



International  
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# VISION ZERO FUND

## Work-related accidents and illnesses: Perceptions and good practices in the Colombian coffee sector



**EXECUTIVE SUMMARY**



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and illnesses:  
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This document is a summary of the study “Work-related accidents and illnesses: Perceptions and good practices in the Colombian coffee sector”, which is part of the research carried out in the framework of the Vision Zero Fund project “Improving occupational safety and health in coffee value chains”, developed within the framework of the International Labour Organization (ILO) Safety and Health for All programme.<sup>1</sup> This study seeks to develop and reinforce sustainable, safe and healthy working conditions and practices in these chains.

To meet this objective, the study was conducted on two levels. For the quantitative component, work-related accidents and illnesses in the formal sector were analysed using secondary data. For the qualitative component, perceptions and good practices in occupational safety and health (OSH) were analysed through semi-structured interviews and focus groups with key stakeholders in the Colombian coffee sector.

Seven groups of stakeholders involved in the development of the OSH activities of the coffee-producing population participated in this study: workers’ representatives; employers’ representatives; government representatives; representatives of occupational risk managers; other key stakeholders in the coffee sector; certifying bodies; and the research and education sector. The main results of the three essential areas of the study are presented below.

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<sup>1</sup> The Vision Zero Fund (VZF) brings together governments, employers’ and workers’ organizations, companies and other stakeholders to jointly move towards the goal of achieving zero work-related accidents, injuries and fatal and serious illnesses in global supply chains.

# 1

## Work-related accidents and illnesses in the Colombian coffee sector

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Affiliation statistics on work-related hazards, accidents and illnesses in the agriculture, livestock, hunting and forestry sector show that between 2008 and 2019 there were 626,091 work-related accidents. This sector also shows a trend of increased affiliation. The annual rate of work-related accidents ranged from 12 to 20 accidents per 100 workers. The number of work-related illnesses in most of the years analysed exceeded 1,000 cases per year; a total of 12,918 records were made over the last 12 years. Deaths due to accidents in the sector did not exceed 50 cases per year in any of those years.

Figures were also obtained for the coffee sector on the affiliation of independent and dependent workers, the number of affiliated companies and the rates of work-related accidents, illnesses and deaths in the last 12 years (2008–2019) for activities in contexts specific to workers in the coffee production chain, namely: (i) companies dedicated to specialized coffee production; (ii) companies dedicated to roasting and grinding coffee, including processing; (iii) coffee threshing (companies dedicated to grinding).

In this regard, it was found that since 2008 the number of companies affiliated to the General System of Occupational Risks has grown gradually, from 260 in 2008 to a total of 1,406 in 2019. Likewise, the number of workers affiliated increased from 6,054 in 2008 to 11,005 in 2017, subsequently decreasing to 9,119 in 2018 and 6,816 in 2019. That trend was also reflected in the number of independent affiliates, which reached a peak total of 1,060 in 2017 and then declined to 235 in 2019.

The activity classified as **“Companies engaged in specialized coffee production”** saw a growth in both the number of affiliated companies (from 170 in 2008 to 1,228 in 2019) and the number of affiliates (from 1,894 to 3,459 over the same period). Affiliation has occurred in 23 departments over the last 12 years.

The number of *work-related accidents* increased sharply from 63 to 161 over the period 2008–2019. However, when the number of affiliates is taken into account, an annual accident rate of less than 8 per 100 workers was obtained, although during two atypical periods (2009 and 2018) the rate exceeded 10 per 100 workers. For *work-related illnesses*, the highest number of cases was recorded in 2016, with 8 cases, while no cases at all were recorded in 2018.

The activity classified as **“Coffee-producing enterprises dedicated to roasting and milling, including processing”** saw a growth in the number of enterprises from 36 in 2008 to 85 in 2016. The number of affiliated workers also increased, from 654 in 2008 to 1,019 in 2019.

The rate of *work-related accidents* per 100 workers showed a stable trend, at about 6 accidents per year from 2008 to 2018. However, in 2019 the rate increased sharply to 148 accidents, a rate of 14.5 accidents per 100 workers. Therefore, economic activity records a total of 662 work-related accidents for the period 2008–2019. *Work-related illnesses* were recorded at 16, with 6 cases recorded in 2012. There was only 1 *work-related death*, which occurred in 2010.

The third selected activity is classified as **“Coffee threshing: enterprises engaged in milling”**. The number of enterprises doubled during the period under review, from 55 in 2012 to 103 in 2019. Likewise, the number of affiliated workers increased from 3,506 in 2008 to 5,880 in 2018; however, that number decreased significantly to 2,339 in 2019. This activity presents records of affiliates in a total of 26 regions of the country, giving it the largest presence at the national level.

The rate of *work-related accidents* ranged from 5 to 8 per 100 workers, or 200 to 450 accidents per year. The total number of recorded accidents at work was 3,550 in the 12 years analysed. An atypical rate was evident in 2019, with a significant increase in the number of work-related accidents despite a decrease in the number of affiliations. *Work-related illnesses* amounted to 29; the highest number was recorded in 2018.

In conclusion, it was found that the three activities have a similar pattern of work-related accidents. Moreover, the total number of accidents reported for these three activities is 6,704 cases, compared to 626,091 accidents reported by the entire agriculture, livestock, hunting and forestry sector between 2008 and 2019. It is important to highlight that official statistics combine all agricultural and livestock activities without disaggregating them; therefore, it is difficult to identify data specific to the sector under analysis. Also, the data reported correspond to the formal sector.



# 2

## **OSH perceptions of coffee value chain stakeholders**

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This section describes the results with respect to the perceptions of the current OSH situation that were identified in interviews with the different stakeholders linked to the coffee value chain in Colombia, as well as the statements of the focus group participants in the three areas of analysis: OSH knowledge; attitudes towards OSH; and OSH practices.

Participants agreed that those involved in OSH implementation fall into three groups: (i) those who are organized in cooperatives or are federated;<sup>2</sup> (ii) those who have OSH tools to meet legal requirements; and (iii) those with access to certification under voluntary sustainability standards or coffee quality seals, who thereby obtain all the possible benefits available to coffee farmers.

On the other hand, it is recognized that some small producers are not part of any organization and continue to use artisanal, traditional and family production processes; in these cases, knowledge of OSH is low. Nevertheless, different initiatives have emerged to strengthen OSH knowledge in the sector.

## OSH knowledge

OSH knowledge for coffee farmers is generated by the National Federation of Coffee-Growers (FNC), as well as by cooperatives, associations and specific programmes of other key stakeholders in the coffee value chain, such as the Collective Interventions Plan implemented in coffee-growing regions. Coffee farmers benefit from the actions deployed by these organizations and programmes, including the training and coaching provided by extension workers, group administrators or OSH technical staff in implementing key elements of OSH.

These education and training strategies have led to advances in knowledge of fundamental issues: identifying hazards on the farm; the relevance and

use of personal protective equipment (PPE); the proper use and storage of agro-industrial chemicals; the importance of social security for workers; the proper use of hand-held equipment and tools; the development of methods, machines and tools that mitigate biomechanical hazards (such as *garruchas*<sup>3</sup>); harvesting with tarpaulins; the design of ergonomic baskets or bins; machine-assisted harvesting; issues related to health care, including the availability (and consumption) of drinking water, sanitary facilities, sinks, showers and waste-disposal facilities; attention to emergency preparedness; and matters related to decent and dignified working conditions.

In partnership with other governmental organizations, such as the Ministry of Labour, the FNC has also advanced training and intervention processes aimed at the key population of the coffee value chain. The Ministry of Labour continues to develop other strategies, such as promoting OSH practices in schools (132,984 beneficiaries among teachers and students) and the Rural Women's Programme (4,750 beneficiaries) in different regions of the country.

Currently, the Ministry of Labour, the FNC and the ILO are implementing a training programme in the coffee sector, which includes the training of trainers and providing technical assistance on OSH for extension workers and key stakeholders in the coffee value chain in order to generate safe and healthy working conditions in the sector. In addition, they produce tools and pedagogical and training material for the development of OSH skills, with the goal of extending coverage and replicating it among coffee-growers.

On the other hand, the implementation of specific programmes – such as the Rural Women's Programme and the programme on healthy schools run by the Ministry of Labour; the strategies included in the Ten-Year Public Health Plan 2012–2021 created by the Ministry of Health and

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2 Coffee producers affiliated to the National Federation of Coffee Growers and registered in the Coffee Information System (SICA).

3 *Garruchas* are used to move or lift sacks of harvested coffee, agrochemicals and work tools required for coffee production. By allowing the transport of different materials and workloads, they prevent workers from overexertion and adopting a bad posture when lifting and carrying loads. They are generally used on sloping terrain, where it is more difficult to transport heavy materials.

Social Protection; and the Collective Interventions Plan – seeks to produce interventions based on risk promotion and management and to achieve a positive impact on the social determinants of health.

Despite the deployment of different intervention strategies throughout Colombia, knowledge and real awareness of the essential elements of OSH remain limited. It is therefore necessary to strengthen such knowledge and awareness in order to improve the fundamental working and living conditions of the people involved in the coffee production process.

Among the *OSH needs* perceived by the population, six key needs stand out: (i) obtaining access to social security; (ii) bridging generational gaps; (iii) creating training and capacity-building methods and strategies in line with regional needs; (iv) improving road infrastructure; (v) creating policies to protect the coffee sector; and (vi) increasing the coverage of OSH programmes.

In relation to OSH requirements, the participants stated that the owners of coffee-producing farms should be trained first so that they know what is required to protect their workers. Sometimes they have no information about the people who are working on their farms and therefore have no control over OSH issues; they are even unaware of the issue of legal non-compliance with OSH and the sanctions they could face.

Others have made efforts to adapt what is required for the protection of their workers, in compliance with legal regulatory requirements or the certifications or seals that correspond to them, by improving infrastructure; investing in engineering control measures, including safe production processes; and providing equipment and PPE.

However, in some cases there are issues related to the lack of a culture of prevention and workers' limited awareness of OSH, usually due to beliefs and traditions in regions where workers do not adopt the OSH control measures promoted by farms. Also, during harvesting periods when more labour must be hired, it is difficult to disseminate knowledge and training or to verify compliance with OSH measures.

In terms of *hazard identification and preventive training*, analysis reveals a number of hazards in the workplace that are common to the production process. It is clear that priority has been given to exposure to chemical, biomechanical and physical hazards (generated by continuous exposure to the sun) and basic emergency preparedness. In this sense, work has been done on essential individual and collective preventive measures, such as the provision of PPE, training and the use of engineering controls for product collection activities.

*Training* is a key OSH action for disseminating knowledge and gaining the acceptance of the different stakeholders. The Ministry of Labour, the FNC and some coffee-growers' associations have used human, technical and financial resources to support coffee-growers. In the training programmes implemented by the FNC, it has been found that the most common way to disseminate OSH awareness is through extension workers and group administrators, who in turn spread this knowledge to owners and workers of coffee-producing farms.

Another strategy used by the FNC is to make use of television and radio programmes. An example of this is the character of Professor Yarumo, who provides the latest information about best practices in coffee production. In addition, OSH issues have been included in a cross-cutting manner to socialize the issue and raise awareness among the population.

On the other hand, in order to influence a change in worker's practices it is advisable to organize experiential workshops. These should focus on the importance of self-care and the consequences of its neglect in terms of injuries or deterioration of the health of workers and their families and the economy at large.

## Attitudes towards OSH

Attitudes towards OSH were explored from five perspectives: (i) importance of OSH; (ii) benefits of OSH compliance; (iii) barriers to OSH compliance; (iv) motivation to adhere to OSH work practices; and (v) OSH awareness and culture.

With respect to the *importance of OSH*, coffee value chain stakeholders – such as certifiers, traders, the FNC, extension workers, group administrators and some farm owners – were found to recognize its contribution to sustainability in coffee production. This is also evident in their efforts to implement the basic normative and legal components of OSH and promote compliance. Small producers, on the other hand, argue that it is difficult to assume the cost of investing in infrastructure or PPE and continue to carry out their activities as they have traditionally done.

With respect to the *benefits of OSH compliance*, it is understood that where good OSH practices have been implemented, changes have been perceived in the organization of the different workspaces; the acquisition of resources, such as signage, first aid kits and fire extinguishers; the use of agrochemical products that are permitted and less toxic and dedicated storage areas for chemical substances; and the use of some PPE. It is also understood that complying with OSH requirements increases the well-being and quality of life of coffee farmers.

With respect to *barriers to OSH compliance*, those identified included sectorized and focused knowledge management; investment costs, which coffee-growers often cannot afford due to fluctuating world market prices that affect their profitability; resistance to change due to the culture and tradition of coffee production; and the lack of information in locations that are remote from urban areas.

It is evident that the key *motivation for adhering to OSH work practices* is to comply with the requirements of voluntary sustainability standards in coffee cultivation, which allows coffee farmers to obtain better prices; enjoy greater access to other markets; deliver higher-quality products; and benefit from greater economic, social and environmental sustainability.

With respect to *OSH awareness and culture*, the monitoring of the implementation of voluntary sustainability standards in coffee production, as well as the perceived results of the actions implemented by the FNC and the Ministry of Labour, reveal that changes have been achieved in the awareness and culture of producers regarding good production practices, including the implementation of OSH measures.

It should be noted that the attitude of OSH experts is also decisive in bringing about change in the culture of communities, above all to integrate workers in the formulation of OSH activities given that they are the ones who know the work in depth. Otherwise, awareness is only acquired after events have occurred – such as accidents of varying severity, including death or deterioration of health, which are rarely attributed to exposure to the hazards inherent in the work activity or other hazards in the environment in which the worker has been forced to work.

## OSH practices

With respect to OSH practices, we inquired about the practices and actions of coffee-growers to prevent accidents or illnesses at work or corrective measures that they take. In general terms, it is evident that training and education have strengthened the knowledge of coffee-growers about OSH. However, OSH practices are not the same as OSH knowledge; cultural factors rooted in age and level of education limit the acceptance of the importance and benefits of adopting OSH practices.

With regard to the *hierarchy of controls*, it was found that in the interests of protecting workers' health, in some cases agrochemicals with higher toxicity have been eliminated; in other cases, they have been substituted.

In terms of *engineering controls*, due to the type of terrain on which coffee is grown – mostly hillsides, which make it difficult to move around to harvest and transport the fruit – steps have been taken to reduce the health effects of exposure to biomechanical hazards: the use of garruchas; harvesting with ergonomic tarpaulins, baskets or bins; the use of special hampers for picking fruit from the ground; and machine-assisted harvesting. These methods require an economic investment that in many cases cannot be assumed by coffee-growers, who are generally small producers and lack the necessary capital.

*Administrative controls* may include protocols; safety data sheets; procedures related to area demarcation; workplace signage; safe practices standards; training and education processes; guidance and training processes provided by certifiers of voluntary sustainability standards and farmer

associations; and actions arising from collective intervention plans.

In relation to the use of *PPE*, emphasis is placed on those required for the application of agrochemical products: respiratory protection masks and exclusive clothing for that activity, among others.

Finally, with respect to *collective preventive actions*, it was found that they usually cover the workers of certified farms. In conclusion, the survey of OSH perceptions among the stakeholders mentioned revealed that OSH knowledge, attitudes and practices have been evolving but at different rates; therefore, a gap is evident among the OSH practices of Colombian coffee-growers.



# 3

## **Good OSH practices**

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Based on interviews and focus groups with seven key stakeholders in the coffee value chain, 22 good practices were documented, classified into four categories: (i) those related to social dialogue and public policy; (ii) those related to the development

of technologies or technical methods; (iii) those related to education processes; and (iv) those related to certification processes in voluntary sustainability standards or coffee seals.

## Social dialogue and public policy

Five practices were identified in this category, as described below.

Name/owner of practice	Objectives	Description
Social dialogue in the Colombian agricultural sector; Confederation of Colombian Workers (CTC)	Seeks to bring about a transformation in the Colombian countryside by means of participation and consultation through social dialogue.	Started with the mapping of stakeholders and spaces for social dialogue, as well as the creation of committees in which various issues relevant to agricultural workers are dealt with, including OSH issues. Support booklets were also prepared.
Ten-Year Public Health Plan 2012–2021; Ministry of Health and Social Protection	Sets out the following objectives: (i) to move towards guaranteeing the effective enjoyment of the right to health; (ii) to improve living conditions that have an impact on health and decrease the existing burden of disease; (iii) to maintain zero tolerance for avoidable mortality, morbidity and disability.	Its participatory creation is emphasized. Also considers networking with local authorities through regular meetings to monitor the implementation of the plan. These meetings have made it possible to share experiences and replicate actions.
Collective Interventions Plan (Pereira Experience)	Seeks to positively impact the social determinants of health and achieve the results defined in the territorial plan. The aim is to facilitate the development of a culture of health, based on the quality of life and the development of individual and collective autonomy.	The strategies implemented aim to build capacities and create opportunities for individuals and communities to identify and meet their health needs; change and adapt to the environment; adopt lifestyles that reduce their vulnerability; and participate in social control to improve environmental conditions.
National Plan for Occupational Safety and Health (PNSST) 2013–2021; Ministry of Labour	Responds to the real OSH and risk-prevention needs of the Colombian working population in order to promote a preventive culture at all levels and promote the well-being and quality of life of workers.	Aims to establish action plans, with the participation of all stakeholders, that seek to obtain measurable results in the reduction of accidents and the promotion of health and quality of life. Also aims to establish management tools to prioritize Colombia's current OSH needs.

Name/owner of practice	Objectives	Description
National commission on OSH in the agricultural sector as a technical and operational body; Ministry of Labour	Seeks to strengthen democratic participation in the sector through a tripartite body.	Created as a technical and operational body to oversee the policies, guidance and implementation of the different programmes, actions, plans and activities for the prevention of occupational risks and for the promotion of health at work. Also seeks to strengthen tripartite dialogue on OSH in the agricultural sector.

## Technologies or technical methods

Seven practices were identified in this category, as described below.

Name/owner of practice	Objectives	Description
Occupational Hazard Information Consultation System; Fasesolda	Aims to provide technical information related to basic indicators of work-related accidents and illnesses in the country.	The basic statistical information system provides significant input for the collection of information and decision-making for the implementation of preventive and control measures.
Intervention Strategy for the agriculture sector; ARL Positiva (national insurance company)	ARL Positiva has an intervention model for promotion and prevention based on the risk-management structure of the NTC ISO 31000 Standard.	Starts with a comprehensive diagnosis that provides an in-depth analysis of the company or sector; standardizes the necessary controls according to the hazards identified and prioritized; trains workers at different levels of the organization; and, if necessary, promotes a culture of prevention based on people and values. Also allows the inclusion of the family and the work environment as reinforcers of preventive practices.
Macroergonomic proposal for coffee harvesting activities; Agrarian University Foundation of Colombia	Seeks – through the application of macroergonomics – to generate proposals that mitigate the physical effort involved in harvesting, leading to improved productivity and improved working conditions for coffee-growers.	The context of the process was characterized from the point of view of organizational design and management on the farm. The influence of macroergonomics on the coffee harvesting process was determined; the degree of maturity was identified using the ergonomics maturity model tool for companies and was compared with another company in the sector; risk factors present in the harvesting work were identified and complementary methodologies for risk assessment were applied.

Name/owner of practice	Objectives	Description
Tarpaulins for ground coffee harvesting; FNC	Prototype developed by the FNC and Cenicafé, based on rigorous studies and measurements to optimize efficient use of time and movement in relation to the traditional method using harvesting baskets.	Selective manual harvesting of coffee with tarpaulins is a method that aims to increase the amount of coffee harvested, reduce production costs and improve the profitability of producers. It also aims at integrated management of the coffee borer beetle and, from an OSH point of view, can contribute to addressing the biomechanical hazard.
Recommendations for the prevention of musculoskeletal disorders in agriculture and animal husbandry; ARL Positiva	Provide a set of guidelines and principles that can be applied to solve musculoskeletal health problems, based on research in collaboration with academia and the production sector.	Based on these recommendations, companies generate specific actions tailored to their needs, resulting in benefits for workers in terms of health care. For agricultural enterprises, which can better manage events related to the occurrence of musculoskeletal disorders, it provides benefits in terms of reduced absenteeism; for ARL Positiva, it provides benefits in terms of reduced accident rates.
Mathematical model to intervene in working methods in the flower-growing sector; Pontificia Universidad Javeriana	Seeks to identify work organization factors in the rose-harvesting process and analyse their influence on the risk of physical workload. Although it is not a model designed for the coffee sector, it can be adapted to this scenario.	It was shown that by applying ergonomics parameters to the organization of work, the physical effort of workers is reduced. This model has not yet been adapted to the coffee sector; therefore, its sustainability, technical feasibility and the participatory process for defining its criteria have yet to be determined.
Prototype of an ergonomic device to reduce the physical backstrain of coffee-pickers; Pontificia Universidad Javeriana	Assesses the muscular and postural load of coffee-picking by applying electromyography and electrogoniometry measurements, as well as a self-report fatigue questionnaire, given that, as the picking basket is held on the upper back, the centre of gravity shifts forward as the weight of the basket increases.	This device is still in prototype version. Therefore, its sustainability, technical feasibility and participatory process for its validation have yet to be determined.

## Education

Seven practices were identified in this category, as described below.

Name/owner of practice	Objectives	Description
Occupational health and safety training for the coffee sector; FNC	Consists of the inclusion of OSH issues in programmes broadcast by traditional mass media, such as radio and newspapers, in addition to the development of in-person and virtual training programmes.	Links training strategies under three strategies: (i) strengthening self-care for the vulnerable working population; (ii) FNC radio programmes for coffee-growers: "The adventures of Professor Yarumo", "Yarumo's tips" and "Coffee-growing ganorama"; and (iii) virtual course and the <i>Occupational Health and Safety Management System Manual for Coffee Farms</i> (FNC 2017).
Strategy for a culture of OSH practices in schools; Ministry of Labour	Promotes an OSH culture in the school environment that aims to influence and create habits, attitudes and preventive practices against the risks of daily life, beginning in childhood. OSH is presented as a dynamic and progressive process of the life cycle, which allows a real impact on the culture in terms of the value of life, health and self-care of future Colombian workers. The strategy trains teachers and students to become multipliers.	Developed on six key levels: (i) healthy policies in the school environment; (ii) information, education and communication for health and healthy lifestyles, with emphasis on self-care and strengthening life skills; (iii) school environment (physical, psychosocial and ecological); (iv) social participation of the school community; (v) health and welfare services for schoolchildren, including channelling the provision of social security services in health, food services, nutrition and recreation, among others; and (vi) self-care as a priority for future employment.
Rural Women Strategy; Ministry of Labour	Promotes health and occupational risk prevention in rural women agricultural workers through training, awareness-raising and intervention. For that purpose, its value has been demonstrated. The strategy is based on analysis of the characterization of the vulnerable rural working population and focuses on education, promotion of health and the prevention of work-related accidents and illnesses.	Provides concrete tools and capacities through simple measures for the control of occupational risks in productive work that have been identified as a priority, including (i) technologies for the reduction of exposure to firewood fumes through the efficient use of energy; (ii) proper hydration during long working hours; (iii) encouraging the non-use of toxic substances; and (iv) training on postural hygiene to mitigate the effects of awkward postures and lifting loads.

Name/owner of practice	Objectives	Description
Leaders in Prevention Awards; ARL Colmena	Seek to recognize organizations that, through OSH good practices, contribute to the improvement of workers' quality of life, business productivity and social impact on the community through programmes, projects and research.	Promote the benefits of OSH management as a viable and replicable form of knowledge implemented by an organization. They have contributed to raising the awareness of companies about knowledge management and improving the monitoring of their OSH activities. Participating companies are also challenged to demonstrate the impact of their project on the reduction of work-related accidents and illnesses, which leads them to be considered as success stories in prevention.
Farm Workers Programme; RGC Coffee	Self-sustainable programme; aims to improve labour practices, OSH and the well-being and quality of life of workers in the coffee sector.	Includes: (i) coffee cooperatives' services offered to workers and their families, including funeral, medical and dental assistance; (ii) worker protection and security through periodic cash benefits and access to accident insurance and life insurance, including disability and death; (iii) identifying common practices and recognizing producers for the good treatment of their workers in promoting personal recognition and provision of food, salary and extra benefits, such as recreation, among others; (iv) pilot plan that promotes innovation among participants, with the purpose of identifying possible technological improvements that facilitate work on farms; (v) improving workers' housing conditions on the farms; (vi) proposing alternatives to promote worker income stability through entrepreneurship programmes.
Strengthening participation of unionized workers in the palm, sugar cane and banana agro-industry in the promotion of health and prevention of occupational hazards; National University of Colombia	Seeks to strengthen the participation of unionized workers in the palm, sugar cane and banana agro-industry in the promotion of health and the prevention of occupational hazards.	<p>The inclusion of participatory methodologies in the teaching-learning processes specific to adult education in the agricultural sector has been one of the successes of this practice in transmitting knowledge to agricultural workers.</p> <p>Through the training processes implemented, workers have been able to recognize the effects of the different hazards to which they are exposed, the consequences they may have for their health and ways to prevent them. For this purpose, the social mapping they have constructed themselves is applied.</p>

Name/owner of practice	Objectives	Description
Research on the use of agrochemicals and care strategies for the control of illnesses related to the handling of these substances; Corporación Universitaria Minuto de Dios	Has been applied in potato cultivation but can be replicated in coffee cultivation. Consists of training processes that promote safe practices in the handling of chemical substances and the disposal of the waste derived from them.	Risk awareness was raised through the use of simulated prevention strategies. This led to increased self-care and self-management and a reduction in the number of work-related accidents and illnesses, which in turn improved workers' well-being and quality of life. Care networks were also established for access to health services in health care institutions linked to the crops and farmers' homes.

## Certification (voluntary sustainability standards, coffee seals or other)

Three practices were identified in the category and are described below.

Name/owner of practice	Objectives	Description
Certifications, seals and voluntary sustainability standards as an incentive for the implementation of OSH in the coffee sector	Granted by certifying organizations; seek to guarantee the sustainable production of coffee, promoting fair trade, social protection and reinvestment, environmental care and good agricultural practices.	Coffee farmers can become certified through standards such as Fairtrade, 4C Association, Rainforest Alliance, UTZ certified and organic certifiers. Such certifications allow them to obtain more competitive prices if they implement good production practices. Coffee producers have entered into certifications as a strategy to improve and maintain product quality, which gives them a competitive advantage in sustainable production and international trade. Moreover, thanks to the social component of these standards, certifications have gradually had an impact on improving the health and safety of workers, their well-being and their quality of life.
Uniform Assessment Register of OSH and Environment System for Contractors as a good practice in the coffee sector	Developed by the Colombian Safety Council; seeks to evaluate the performance of contractors in OSH management and environmental protection in order for contractors to make decisions in the selection process.	The basic structure of the RUC assessment criteria has been aligned with the legal requirements for OSH and the environmental requirements of Colombia; in the case of the coffee sector, it has been adjusted with specific criteria for the Colombian FNC. So far, this practice has been applied to the contracting companies of the coffee freeze-drying plant.

Name/owner of practice	Objectives	Description
Certifications in OSH management provided by Colombian Institute of Technical Standards and Certification	Aim to manage OSH through specific international standards OHSAS 18001 <sup>4</sup> and ISO 45001.	International certifications for OSH management are used as a competitive advantage for exporting products. However, the rigorous process of obtaining them and the resources required make compliance difficult for producer organizations, most of which are made up of small or medium-sized coffee farmers.

In conclusion, 22 OSH practices generated for the coffee sector were identified; some of them emerged from other agricultural sectors but may be applicable or adaptable to coffee production. It should be noted that one of the good OSH practices given most emphasis by the stakeholders interviewed in the study was the use of voluntary sustainability certifications or standards, which contribute to both product quality and care of the environment and people, as they link specific OSH requirements. The

latter requirement is mandatory in order to meet the voluntary sustainability standard and therefore promotes and strengthens OSH actions in coffee farms.

The full study on which the above summary is based, entitled “*Accidentes y enfermedades laborales, percepciones y buenas prácticas en el sector cafetero colombiano*”, is available at: [https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/documents/publication/wcms\\_764241.pdf](https://www.ilo.org/wcmsp5/groups/public/---americas/---ro-lima/documents/publication/wcms_764241.pdf)

4 Currently in the process of migrating to ISO 45001.



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## **International Labour Organization**

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