



WORKERS AND WORKERS' ORGANIZATIONS

Worker participation is an **essential element** of a robust OSH management system. When workers are actively engaged, they can serve as a valuable source of information on potential safety and health hazards, and can **provide insight** into how to best address such issues.

Workers' representatives act for the interests of workers in the coffee supply chain, advocating for better working conditions and improved OSH standards.

They engage in dialogue with employers, government agencies, and other stakeholders to ensure that **worker's rights and safety concerns** are addressed and provide information and support to workers, in particular regarding the respect of workers' rights and improvements in working conditions.

Workers and workers' organizations are essential to creating a safer and healthier coffee supply chain. Our suggested actions include:

- Participate in **OSH awareness raising activities** in coffee farms by joining the #CoffeePeople challenge and by sharing audiovisual materials with members. You can start by using the [posters](#), [radio spots](#), and [videos](#) developed by Vision Zero Fund.
- Convene joint meetings with the Vision Zero Fund as part of the #CoffeePeople Technical Webinar Series to **raise awareness** among plantation workers and local communities about the [main occupational risks](#) faced by coffee workers, providing information on [hazard identification](#), [risk assessment](#), and [safety protocols](#) to ensure their well-being.
- Create opportunities to discuss the OSH challenges faced by [women](#) at the farm level and agree on targeted actions to address their **specific needs**.
- Encourage all workers at farm level, including [temporary and seasonal workers](#), to become involved in the development and implementation of **preventive OSH measures** using [data and information](#).
- Participate actively in [OSH committees](#), including in the **design, implementation and evaluation of measures** to eliminate and prevent risks at the enterprise level. Cooperation between management, workers and their representatives is an essential element of OSH measures!
- Promote and strengthen the right to **organize and bargain collectively**. [Freedom of association](#) and [collective bargaining](#) can be an enabler of the right to a safe and healthy working environment, and vice versa.