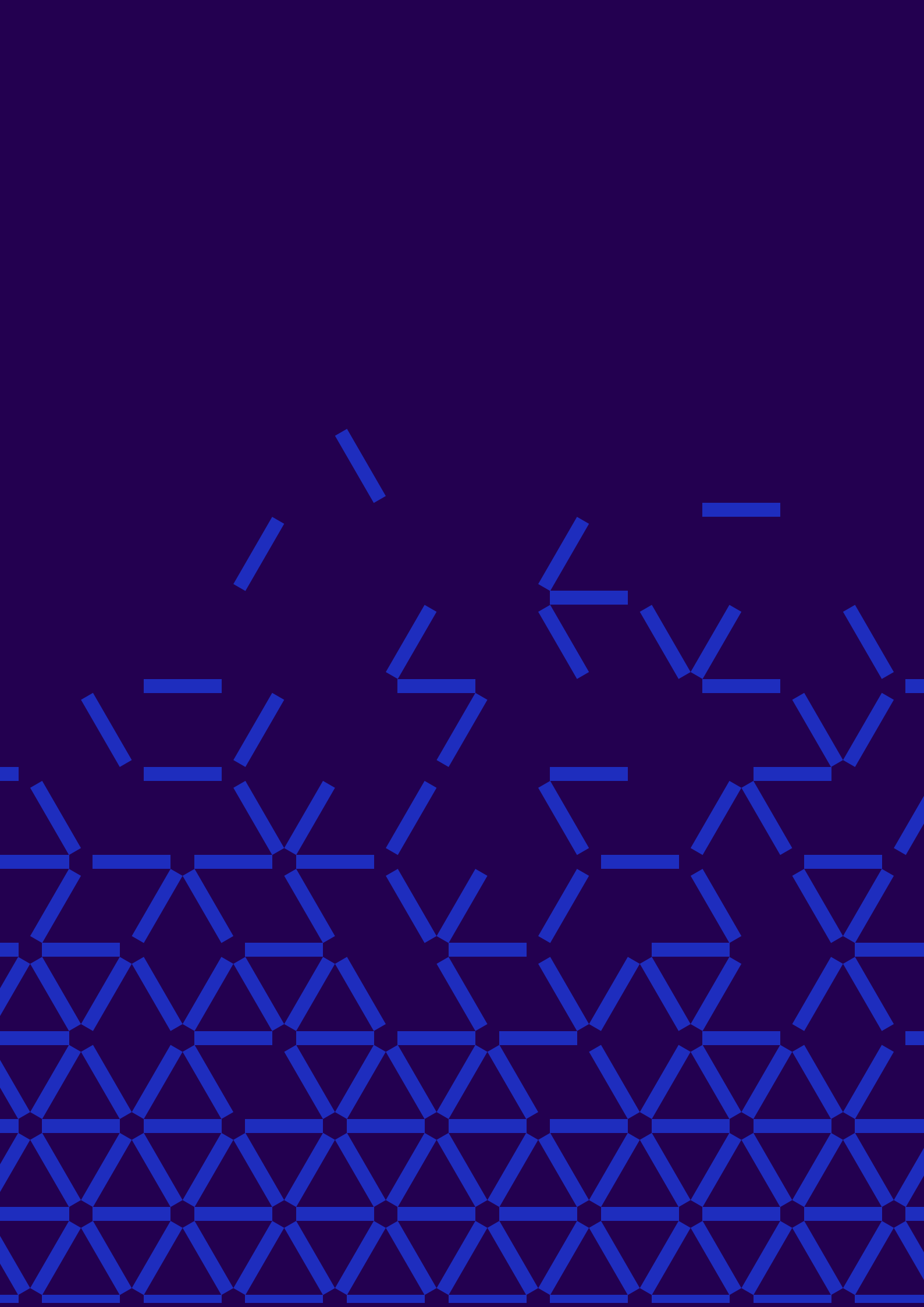
**+ SAFETY
HEALTH
FOR ALL**



+ SAFETY HEALTH FOR ALL

An ILO Flagship
Programme

**STRATEGY
– PHASE II
(2021-2025)**



The lack of investment in occupational safety and health is taking a global toll

Safe, healthy work is everyone's right and a basis to sustainable development. Yet, according to [joint WHO/ILO estimates](#) released in September 2021, **1.9 million people died from occupational risk factors** in 2016, based on the calculation of 41 pairs of occupational risk factors linked to health outcomes. In addition, **risk factors at the workplace caused the loss of 90 million disability-adjusted life years (DALYs)**. One DALY is one year of life lost to disease, disability or premature death, summing years lived with disease or disability and those lost to premature death.

The same report found that of these work-related deaths, **diseases accounted for 81%**, while injuries comprised 19%. Also, of the 90 million work-related DALYs lost, disease and injuries accounted for 71% and 30%, respectively. Yet work-related diseases are often unperceived. In particular, developing countries lack capacity in collecting data and information about occupational diseases. Globally, more than half of countries do not provide statistics for occupational diseases.

Workers who are more likely to be working in vulnerable conditions and in particular circumstances such as women, young workers, migrant workers and workers in the informal economy and non-standards forms of employment **could be especially exposed to hazardous working conditions.**

The unprecedented COVID-19 pandemic has disrupted the economies and societies of most countries and confirmed **how essential occupational safety and health (OSH) is for human life, sustainable business, public services and recovery strategies.**

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

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

As a consequence of these deficits, not all necessary mechanisms are in place to eliminate or reduce risks in workplaces.

“Every day, more than 7500 people around the world die (...) from injuries and from illnesses related to their work (...).

It is almost like a permanent pandemic (...). What makes that figure even more tragic is that all of this is preventable.”

– Guy Ryder, ILO Director-General

Safety + Health for All: the ILO response

Safety + Health for All aims to improve the safety and health of all workers worldwide

Launched by the Director General at the ILO Governing Body in 2015, Safety + Health for All is one of the five ILO flagship programmes.

The Safety + Health for All Programme is about building knowledge, capacities and conducive national frameworks, and spurring demand for safety and health at work. The Programme brings together the social partners and stakeholders in an inclusive, collaborative and coordinated approach throughout the life cycle of the Programme and related projects. It supports and builds on the ILO's ongoing work to promote occupational safety and health (OSH), tapping the ILO's multidisciplinary expertise and joining forces with other flagship programmes.

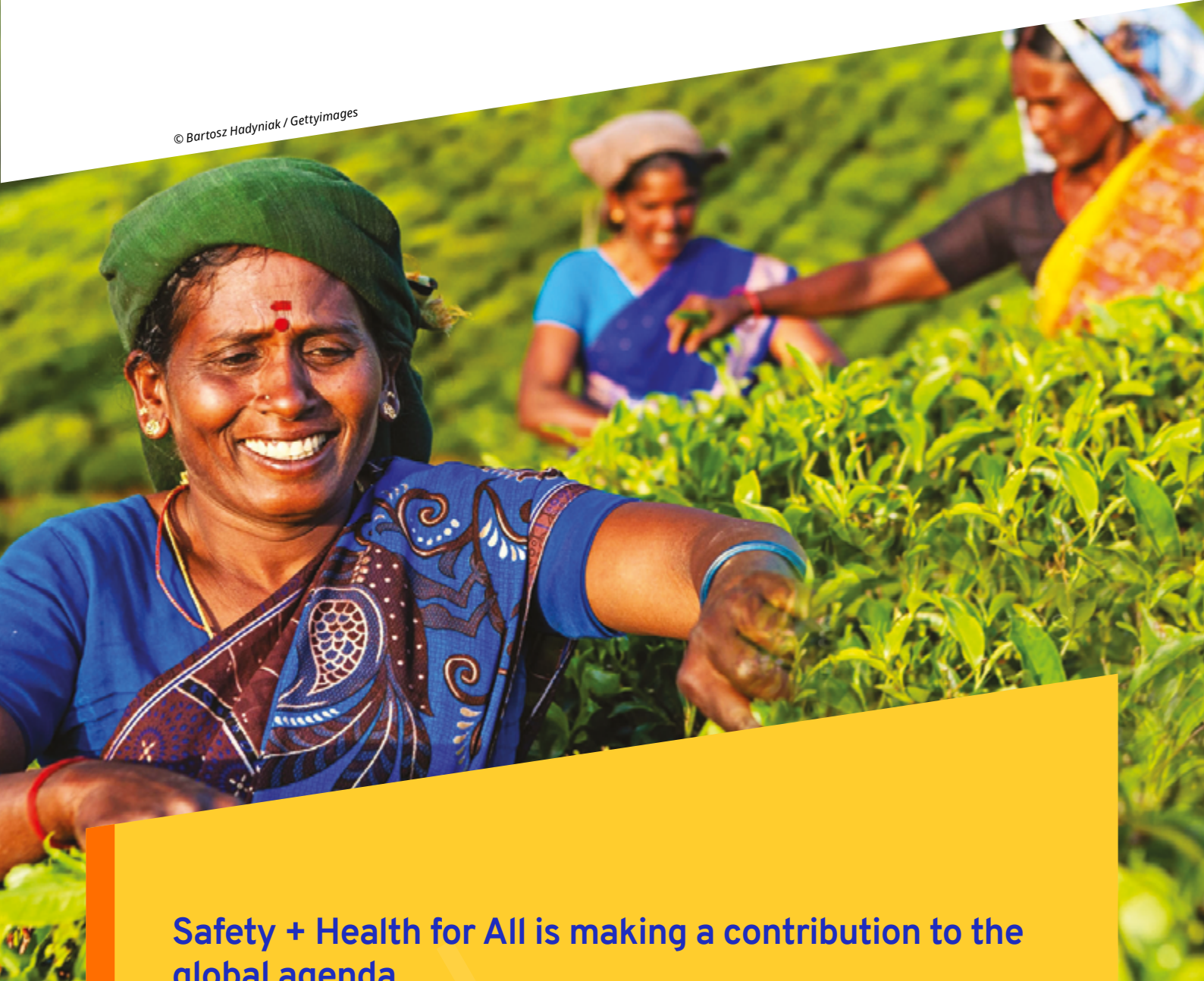
An integral part of the Safety + Health for All Flagship Programme, the **Vision Zero Fund (VZF)** is a G7 initiative that has been endorsed by the G20. The Fund strives to realize zero work-related fatalities and severe injuries and diseases in global supply chains (GSCs). This is achieved through collective actions that foster public and private action in selected businesses operating in low- and middle-income countries, and introducing concrete OSH prevention activities.

Safety + Health for all helps recovery from OSH-related crisis and supports prevention

Safety + Health for All plays a key role in supporting global and national efforts to recover from OSH-related crisis that can significantly impact safety and health at work, thus giving practice to the [Global call to action for a human-centered recovery](#) and supports the implementation of sound OSH systems to prevent occupational accidents and work-related diseases.

To help **combat the COVID-19 pandemic** in workplaces, Safety + Health for All, notably through the Vision Zero Fund, has been assisting constituents in identifying the needs and in developing immediate response plans addressing national, sector and workplace OSH challenges. This has been done through workplace prevention and mitigation measures such as conducting awareness-raising and training activities, preparing quarantine centres, and providing personal protective and disinfection equipment. At global level, the Programme has developed or co-developed various technical tools that have been widely disseminated: [A guide for small and medium-sized enterprises \(SMEs\) on preventing and mitigating COVID-19](#); [Guidelines on rapid needs assessment and response plan preparation for country-level interventions](#); [A guide and five OSH protocols to prevent and mitigate the COVID-19 outbreak in the agricultural sector](#). Safety + Health for All will continue to support constituents in this crisis as long as needed to bring back jobs safely.

The Programme is also supporting efforts to prevent **major industrial accidents**. In the absence of a globally harmonized system of classification and labelling of chemicals, sound chemicals management, appropriate risk assessment and other preventative actions, serious and imminent risks for the occurrence of major industrial accidents exist. The Programme therefore promotes ILO chemical instruments and specifically, assistance towards the practical implementation of their provisions, to improve the regulatory framework for chemical management, promote OSH and prevent accidents at both the national and workplace level.



Safety + Health for All is making a contribution to the global agenda

Due in part to the continued recurrence of workplace accidents resulting in significant numbers of deaths and injuries around the world, as well as to the recent COVID-19 pandemic, the demand to improve OSH in the world's workplaces is stronger than ever. This is reflected in recent high level declarations from the G7, the G20, the European Commission, the ASEAN and the MERCOSUR, for instance. It is also operationalized in policies and legal frameworks such as the EU Strategic Framework on Health and Safety at Work (2021-2027).

Safety + Health for All contributes to the **2030 Agenda** as part of global efforts to achieve a better and more sustainable future for all. It directly delivers on the realization of **Sustainable Development Goal (SDG) 8** which aims to "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all", with a specific focus on target 8.8 "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, and those in precarious employment". Its role is crucial to advance the 2030 agenda in this area. In addition, the Programme contributes to **SDG 3**, especially target 3.9 "By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination through the improvement of occupational health and hygiene".



How does Safety + Health for All improve the safety and health of workers?

The Programme builds on the successes of its first phase (2016-2020) as detailed in the [implementation report](#). The document highlights some key achievements that the second phase will strengthen, namely: i) the development of research products; ii) the continuous improvements of OSH frameworks in target countries; iii) the capacity-building of OSH-related organizations, including workers' and employers' organizations; iv) the implementation of targeted workplace interventions, and; v) the development and implementation of longer-term communications activities. Safety + Health for All also takes into consideration lessons learned and recommendations stemming from relevant projects and initiatives evaluations, notably in terms of project design, monitoring and evaluation and overall project staffing and support. Phase II of the Programme strategy also continues to be guided by the [independent evaluation of the ILO strategy on OSH](#). Finally, it is the result of consultations with ILO constituents and other major partners and fully reflects recommendations of its Global Tripartite Advisory Committee (GTAC).

© ILO / Marcel Crozet / Agriculture worker in Nepal



Programmatic principles driving the action

The Programme has identified seven programmatic principles to ensure coherence and greater impact of projects' interventions on the ground. All interventions are:

1. **rooted in International Labour Standards** and in particular in the Occupational Safety and Health Convention, 1981 (No. 155), Occupational Health Services Convention, 1985 (No. 161), Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187), Safety and Health in Construction Convention, 1988 (No. 167) and Safety and Health in Agriculture Convention, 2001 (No. 184), Labour Inspection Convention, 1947 (No. 81), Labour Inspection (Agriculture) Convention, 1969 (No. 129). In addition, the Programme recognizes that freedom of association, both for workers and employers, and collective bargaining are enabling rights that contribute to improved OSH performance.
2. **tailored to the specific needs of the target countries**. Safety + Health for All always assesses the OSH situation of the target country before proposing specific activities. These initial assessments include consultations with tripartite constituents as well as other key stakeholders, and when relevant, in depth studies of particular sectors or OSH issues.
3. **based on social dialogue and commitments of tripartite constituents**. Underlying any ILO's action is the importance of cooperation between governments and employers' and workers' organizations in fostering social and economic progress. This active engagement takes the form of regular bilateral meetings with the ILO; the set up and regular meetings of the tripartite project advisory committees; the tripartite consultations and validation of key project deliverables; the involvement in project monitoring and evaluation processes.
4. **built on a wealth of ILO expertise and tools** developed by experts over the years. This knowledge will be harnessed thanks to the Knowledge management strategy of the Programme.
5. **geared towards institutional sustainability**. Emphasis is placed on building the capacity of organizations, including Ministry of Labour, public and private OSH institutions and employers and workers' organizations to create ownership and lasting benefits after project closure.
6. **including a meaningful gender perspective**. The Programme has developed tools to ensure that interventions are fully gender responsive and will develop a global gender strategy. Notably, following the adoption of the Violence and Harassment Convention (No. 190), the Programme will strive to include provisions related to violence and harassment into OSH frameworks and develop specific guidelines to support the implementation of preventive measures in the workplaces.
7. **integrating environmental sustainability**. OSH is set as one of the benchmark standards in the Model Approach to Environmental and Social Standards for UN Programming. Through the development of effective strategies on chemicals management, interventions contribute to improved environmental sustainability.

Social partners at the core of building a culture of OSH prevention

Workers' and employers' organizations have a fundamental role to play in building a culture of prevention at global, national and workplace level. In addition to governments, Safety + Health for All therefore works collaboratively with workers, employers and their representatives to promote social dialogue and participation at all levels.

Workers' and employers' organizations participate in the overall Programme and projects tripartite governance structure at global and country levels respectively. In addition, some Programme initiatives aim at improving the participation of social partners in global OSH-related policy debates, notably in the promotion of chemical safety around the world.

At national level, workers' and employers' organizations are involved in OSH policy and legal reform processes. They are particularly vital in the creation and proper functioning of national and regional tripartite OSH councils. At workplace level, projects support the establishment and functioning of bipartite OSH committees and build the capacity of employers' and workers' organizations to promote OSH and enhance their ability to deliver OSH services to their members.

In order for workers' and employers' organizations to play an effective role in the creation of a safety culture, their capacities need to be strengthened. To this end, social partners are direct beneficiaries of Safety + Health for All projects.

Global supply chains provide unique opportunities to improve OSH through a collective action approach

Unsafe and unhealthy working conditions in global supply chains often result from a combination of underlying causes, such as governance gaps, a deficient legislative framework, insufficient knowledge and resources, and unsustainable business practices. Within the framework of Safety + Health for All, the [Vision Zero Fund](#) recognizes that one actor (such as the state) alone cannot address all these underlying conditions. All major stakeholders need to work together and assume responsibility (consistent with their respective mandates) to address systemic issues that lie at the root of poor OSH outcomes. That is why the Fund pursues an approach that mobilizes all relevant stakeholders, including governments, employers' and workers' organizations, as well as domestic and multinational enterprises, to act collectively to address the underlying root-causes of workplace accidents, injuries and diseases.

**VISION
ZERO
FUND**



Fostering collaboration with other international organizations

The Programme collaborates with other UN agencies, such as the World Health Organization (WHO), the United Nations Office for Project Services (UNOPS), the UNITAR (United Nations Institute for Training and Research), and the Inter-Organization Programme for the Sound Management of Chemicals (IOMC). It also works with the International Commission on Occupational Health (ICOH), the International Social Security Association (ISSA), the International Occupational Hygiene Association (IOHA), the Institution for Occupational Safety and Health (IOSH), and the International Association for Labour Inspection (IALI).

Existing global and regional OSH networks, such as ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) are engaged in the Programme's work while also being beneficiaries of the programme. Other partners include, universities, research institutions, education and training institutions, OSH professional associations, OSH education, training and advisory service providers, and professional organizations and associations.

Programme coverage

Country Selection

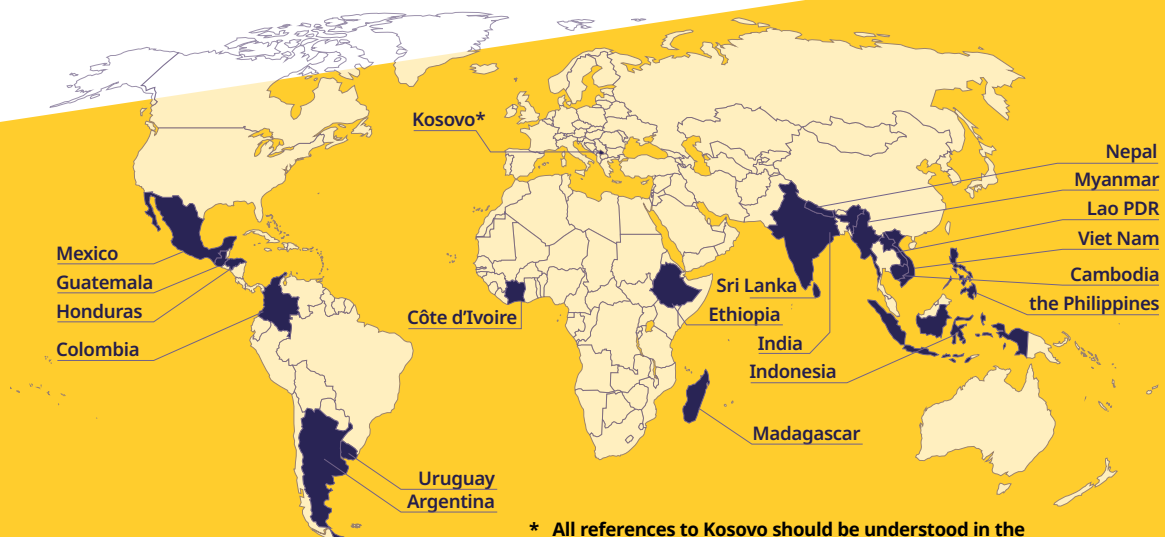
When opportunities to implement Programme interventions at country level are identified, Safety + Health for All uses as set of criteria to select participating countries:

- ▶ Developing economies and least-developed countries are prioritized.
- ▶ The national government, employers' and workers' organizations must have expressed their commitment to promoting OSH in the proposed target country.
- ▶ OSH must have been identified as a priority in the ILO's Decent Work Country Programme (DWCP) as well as in other ILO and/or national policy documents.
- ▶ The proposed country of intervention preferably offer the possibility for linkages to be created with other development initiatives, thus maximizing the use of resources.
- ▶ The security situation, political stability and other external factors are assessed to minimize risks.

In addition, specific criteria are taken into consideration to select **global supply chains to be targeted by the Vision Zero Fund**. Supply chains must: i) have significant OSH deficits; ii) be employment intensive; iii) be supply chains where the Fund's interventions are likely to have impact on OSH conditions; and iv) be relevant to the responsible business practices of national and international companies.

Participating countries

As of September 2021, Safety + Health for All has had operations in 19 countries across the world since the launch of the Programme.



In 2021, Safety + Health for All is operating in 16 countries: Mexico, Guatemala, Honduras, Colombia, Kosovo, Ethiopia, Madagascar, India, Nepal, Sri Lanka, Indonesia, Myanmar, Lao PDR, Viet Nam, Cambodia and the Philippines.

The Programme will strive to develop interventions in regions where fewer projects have been implemented such as Africa, as well as Eastern Europe and Central Asia.



*As of September 2021, **over 138 million workers** are **potential beneficiaries** from Programme interventions across the 19 participating countries.¹*

Target population

Safety + Health for All targets all workers in participating countries.

In particular, the programme develops interventions to address OSH issues for categories of workers that face pressing needs, such as:

- ▶ workers in hazardous sectors such as construction and agriculture
- ▶ workers in small and medium enterprises
- ▶ workers that can find themselves in vulnerable conditions such as migrant workers, female workers, and young workers (ages 15–24)
- ▶ workers in the informal economy and new forms of work

¹ Data for beneficiaries was gathered by defining target sectors for each country and project. To determine the number of workers in each specific sector and country, statistics available in the most recent [ILOSTAT](#) modelled estimates was used. The modelled estimates provide a set of internationally comparable labour statistics, including both nationally-reported observations and imputed/substituted data for countries with missing data. In cases where information was not accessible through ILOSTAT, data was gathered from project documents and assessment reports or from relevant national statistics authorities.

THE PATH TOWARDS LASTING IMPROVEMENTS IN THE SAFETY AND HEALTH OF WORKERS

At the end of the first phase of the Programme (2016-2020), an [implementation report](#) was prepared that highlights key achievements. This report indicates that the Programme has been particularly successful in developing research methodologies to gain a better understanding of OSH concerns to inform the development of intervention strategies and in preparing a series of tools and guidelines to increase knowledge on OSH for a wide range of audiences. The Programme also played a critical role in supporting the development and enhancement of OSH policies, programmes and frameworks in several Asian countries. A key feature of the programme under its first phase has been the systematic interventions to increase the capacities of OSH-related organizations, in particular of the labour inspectorates in operating countries. Finally, interventions in targeted workplaces, notably in the agriculture sector, have led to improved OSH management systems resulting in concrete OSH outcomes for workers.

The second phase of the Safety + Health for All Programme (2021-2025) continues to be aligned with the overall mission of the ILO, the Global Strategy on Occupational Safety and Health approved by the 91st Session of the ILC (2003), the objectives of the ILO as set out in its biennial Programme and Budget documents, and the expressed needs of member States. It builds on the successes of its first phase and on recommendations stemming from relevant programme and projects evaluations. It fully reflects the conclusions and recommendations of the Global Tripartite Advisory Committee (GTAC) as expressed in its meeting in December 2020 and subsequent discussions with its members.

As a result, the Programme strategy remains focused on prevention to reduce risks at the workplace by implementing the four-fold approach described below, with a particular emphasis on developing countries. **New Programme features under the second phase include the following elements:**

1. Increased attention to work-related ill-health and occupational diseases;
2. Specific efforts to improve OSH for workers in the informal economy and new forms of work ;
3. Systematic inclusion of activities at national level to promote the ratification of relevant conventions;
4. Greater attention to helping countries build national reporting and notification systems;
5. The development of a global research agenda.

THEORY OF CHANGE

The Theory of Change (ToC) shows the main causal relations linking together programme activities, outputs, outcomes and the overall goal of the Flagship Programme at impact level. Workers will be safer and healthier **if** the ILO builds knowledge on OSH, creates conducive national frameworks, strengthens national capacities and promotes demand for safe and healthy workplaces, as shown in the Theory of Change graphic.

- Building knowledge
- Creating conducive national frameworks
- Strengthening national capacities
- Promoting demand for safe and healthy workplaces

ZONE OF ACTION WHAT WE WOULD DO / OUTPUTS	▶ New methodologies and tools to investigate OSH issues are available	
	▶ Global and national estimates, reviews & research pieces on selected OSH issues are available as part of the Programme research agenda	
	▶ Support is provided to the development & adoption of OSH profiles, policies and programmes	
	▶ The ratification of ILO OSH Conventions is promoted & support for the adoption of OSH legislation is promoted	
	▶ Social dialogue platforms promoting OSH are supported at all levels	
	▶ Support is provided to improve the collection, analysis & reporting of OSH data	
	▶ The capacity of law enforcement institutions (labour inspectorate, judiciary) is strengthened	
	▶ The capacity of social partners & other OSH service providers to promote OSH at national, sectoral & workplace level is enhanced	
	▶ At country level, awareness- raising activities in relation to specific risks/ sectors/target groups, are conducted	
	▶ At global level, awareness raising activities on challenges & opportunities to OSH are conducted through the implementation of the Programme communications and visibility strategy	

ZONE OF INFLUENCE
RESULTS WE WILL HELP
TO ACHIEVE / OUTCOMES

Greater understanding of OSH needs and challenges

Conducive national frameworks on OSH in place

National capacities are strengthened

Demand for safe and healthy workplaces is promoted

ZONE OF IMPACT
CHANGES TO WHICH WE
WILL CONTRIBUTE / IMPACT

Greater adoption of OSH management systems in workplaces



Workers are safer and healthier



Four strategic Components

The Flagship Programme focuses interventions on four strategic components:



1) Building knowledge

Safety + Health for All strives to build the evidence base upon which effective legislation, policies and interventions are designed, implemented, monitored and evaluated. Better data strengthen OSH systems at national level and within enterprises and facilitates effective allocation of scarce public resources. Research findings also serve to guide the development of training programmes and other capacity building activities, as well as to design OSH awareness campaigns.

Under its previous phase, the Programme has initiated substantial work to increase the knowledge-base on OSH. It notably [assessed the drivers and constraints for OSH improvements in GSCs in 8 countries](#); [identified entry points for private-sector commitment on OSH](#); [conducted 16 studies to better understand OSH conditions of young workers](#); [launched the database on OSH agencies, institutions and Organizations \(INTEROSH\)](#); [built the understanding on how to enhance OSH in SMES](#); upgraded tools to better respond to SMEs current challenges; equipped policy makers with [key principles underlying sanctioning procedures applicable to occupational safety and health violations](#) and [developed a guide on sources and uses of statistics on occupational safety and health](#).



Under the current phase, the Programme will continue to support the estimation of work-related diseases and injuries with WHO and finalize a methodology to assess OSH deficits and Fundamental Principles and Rights at Work (FPRW) at the workplace; the development of a participatory assessment tool on occupational health services; a review of drivers and constraints for OSH improvements in garment and agriculture supply chains; a research on the impact of environmental and climate change on OSH in agriculture and construction GSCs; a research on COVID-19 and OSH in GSCs.

In addition, the Programme will also develop new assessment tools and research products including:

- ▶ An assessment of national OSH qualifications frameworks for OSH professionals;
- ▶ An assessment of the impact of masculinity on the safety and health of workers in the construction sector;
- ▶ A tool to measure the impact of OSH on productivity in the agricultural sector;
- ▶ An analysis of linkages between occupational health services and national health systems to identify good practices for efficient and effective coordinated institutional response on health prevention;
- ▶ An analysis on OSH challenges and emerging risks related to climate change, new technologies (artificial intelligence) and chemical hazards.

Other areas of research might emerge during implementation especially as the Programme intends to conduct a knowledge gap analysis and develop a research agenda.

2) Creating conducive national legal and policy frameworks

Safety + Health for All contributes to the building of sound national legal and policy frameworks as the critical starting point for ensuring safe and healthy working conditions. To this end, it provides support to stakeholders in the legislative and policy processes and facilitates their progress.

In its previous phase of implementation, seven participating countries have strengthened their national OSH frameworks based on ILS by adopting new or enhanced policies, programmes and/or legislation.

Under the current phase, the Programme will continue to support all elements necessary to set up and uphold a conducive policy and legal framework by:

- ▶ Fostering national, regional and sectoral tripartite OSH bodies and promoting social dialogue platforms to ensure that national frameworks are designed or revised following meaningful engagement by tripartite constituents;
- ▶ Supporting the adoption and implementation of national OSH policies and national OSH programmes;
- ▶ Promoting the ratification of ILO relevant Conventions notably through gap analysis to bring OSH legislation in line with ILS, and the development and implementation of action plans/roadmaps towards ratification;
- ▶ Providing technical support for the development, discussion and validation of draft of OSH laws and regulations in line with relevant ILS. In this regard, the Programme will notably finalize a guide on developing OSH legislation for law makers.

@ ILO / Maxime Fossat / Construction workers in Myanmar





*Under the previous phase, the Programme has built the capacities of a wide variety of institutions and organizations with an OSH mandate in **15 countries**.*

3) Strengthening national capacities

A wide variety of organizations makes up the national OSH system. These organizations either deliver OSH-related services directly to employers and workers and/or provide support for the development of sound OSH prevention practices and culture. Safety + Health for All activities build the capacity of these organizations to fulfil their particular functions, and in so doing, strengthen the overall performance of the national OSH system.

Under the previous phase, the Programme has built the capacities of a wide variety of institutions and organizations with an OSH mandate in 15 countries. In particular, the Programme supported national OSH data collection and reporting systems in two countries; built the capacity of labour inspectorates on OSH in eight countries and supported social partners capacity on OSH in all 15 countries. In this respect, the Programme developed a [guide to support national and sector employers' organizations to enhance their OSH capacities](#). Safety + Health for All also built the capacities of OSH institutions in all participating countries and notably worked with national OSH training institutions, agriculture extension services and Technical and Vocational Education and Training institutions. It also produced brief guides on reporting, recording, and notification of occupational accidents and diseases for [employers](#) and [workers](#). Last but not least the Programme developed participatory assessment tools on Occupational Health Services.

The current phase of the Programme will build on progress made by:

- ▶ Supporting the improvement of national OSH data collection, analysis and reporting systems;
- ▶ Continuing dedicating specific efforts in building the capacities of national constituents;
- ▶ Engaging social partners in initiating and sustaining mechanisms to promote continued improvement in national OSH systems;
- ▶ Increasing institutional capacity of labour inspectorates and other institutions to promote compliance with OSH legislation and of the judiciary for effective law enforcement;
- ▶ Improving the quality of and access to occupational health services;
- ▶ Improving qualifications systems of OSH professionals at national level in developing countries;
- ▶ Upgrading and disseminating effective tools and approaches to improve OSH in SMEs.

4) Promoting demand for safe and healthy work places

Safety + Health for All provides accessible and practical information to raise employers, workers and other stakeholders' awareness and understanding about OSH hazards and risks in workplaces and their prevention. To be fully effective, information must be presented in a way that catches their attention, encourages their engagement, and their sharing of the information with others.

Under the previous phase, the Programme essentially focused on increased global awareness of occupational risks faced by young workers, including through the nomination of "Youth Champions" across the globe and increased awareness on chemical safety in three countries.

Under the current phase, the Programme will raise awareness:

- ▶ on the importance of OSH at country level in relation to specific risks/ sectors/target groups depending on country priorities;
- ▶ on challenges and opportunities to safety and health at work through the Programme communications and visibility strategy at global level.

It is expected that working on these four elements simultaneously, the Programme will allow the enhancement of OSH national policy and legal frameworks in line with ILS; OSH-related organizations will promote a culture of compliance with and promotion of OSH at all levels, and employers and workers will improve OSH conditions at the workplace. Given the adoption of appropriate controls, workers' exposure to hazards and risk shall decline resulting in lower incidence of occupational injury, disease, and fatalities making workplaces safer and healthier to protect workers safety and health.

@ ILO / Maxime Fossat / Worker in a factory in the Philippines





Safety + Health for All intervention model

When a country is selected, fulfilling the criteria mentioned above, Safety + Health for All always **assess its OSH situation before proposing specific activities**. These initial assessments are conducted using appropriate ILO methodologies and tools. They are fully participatory and include consultations with tripartite constituents and other relevant stakeholders to understand their needs and identify possible interventions. These consultations are preceded by a desk review of the current situation and identification of past interventions (including lessons learned). When relevant, these initial assessments are complemented with in depth studies of particular economic sectors or OSH issues at stake rolled out at the start of the project implementation to build a strong knowledge base and refine the project strategy.

The Programme prioritizes interventions where the **magnitude/distribution of benefits/effects is likely to be high**, in particular those where the attribution of benefits/effects to the Programme **is most feasible**.

Even though project strategies are tailored to the needs of specific countries, they all contribute to the overall Theory of Change and related four interlinked strategic components. Each project reports against a number of key performance indicators that are aggregated at global level to measure results at the level of the Programme.

PROGRAMME SUPPORT AND MANAGEMENT

Implementation at country level:

specific projects are implemented at country level with careful attention to national context. Project teams, comprising of international and/or national staff, have the primary responsibility for delivering activities. ILO Country Offices provide guidance and support to specific country interventions. ILO Decent Work Team specialists across the regions, in particular OSH Specialists and Labour Administration and Inspection (LI) Specialists, provide technical expertise to the Programme.

A global management team:

Safety + Health for All is located in the Labour Administration, Labour Inspection and Occupational Safety and Health (LABADMIN/OSH) Branch of the ILO. Within the Branch, the Programme and Operations Coordination Unit supports the development of new initiatives; coordinates interventions among centralized and decentralized projects; maintains relations with donors and forges new partnerships; fosters knowledge development and sharing; coordinates communications and visibility activities and oversees monitoring and evaluation. In addition, both the OSH and LI Teams provide technical guidance and expertise on specific interventions in their respective areas of competence.

A tripartite governance structure:

A global tripartite advisory committee (GTAC) provides recommendations to the Programme management team on the overall Safety + Health for All effort, specifically with regard to its strategic directions, strategic partnerships and key developments in OSH. This committee, chaired by the director of the Governance and Tripartism Department where the LABADMIN/OSH Branch is seated, meets annually. It is composed of representatives from employers' and workers' organizations, partner governments where the Flagship is being implemented, and development/funding partners. At the country-level, projects are strategically guided by national tripartite advisory committees. These committees advise on, participate in and foster the continuous improvement of the Programme. They also provide a platform for sharing knowledge, exploring linkages and assist with resolving issues and risks.

Dedicated committees for the Vision Zero Fund:

The Vision Zero Fund has its own steering committee. It approves the Fund's work plans and reports, considers and approves proposals from the VZF Secretariat for new projects, and oversees the implementation of the Fund's strategy in GSCs. The Vision Zero Fund Steering Committee, chaired by the Chief of the LABADMIN/OSH Branch, meets twice a year. It comprises of donors, government members of potential recipient countries serving on the ILO Governing Body and the Director of the ILO's Governance and Tripartism Department. The Vision Zero Fund advisory committee complements the Steering Committee and allows social partners to play a meaningful role in the governance of the Fund.

Ensuring programme sustainability

Ensuring sustainability is a foundational piece of all ILO interventions. The Flagship Programme's components are designed to directly support national efforts on OSH, and hence are aligned with the Governments' own policy directives and the DWCP adopted by tripartite constituents at national level.

Safety + Health for All favours and promotes an alliance of key stakeholders, as well as the mobilization of society through its communication efforts, to guarantee that achieved change is sustained and the Programme outcomes will continue independently of external assistance. To this end, **sustainability plans** are systematically developed into the frameworks of individual projects aimed to foster national ownership and build lasting capacities, containing both sustainability plans and exit strategies.

Leveraging monitoring and evaluation

In order to make sure that all projects and initiatives under the Programme do contribute cohesively to clearly defined objectives, Safety + Health for All has developed during Phase I an overarching **results-based management framework** with indicators aimed at measuring progress made in a systematic manner. Each individual project must report against the relevant indicators aligned with the relevant ILO indicators as defined in its Programme and Budget (P&B) documents.

The Programme is now looking to develop a **computer-based monitoring system** to facilitate the storage and aggregation of this growing number of data. It will facilitate the collection of information about the number of persons impacted by interventions and actual changes resulting from these. It will also allow the Programme to showcase results achieved to the Office, donors and constituents. In addition, based on this information, Safety + Health for All will be able to draw lessons and adjust its strategy as needed. It will ultimately be part of the evidence base of ILO's contribution to the Sustainable Development Goals (SDGs) on decent work and safe working environments.

Finally, as the Programme will continue to promote real changes in workplaces, specific efforts will be made to assess the extent to which project interventions result in the adoption of adequate preventive and control measures at the workplace.

Promoting knowledge flows

Under the previous phase, the Programme has fostered knowledge to flow effectively and efficiently. To this end, it notably collected and disseminated a number of projects' case studies, good practices and success stories. The Programme will continue to identify, capture, evaluate, retrieve, and share the body of knowledge generated throughout its implementation. This will facilitate programmatic and strategic decision-making capabilities and stimulate a culture of learning and innovation. To this end, the Programme will develop and implement a **knowledge management strategy** that will set specific goals, processes, mechanisms, and resources to create, store, and share knowledge.

Communicate, promote and raise visibility of the Programme

During its first phase, Safety + Health for All worked to identify and address challenges initially faced in terms of communication and visibility, make brand recommendations, develop key messages to specific audiences and develop a number of communications products. An ILO [webpage](#) featuring all public information about the Programme is available as well as a specific [Vision Zero Fund website](#). Some high level events, including the [SafeYouth@Work Congress](#) and the [Vision Zero Fund High Level Forum](#) were held to promote the objectives of the Programme.

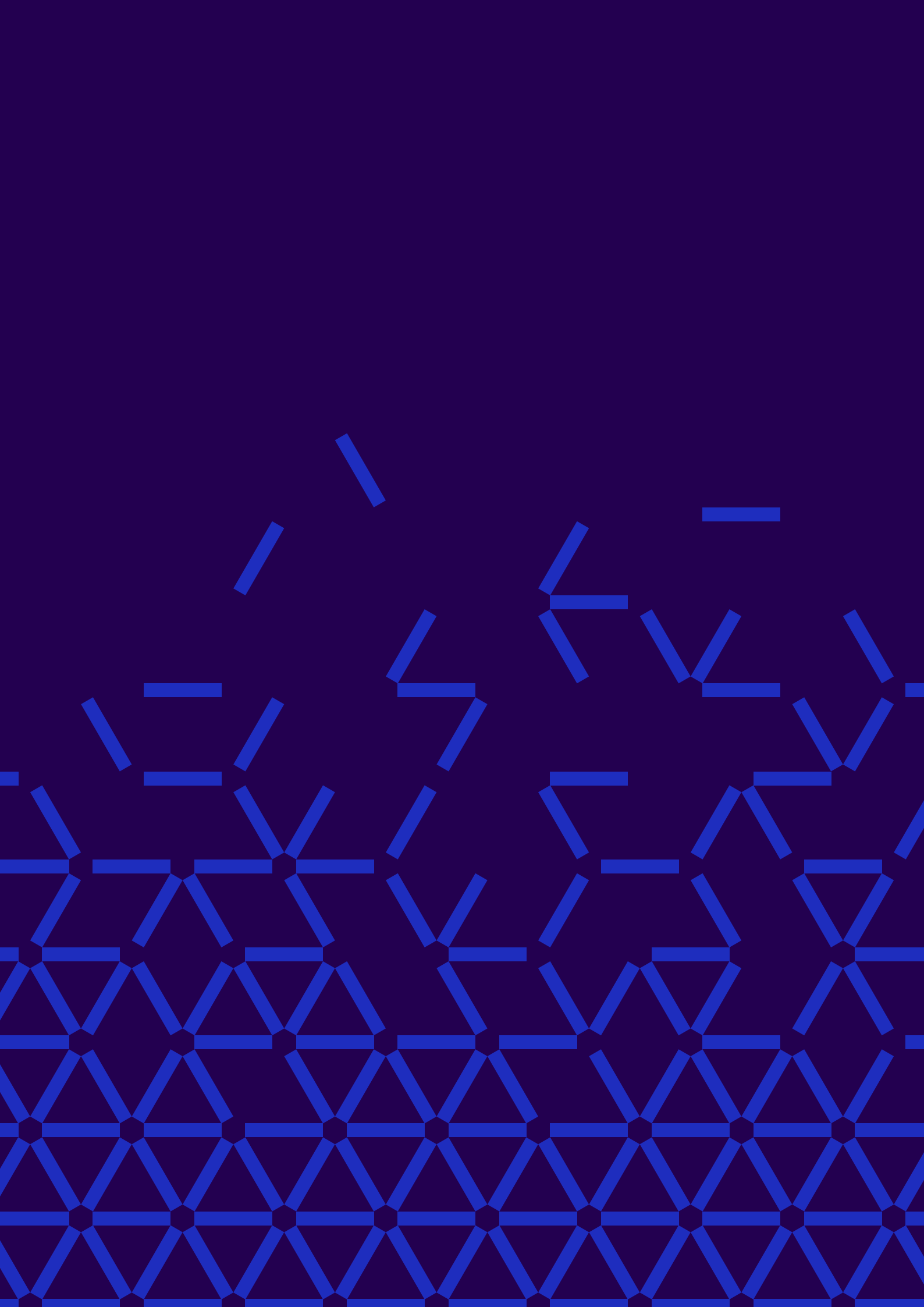
Under the current phase, the Programme will develop and implement a longer-term **communications and visibility strategy**. This strategy will be integrated in the overarching ILO communications strategy on OSH for higher impact.

DEVELOPMENT PARTNERS AS KEY ACTORS OF CHANGE

Safety +Health for All is a priority for the ILO, which uses its technical expertise and its own regular resources to fund the Flagship. Because they are not earmarked, regular resources allow Safety and Health for All to respond quickly to emerging challenges and invest in innovative solutions to tackle occupational safety and health issues. The Programme's revenue also depends on extra-budgetary contributions that support specific projects and initiatives. Safety + Health for All has built strategic partnerships since 2016 with both the public and private sectors – along with civil society and development organizations, and other United Nations agencies. The results achieved by Safety + Health for All reflect the diversity and strength of these alliances, as well as a continuing effort to maximize resources through efficient and effective operations worldwide.

The ILO wishes to acknowledge contributions received to implement the Safety + Health for All Flagship Programme from public and private partners: Colombia, the European Union, Finland, France, Germany, Japan, Korea, Norway, Sweden, United Kingdom, United States, as well as the Walt Disney Company and Siemens.







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