

# WELCOME!

# VISION ZERO FUND

## #CoffeePeople webinar 3:

## “Enhancing cooperatives’ capacity to promote occupational safety and health”

November 22<sup>nd</sup>, 15h00 – 16h00 CET



# #COFFEEPEOPLE



▶ **Enhancing Cooperatives' Capacities  
to Promote Occupational Safety and  
Health in Agriculture**

**Zooming in on the coffee supply chain**

Rayann Koudaih – ILO COOP Unit

## Key cooperative figures

- **3 million** cooperatives and **1.2 million** members worldwide (ICA figures).
- Employment in or within the scope of cooperatives concerns at least **279.4 million** people across the globe, i.e **10%** of the world's employed population.
- In Agriculture:
  - Employment within the scope of cooperatives, comprising mainly self-employed producer-members, concerns over **252.2 million** people, the vast majority being in agriculture
  - Cooperatives play a significant role in agriculture around the world:
  - Ethiopia: over **4,000** agricultural cooperatives (membership of **4.5 million**)
  - Kenya: over **7,000** agricultural cooperatives (over **2 million** farmers);
  - EU: agricultural cooperatives control **40%** of agri-food sectors



# Why producers form cooperatives in agriculture?

- Weak bargaining position of individual small farmers vis-à-vis large suppliers, traders and processors
- Agricultural producers voluntarily organize themselves to meet common economic, social, and cultural needs, including:
- Purchasing inputs together
- Sharing use of tools and services
- Storing, transporting, processing together
- Selling and marketing farm products jointly

**Productivity, sustainability and the bargaining power of farmers greatly improves.**



# Why join/form an agricultural cooperative?

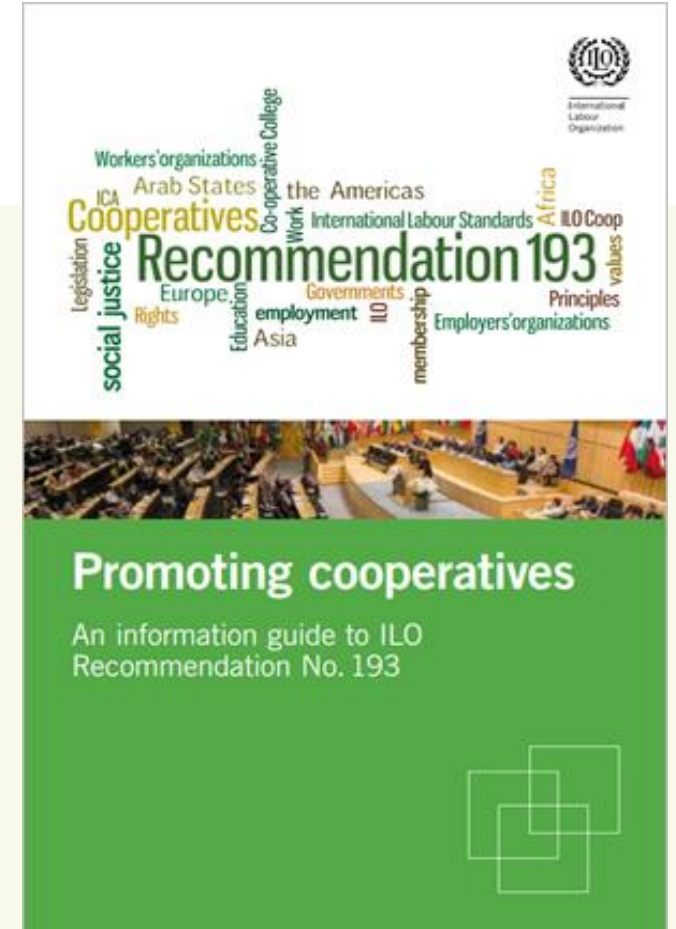
Rationale for farmers	Cooperative activity
<b>Inputs:</b> lower prices, easy access, higher quality	Bargaining, making inputs available at short distance, quality control, own production of inputs
<b>Outputs:</b> higher prices, higher value	Bargaining, joint sorting, grading, packaging, bulking, and processing (of coffee produce)
<b>Market access</b>	Establish long-term relations with buyers, collecting market info, organizing markets
Access to <b>education and training</b>	Provide member education, training and information
Access to <b>credit and savings</b>	Provide credit or facilitate access to create
Reduce <b>market risks</b>	Use a pool for selling farm products
Reduce <b>production risks</b>	Provide insurance directly or facilitate access to it

# What is a cooperative?

- A cooperative is defined as “an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and aspirations through a jointly owned and democratically controlled enterprise”
- A cooperative is both an enterprise and a collective action organization.

\*ILO Promotion of Cooperatives Recommendation, 2002 (No. 193)

\*International Cooperative Alliance (ICA) Statement on the Cooperative Identity



# Cooperative values & principles

1. Voluntary and Open Membership
2. Democratic Member Control
3. Members' Economic Participation
4. Autonomy and Independence
5. Education, Training, and Information
6. Cooperation among Cooperatives
7. Concern for Community

Values: Self-help, self-responsibility, democracy,  
equality, equity and solidarity



## Challenges facing cooperatives in the coffee supply chain

Governance

Business  
Management

Market Access  
and Fair Trade

Quality Control

Access to  
Technology and  
Infrastructure

Access to  
Credit

Education and  
Training

Certification  
Costs

Competition  
with Larger  
Companies





# Strengthening Cooperatives' Integration into Global Supply Chains

- ▶ Establishing cooperatives of SMEs contributing to their market access, productivity and quality controls
- ▶ Establishing commercial links with SMEs (small ethical brands, fair trade shops)
- ▶ Cooperation between cooperatives:

**Vertically between producer and consumer cooperatives**

**Horizontally by forming new consortia, cooperatives, cluster of primary cooperatives, or joining federations.**

- ▶ Cooperatives can protect workers' rights which can be at risk in the process of integration in supply chains



# Oromia Coffee Farmers' Cooperative Union (OCFCU)

- ▶ Established in 1999 by 34 coffee producer primary cooperatives in Oromia region, Ethiopia
- ▶ Members are growers, processors and suppliers of high quality, organic Arabica coffee for the direct export.
- ▶ OCFCU exports organic and fairtrade coffee to EU, US, and Australia. More than 200,000 coffee producers and around 200 cooperatives are involved throughout the country.
- ▶ OCFCU grew from 34 primary cooperatives representing 22,691 household farmers to 407 primary cooperatives representing more than 557,186 household farmers



Strengthens bargaining power of coffee farmers

Provides of training, advisory service & market information to member primary cooperative societies;

Collects coffee from member primary cooperatives and supply quality products to international & local market

Provides warehouse service, improved technology & innovation for members primary cooperatives

Supplies wholesale inputs that boost product and consumer goods

# Cooperatives and Decent Work

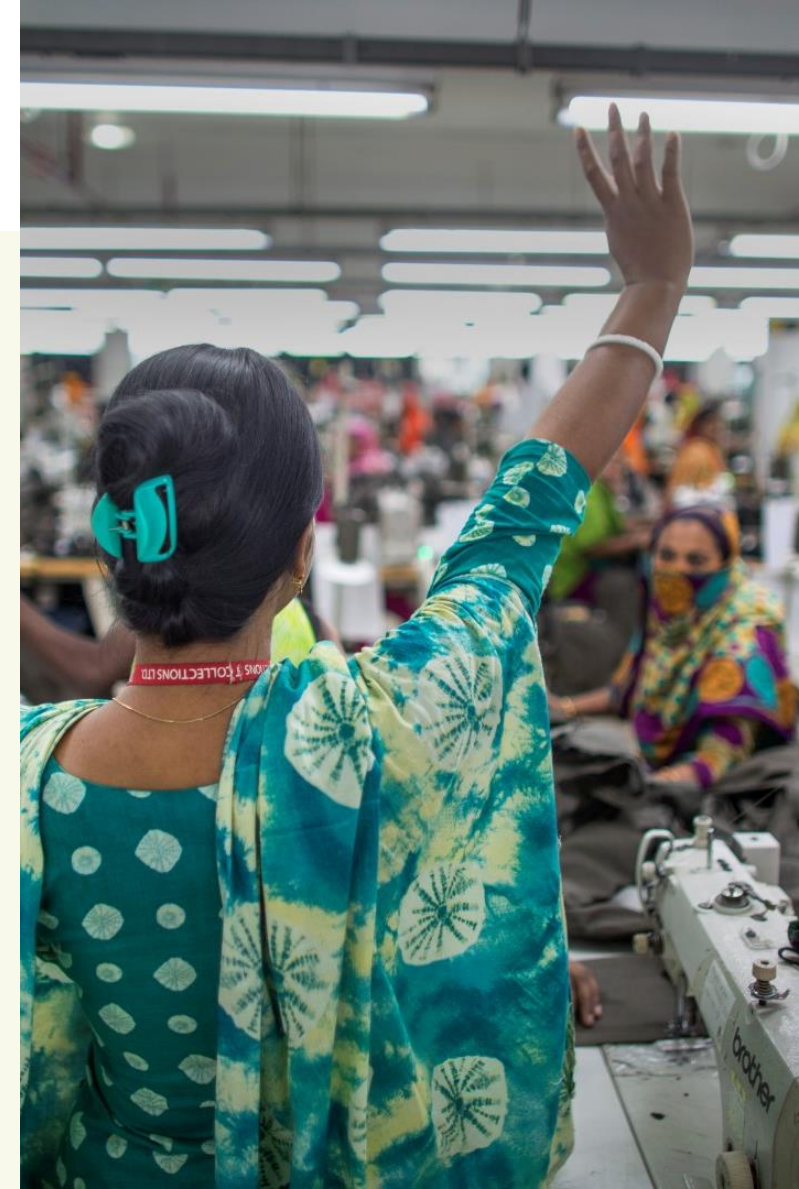
- ▶ **Elimination of Child Labour:** by creating jobs and improving livelihoods for adults and thus help parents send their children to schools (Principle 1)
- ▶ **Forced Labour:** Worker cooperatives use their bargaining power with authorities to eliminate forced labour, facilitate access to social security, increase formalization (domestic worker cooperatives) (Principles 5, 6 and 7)
- ▶ **Non-discrimination:** Cooperatives are inclusive of all people who can use their services, join them, and vote as members without any discrimination (Principles 1 and 2)
- ▶ **Freedom of Association and collective bargaining:** Coops and trade unions share similar principles (1, 2 and 5) and help informal workers i.e. waste pickers and taxi drivers.



# Cooperatives and Women's Economic Empowerment

- ▶ **Gender Mainstreaming:** in ILO programme development, implementation, monitoring, and evaluation in different sectors
- ▶ **Capacity building:** to promote women's leadership in cooperatives and women-led/only cooperatives
- ▶ **Inclusive and democratic decision-making processes:** to encourage active participation of women and men in cooperative decision-making
- ▶ **Addressing gender-based barriers:** to access resources, markets, and training opportunities
- ▶ **Recognition of Unpaid Care Work:** to reduce the burden of unpaid care work on women, allowing them to participate more fully in cooperative activities
- ▶ Participatory gender auditing and gender-responsive budgeting can be used by cooperatives

**Examples:** care economy, home-based work, WIEGO, HomeNet International, International Federation of Domestic Workers



# OSH for Cooperatives

## ► Why OSH for Coops?

**Reduces accidents – improves working environment - improves productivity – product/process quality – increases membership – helps demonstration social responsibility**

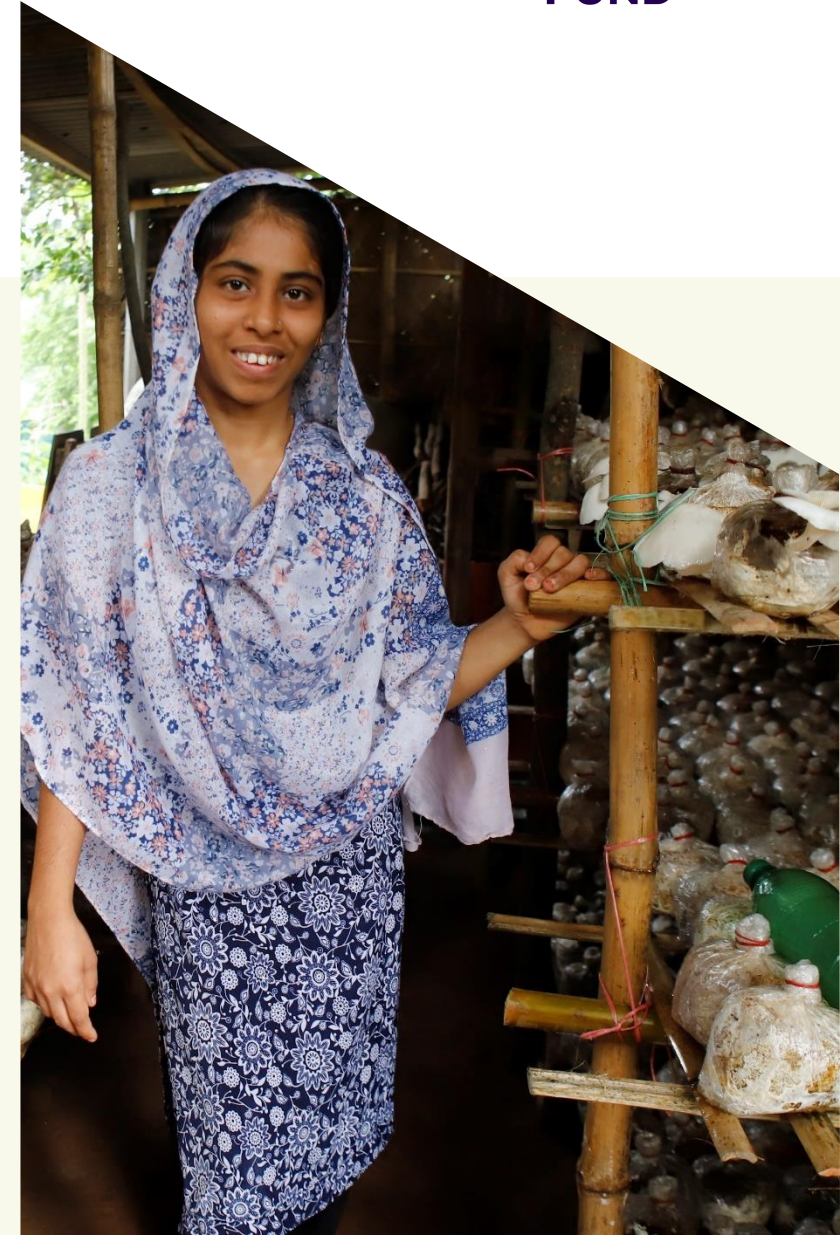
## ► Cooperatives in agriculture can embody the principle “Concern for Community” by adhering to the ILO Code of Practice on Safety and Health in Agriculture:

**Raising awareness about OSH in agriculture**

**Preventing accidents and diseases through training and access to resources**

**Encouraging government and social partners to implement OSH measures (secondary, tertiary coops)**

## ► Good governance: clear definition of OSH responsibilities for BoD, general assembly, managers, and workers (and OSH committee)



# Thank you!

## ► ILO Cooperatives Unit



---

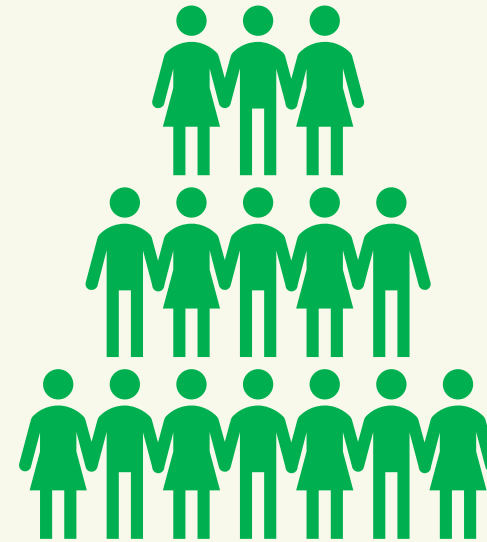
#DECENTWORK #SOCIALJUSTICE

#ILOCOOP #COOPS #SSE

# The agriculture sector at a glance



1 out of 3 fatal injuries worldwide occur among agricultural workers



800 millions of people were employed by the agricultural sector globally

# Risks factors in the agricultural sector

- Multiple tasks and locations
- Open air activities
- Short periods of time due to seasonality
- Physical intensive
- Use of dangerous substances and tools
- Exposure to biological hazards
- Poorly application of national labour laws
- Lack of access to social protection
- High prevalence of child labour and forced labour
- Long working hours
- Temporary and unpaid family Work
- Inadequate OSH infrastructure and services



# ILO Declaration on Fundamental Principles and Rights at Work (1998), as amended in 2022

**All Members**, even if they have not ratified the Conventions in question, have an obligation, arising from the very fact of membership in the Organization, to **respect**, to **promote** and to **realize**, in good faith and in accordance with the Constitution, the principles concerning the fundamental rights which are the subject of those Conventions, namely:

- (a) freedom of association and the effective recognition of the right to collective bargaining;
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the effective abolition of child labour;
- (d) the elimination of discrimination in respect of employment and occupation; and
- (e) **a safe and healthy working environment.**

*Paragraph 2*

## Why integrating OSH in cooperatives?

- Profitability, and, therefore, long-term existence of cooperatives is determined in part by the well-being of members and workers.
- The benefits such as share of the surplus derived by farmer-members from the cooperative are influenced by the state of their health and well-being. If members are not able to make use of services or products of the cooperative due to sickness and injuries, their share of the surplus decreases.
- Compliance to voluntary social standards and codes which often include workers safety and health is fast becoming the norm among large buyers of agricultural produce and a pre-requisite to participation in their supply chains.
- Aside from mitigating reputational risks due to poor working conditions, ensuring safety and health of workers is one way of perpetuating business continuity and consistent delivery of required volume.

# Why integrating OSH in cooperatives?

- Cooperatives have priority access to members and workers to provide information on how to prevent work related injuries and diseases.
- Supply cooperatives provide the farmer-owners access to affordable, quality production supplies such as feed, fuel, fertilizer, seeds, pesticides, tools, and other inputs.
- Service cooperatives provide support to farmer-owners through production services such as crop harvesting, land preparation, pruning, credit services, etc.
- Cooperatives should take all reasonable measures to ensure that its products, services, operations, and facilities do not cause injury and diseases to its member-users and workers.

# Key action 1: Making OSH part of the cooperatives' values

---



- Integrating OSH as part of the cooperatives' goals and vision
- Include OSH related roles and responsibilities in each body of the cooperative: appoint focal points
- Disseminate the information among members and workers

# Key action 2: Create awareness about OSH hazards and build capacity to assess risks



**RISK MATRIX: GINGER FARMERS AND FARM WORKERS**

Risk Factors	Male			Female		
	Likelihood	Severity	Risk Level	Likelihood	Severity	Risk Level
Poisoning and long term health effects from chemical input use or exposure	Very likely	Extreme	<b>High risk</b>	Very likely	Moderate	<b>High risk</b>
Musculoskeletal injuries from repetitive and forceful movements and lifting and carrying heavy loads	Very likely	Moderate	<b>High risk</b>	Very likely	Major	<b>High risk</b>
High level of sun exposure	Likely	Moderate	Medium risk	Very likely	Moderate	<b>High risk</b>
Insect and mosquito bites	Unlikely	Major	Medium risk	Very likely	Extreme	<b>High risk</b>
Stress	Unlikely	Major	Medium risk	Likely	Major	<b>High risk</b>

Note: 4 x 4 risk matrix used



International Labour Organization



# Key action 3: Prioritize consensus-based and collective control measure

*“ My back aches after a day’s work of hauling ginger from my house to the road. Maybe, porters in the trading center also suffer the same thing.... I like to use a cart but that is not possible with only trails from our farm to the road. I like the small baskets but that would be expensive. I cannot also afford to buy many baskets.”*

**1<sup>st</sup> solution of Shwe Chin Sein:**  
Piloted the distribution of small baskets to a few members at the start of harvest season.

**New problems: need for double packaging to protect ginger from compression; baskets cannot be stacked – high transport cost**



@VCRD Project - Winrock



International Labour Organization



The norm: farms and trading centers



@VCRD Project - Winrock

**2<sup>nd</sup> solution of Shwe Chin Sein:**  
Use of plastic crates with support from buyer. Crates distributed to members at harvest season.

Everybody happy – members, farm workers, workers of Shwe Chin Sein and buyer.

**New risk: overloading to lower transportation cost. A work in progress ....**

## Key action 4 : Provide OSH education and training

---

- Identify the skills and knowledge needed for members and workers to do their job in a safe and healthy way. Compare these against current skills and knowledge and identify the gaps.
- Review records of injuries and illnesses among members and workers.
- Review the risk assessments to see where information and/or training have been identified as factors in controlling risks.
- Consider awareness training needs for members, farm workers, and cooperative workers.

# Key action 5: Compile data on injuries and diseases

---

- **How, Where, What:**
- SMS, which can include photo
- Oral report to manager of cooperative; manager writes down report
- Written report to manager (hard copy or soft copy)
- **Keep track and inform**





# Key action 6: Have an action plan and engage members and workers


## Action Plan: Risk Control Measures

Hazard	Who may be harmed and how?	What are the existing control measures?	What further control measures are needed?	What services/ interventions can cooperative provide to support implementation of new measures?	Timetable	Who will be responsible
--------	----------------------------	---	---	---	-----------	-------------------------

- Cooperatives are designed to respond to the needs and interests of both women and men members, and it encourages the equal participation of women and men in the achievement of its goals.
- Effective implementation of the OSH action plan requires ongoing involvement of members and workers.
- Everyone should be made aware of the action plan so that they can abide on it.

# Learn more about this topic and take action

Visit [coffeepeople.vzf.ilo.org](https://coffeepeople.vzf.ilo.org)



**For every coffee worker, in every job**

The challenge will inspire people to get involved in the campaign and to take action for coffee workers.

**When to post**

Starting from **1 October 2023**, we will launch a social media challenge for coffee workers. We're asking coffee stakeholders like you to post a selfie with your coffee cup.

**What to post**

Example: "The secret to great coffee is people! That's why I dedicate this coffee to the workers who produce it, and I join the ILO's Vision Zero Fund to protect their safety and health. I challenge @Friend1 @Friend2 @Friend3 @Friend4 @Friend5 to post a selfie with your coffee cup! Together, we can make a difference for #CoffeePeople!"

[#COFFEEPEOPLE](#) [CHALLENGE](#) [ACTION KIT](#) [PLEDGE](#) [LEARN](#) [MEDIA HUB](#)

## COLLECTIVE ACTION KIT

Actions to realize the right to a safe and healthy working environment in the coffee supply chain

## LEARN ABOUT OSH

Download the practical toolkit, access useful insights, and join technical activities

## MAKE YOUR PLEDGE

Companies and organizations across the globe have pledged for coffee workers. What will yours be?



### MEDIA HUB

### Trello board

Stay organized and up-to-date with our Trello board, which contains valuable content related to the campaign. We have organized it into the following categories:

- Videos:** Watch our explanatory videos that highlight key issues in the campaign, as well as inspiring ones that showcase successful practices in the coffee supply chain. Gain insights into the campaign's goals and aims to achieve.
- Social Media Cards and Messages:** Access a library of social media cards and pre-written messages. Use them to promote the campaign on your social media channels.

# Thank you

## Vision Zero Fund

Labour Administration,  
Labour Inspection and  
Occupational Safety and  
Health Branch

## International Labour Organization

Route des Morillons 4  
CH-1211 Geneva 22  
Switzerland  
[ilo.org/vzf](http://ilo.org/vzf)  
[vzf@ilo.org](mailto:vzf@ilo.org)

## Current and Past Donors



International  
Labour  
Organization



The Vision Zero Fund is part of Safety & Health for All, an ILO flagship programme building a culture of safe, healthy work.

# VISION ZERO FUND