

TURNING  
**VISIONS**  
INTO ACTIONS

CELEBRATING 15 YEARS OF  
COLLABORATION



ASEAN-OSHNET  
ASEAN OCCUPATIONAL SAFETY  
AND HEALTH NETWORK



TURNING  
**VISIONS**  
INTO ACTIONS

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CELEBRATING 15 YEARS OF  
COLLABORATION

# 15th ASEAN-OSHNET COORDINATING BOARD MEETING

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ASEAN-OSHNET  
ASEAN-OCCUPATIONAL SAFETY AND  
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# ASEAN-OSHNET

## Through the Times: 2000 - 2016





# Foreword



A handwritten signature in black ink, appearing to read "lmc".

H.E. Le Luong Minh  
Secretary-General of ASEAN  
Jakarta, April 2015

Occupational Safety and Health (OSH) is critical to the quality of life and productivity of our region's workforce whose contributions, in turn, are vital to the strength and sustainability of ASEAN's integration and economic growth. Acknowledging its importance in building the ASEAN Community, OSH has been included as one of the priority areas of regional cooperation on labour since 2006.

This year, as the ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) celebrates its 15th anniversary, the region has seen significant progress in promoting OSH development and advancing OSH standards. From a network of information sharing, ASEAN-OSHNET now includes capacity building and strengthening of national framework and benchmarking performance, as part of its key mandates, while also expanding ASEAN's engagement with various regional and international partners.

This publication records the journey of ASEAN-OSHNET and celebrates its achievements in ensuring a safe and healthy workplace for all ASEAN citizens, as we build a people-oriented and people-centred ASEAN Community for 2015 and beyond.



A handwritten signature in black ink, appearing to read "Ho Siong Hin".

**Dr. Ho Siong Hin**  
Executive Director  
ASEAN-OSHNET Secretariat  
(2014-2017)

This year marks the 15th anniversary of the ASEAN-OSHNET. The network has made significant achievements since it started and played a pivotal role in developing a safe and healthy working environment in ASEAN.

The journey has been challenging but fruitful. Today, the ASEAN-OSHNET is a well-established subsidiary body of the Senior Labour Officials Meeting. Needless to say, all these would not have been possible without the efforts of pioneers who charted the course during its early formative years. Much credit must also go to our partners from the Plus Three Countries and international organizations for the support that they rendered.

This book, aptly titled “Turning Visions into Actions”, captures the ASEAN-OSHNET’s spirit of solidarity in achieving its vision of a safe and healthy working environment. The network has also grown from strength to strength because of the strong working relationships, founded on trust and mutual respect.

As ASEAN’s economy continues to reinvent itself to be more dynamic and competitive, the ASEAN-OSHNET will face new challenges. With the strong foundation that has been laid and with the support of all stakeholders, I am confident that the ASEAN-OSHNET is in a strong position to tackle them.

Let us continue to scale new frontiers with our common desire of keeping all workers safe and healthy at their workplaces.

# Towards a Better Quality of Life

The 1970s saw ASEAN grow at an unprecedented rate. Greater economic openness led to substantial trade and investment flow within the region. The blooming economy meant more job opportunities and improved standards of living.

Amidst the progression, it was however also important that attention was paid to the working conditions of the workers in ASEAN. Safety and health standards must grow in tandem with economic growth to ensure the well-being of workers.

Close to the end of 1997, two years before the turn of the millennium, ASEAN leaders set forth a shared vision - ASEAN Vision 2020 - a community of Southeast Asian nations, outward looking, living in peace, stability and prosperity, bonded together in partnership in dynamic development and in a community of caring societies. This led to the establishment of an ASEAN Community.

To support the ASEAN Community, there are three pillars of which the ASEAN Socio-Cultural Community (ASCC) is one of them. ASCC aims to contribute to realising an ASEAN Community that is people-oriented and socially responsible, by forging a common identity and building a caring and sharing society. Supporting ASCC is the ASEAN Labour Ministers (ALM) Work Programme.

Since 2000, ASEAN's work on labour and human resources has been guided by the Work Programme, which provides the framework to prepare the region's labour force to face the challenges of globalisation and trade liberalisation.



The five broad priorities initially set in the Work Programme are in the areas of Employment Generation, Labour Market Monitoring, Labour Mobility, Social Protection, and Tripartite Cooperation. In May 2006, the ASEAN Labour Ministers agreed in their Joint Statement of 2006 to add a sixth priority area, namely Occupational Safety and Health, in the ALM Work Programme.

This paved the way for greater emphasis on decent work – inculcating a safety and health culture befitting of the improvements in our societies.



A photograph of a person wearing a traditional yellow conical hat and blue gloves, working in a flooded field. The person is standing in water, and their reflection is visible. The background shows a lush green landscape. A large, semi-transparent red geometric overlay covers the right side of the image, featuring a network of thin, light-colored lines forming a complex polygonal pattern.

## Chapter 01

# Uniting as One

With the aim of improving the working conditions of its people, ASEAN leaders decided that the way forward was to establish a specialised and dedicated arrangement to promote cooperation in Occupational Safety and Health in ASEAN. The goals and objectives of the network complement ASEAN's efforts in social development and support ASEAN's existing strategies toward Vision 2020.

The idea to establish the ASEAN-OSHNET was first mooted at an International Labour Organization (ILO) seminar for ASEAN countries in 1984. At the seminar, it was recommended that ASEAN countries should collectively establish a regional centre to collect and disseminate information, manage research and training for the improvement of working conditions and environment in the region.

Subsequently, the idea for the regional centre was agreed at the First ASEAN Labour Technical Working Group Meeting in October 1984 and approved by the 5th ASEAN Labour Minister Meeting in the same year.

In 1995, ASEAN Secretariat obtained funding from the United Nations Development Programme (UNDP) to conduct a feasibility study on the establishment of an ASEAN Training Centre or a Network for Improvement of Working Conditions. The feasibility study was conducted a year later and a workshop to review the feasibility study was convened in Manila, Philippines, in October 1996, which was attended by the heads of the ASEAN Member States' Occupational Safety and Health centres.

Encouraged by the promising results from the study, it was decided at the meeting that a network among the ASEAN Member States should be established. At the same time, heads of the Occupational Safety and Health centres decided to embark on a Four-Year Plan of Action to kick-start the efforts of the network.



In October 1996, ASEAN Member States held a workshop on "Feasibility Study to Establish an ASEAN Training and Information Centre/ Network for Improvement of Working Conditions and Environment".

The Four-Year Plan of Action consisted of six projects:

- Gather and distribute information on the prevention and control of occupational hazards, problems of working condition, training opportunities, on-going research and activities of ministries, employers, workers and relevant institutions.
- Facilitate the development, production and exchange of Occupational Safety and Health standards and guidelines as well as training and promotion materials.
- Exchange of appropriate technology for improving working conditions and environment with emphasis on low cost measures.
- Identify the Occupational Safety and Health training needs and facilitate the provision of such trainings.
- Facilitate joint Occupational Safety and Health research.
- Identify Occupational Safety and Health expertise needs and facilitate the secondment and exchange of experts.



Former Secretary General of ASEAN, Mr. Rodolfo C. Severino Jr., delivered his opening remarks and inauguration speech at the inauguration ceremony for the ASEAN-OSHNET in Jakarta in February 2001.

In November 1999, the heads of the Occupational Safety and Health centres met again in Jakarta to discuss the follow up activities from the Four- Year Plan of Action. At this workshop, they successfully finalised the draft work programme and reviewed the draft Memorandum of Understanding (MOU) for the establishment of the network. With everything in place, the ASEAN-OSHNET was formally established in 2000 with the signing of the MOU by ten heads of the Occupational Safety and Health centres.

Indonesia stepped forward to host the ASEAN-OSHNET Secretariat for the first three years, with great appreciation from other ASEAN Member States. As the Secretariat, Indonesia also kindly agreed to host the first ASEAN-OSHNET Coordinating Board Meeting in Bali in August 2000, where Dr. Zulmiar Yanri was appointed the Executive Director of the ASEAN-OSHNET Secretariat.

The Inauguration Ceremony for the ASEAN-OSHNET took place in Jakarta in February 2001. The ceremony, which was attended by the Secretary-General of ASEAN, Executive Director of ASEAN Foundation, representatives of the ASEAN Embassies and the ILO Jakarta office, officially marked the new beginning of dedicated efforts to improve safety and health of workers in the region.

# The Organisation of ASEAN-OSHNET

The ASEAN-OSHNET comprises a Coordinating Board and a Secretariat. The Coordinating Board decides on the policy direction, plan of action and designates the Secretariat. The Secretariat supports the Coordinating Board in administrative and operational matters, and facilitates the implementation of programmes.

## Coordinating Board and Its Function

The Coordinating Board meets yearly and consists of representatives from each ASEAN Member States (usually heads of the Occupational Safety and Health centres), the Secretary-General of ASEAN and the Executive Director of the ASEAN-OSHNET Secretariat.

The functions of the Coordinating Board are to:

- a** Discuss and approve the Plan of Action for the ASEAN-OSHNET
- b** Designate the ASEAN-OSHNET Secretariat
- c** Appoint the Executive Director of the ASEAN-OSHNET Secretariat
- d** Formulate policies and oversee the operation of the ASEAN-OSHNET
- e** Designate a member-institution as Coordinator for each priority area of cooperation
- f** Identify, prioritise and approve programmes, projects and activities proposed by ASEAN Member States, including budget allocation, work programmes and the implementation of activities
- g** Conduct periodical review and evaluation of on-going programmes, projects and activities based on the recommendations and assessment of the Executive Director of the ASEAN-OSHNET Secretariat
- h** Perform other functions that may be necessary to carry out the objectives of the ASEAN-OSHNET

# ASEAN-OSHNET Executive Directors



## Secretariat and Its Function

The ASEAN-OSHNET Secretariat is appointed on a three-year rotating basis. It comprises of an Executive Director and staff of the Secretariat.

The functions of the Secretariat are to:

- a** Organize the Coordinating Board Meeting and all other meetings as directed by the Coordinating Board
- b** Plan and organize programmes, projects and activities of the ASEAN-OSHNET
- c** Propose and develop a plan for sourcing and generating funds
- d** Coordinate, monitor and evaluate programmes, projects and activities
- e** Assess and review periodically the accomplishment of the ASEAN-OSHNET
- f** Perform other functions which may be assigned by the Coordinating Board



## Chapter 02

# Making Small But Significant Achievements

The ASEAN-OSHNET was poised for a new dawn. The challenges were great and ASEAN Member States knew they had much to do. However, the difficulties served only to strengthen the network and it emerged from the challenges as a strong voice advocating Occupational Safety and Health.

In the formative years of the ASEAN-OSHNET, it was clear that there was still much work to be done. As a newly established network, the ASEAN-OSHNET had to start by building platforms for the sharing of information and resources among ASEAN Member States.

Top of the agenda was the urgent need to grow ASEAN Member States' knowledge on Occupational Safety and Health, and to build capabilities. Hence four areas led by country coordinators were identified: Indonesia for Research, Malaysia for Standard, Philippines for Training and Thailand for Information.

## Building the Foundations

One of the first tasks on the agenda was to address the competency gaps through the provision of training. Hence various training programmes were offered by Singapore and Malaysia, including funding to conduct training from the Government of Japan.

As early as 2000, Singapore started to offer training to other ASEAN Member States, such as the "Training for Safety and Health Officers". These training courses were warmly received by other ASEAN Member States, such as Cambodia, Lao PDR, Myanmar and Vietnam, and were beneficial in helping them build the capabilities of their safety personnel. At the same time, Malaysia also opened their "Training for Safety Officers Course" and "Train the Trainers Course on Forklift Safety" to ASEAN Member States.

In order to further develop training programmes to meet the needs of the region, Philippines conducted a Regional Training Needs Assessment which was disseminated to employers, workers and public-private enterprises in ASEAN Member States.

The outcome of the survey led to the identification of various areas of coordination and collaboration in the later years, such as in Construction Safety, Occupational Safety and Health Management System (OSHMS), Globally Harmonized System (GHS) of Classification and Labelling of Chemicals, Work Improvement in Small Enterprise (WISE) and training for labour inspectors amongst others.

With the sponsorship of Japan International Cooperation Agency (JICA), Philippines conducted a series of Third Country Training Programme on Occupational Safety and Health (TCTP) for Small and Medium-sized Enterprises annually in a bid to raise their knowledge. The training encouraged ASEAN Member States to share their experiences and capabilities with one another. Over the years, numerous countries, such as Indonesia, Vietnam, Thailand, Malaysia, Myanmar, Philippines, Lao PDR, Cambodia and Brunei, benefited from the TCTP. Upon its conclusion in 2005, almost 190 participants from the tripartite sectors of the government, employer and labour force had been successfully trained under the programme.

At the same time, the ASEAN-OSHNET pushed for greater information sharing so as to effectively bring each other up to speed for the benefit and improvement of ASEAN as a whole. For a start, the ASEAN-OSHNET developed its own homepage. Thailand played a key role in developing the website that provided up-to-date information. Thailand also convened a workshop to direct the network's efforts in developing and standardising data on the website so that the exchange of information would be easy and meaningful.



**BOTTOM LEFT:**  
Third Country Training Programme on OSH held in Quezon City, the Philippines, in November 2000.

**BOTTOM RIGHT:**  
Thailand hosted the ASEAN-OSHNET Information Workshop held in Nakhon Pathom Province in September 2005.

With the funding from Japan-ASEAN Exchange Programme (JAEP), the ASEAN-OSHNET carried out a project on Computer-based Network in September 2002 to facilitate and promote exchange of Occupational Safety and Health information and expertise. Through this project, the ASEAN-OSHNET was also able to tap on the expertise of a Japanese IT expert.

As the country coordinator for Research, Indonesia focused on developing the strategic work plan in the area of research for Occupational Safety and Health and one of the successful research studies conducted was “A Study of Rice Dust Syndrome in ASEAN countries”. This laid the stepping stones for the research protocol in future areas.

Developing Standards was also an important area which required attention. Hence two important guidelines were developed by Malaysia, namely “ASEAN Guidelines on Occupational Safety and Health Management System” and “ASEAN Guidelines on the Classification, Labelling and Packaging of Hazardous Chemicals”.

The building blocks were now laid with the support of all ASEAN Member States. At the 4th Coordinating Board Meeting in July 2003 in Singapore, Dr. Zulmiar Yanri, then Executive Director of the ASEAN-OSHNET, Indonesia, said in her handover speech to the next Secretariat: “Indonesia’s tasks as the host of the first ASEAN-OSHNET Secretariat were greatly facilitated with the support, understanding and contributions from all fellow ASEAN Member States and the ASEAN Secretariat during Indonesia’s tenure”.



The workshop on Computer-based Network for ASEAN-OSHNET was held in Yogyakarta, Indonesia, in September 2002.

At the meeting, the ASEAN-OSHNET also took stock of the progress and made recommendations for the future directions of the network. One of which was to include an additional programme area on Inspection.

Regarded as an important enabler to ensure the regulation of safety and health standards, the new programme area on Inspection focused on sharing of experiences amongst ASEAN Member States on their different approaches to inspection and enforcement measures. This role of country coordinator was assigned to Singapore.

In February 2006, Singapore conducted a workshop to facilitate the sharing of best practices on Occupational Safety and Health inspection and policy, and to explore the possibility of developing a common inspection practice in ASEAN. The meeting paved the way for greater sharing and learning among ASEAN Member States. Arising from the workshop, the ASEAN-OSHNET also decided to focus its efforts on developing and strengthening inspection policies. This resulted in the subsequent development of a compendium on labour inspection best practices for ASEAN.

During this period, a series of Occupational Safety and Health inspection workshops were also carried out in Singapore Training Centres in Lao PDR, Cambodia, Vietnam and Myanmar under the Initiative for ASEAN Integration (IAI). The workshops included lectures, discussions, practice exercises and site visits.

**BOTTOM LEFT:**  
Singapore hosted the ASEAN-OSHNET workshop on Inspection Policy for Workplace Safety and Health in February 2006. The workshop was attended by seven ASEAN Member States.

**BOTTOM RIGHT:**  
Trainer from Singapore giving a lecture at the workshop on OSH Inspection held in a training centre in Cambodia in 2007.





# Burgeoning Ties

When the ASEAN-OSHNET was established, it recognised that it was important to keep pace with international developments and collaborate with other countries. Hence, it had to proactively look for opportunities to promote its activities.

For a start, the ASEAN-OSHNET tapped on existing ties ASEAN had with the Plus Three Countries. Japan was one of the pioneer countries which collaborated with the ASEAN-OSHNET. Owing to this cordial and supportive relationship, the ASEAN-OSHNET managed to implement a number of activities with funding from their government.

Beyond ASEAN, the ASEAN-OSHNET continually participated in several international events, notably the Work Congress on Workplace Safety and Health and the International Labour Conference. Conversely, Thailand and Malaysia also hosted the Asia-Pacific Occupational Safety and Health Organization (APOSFO) Conference.

While there seemed to be obstacles that could derail the efforts in the early years, there was an underlying confidence that the ASEAN-OSHNET would rise to the occasion because of the strong support network it had developed. Hence in the ensuing years, the ASEAN-OSHNET's growth was strongly linked to the close collaboration it had amongst ASEAN Members States and its partners.

Dr. Johari Basri, then-Executive Director of the ASEAN-OSHNET Secretariat, Malaysia, puts it aptly at the opening of the 8th Coordinating Board Meeting in April 2007, "Just as [it was] with the parent ASEAN organization in its early years, we have to keep a certain degree of realism and pragmatism about what ASEAN-OSHNET can do in the immediate term in relation to its current capacity and capability. On the other hand, just as has been proven by the amazing achievements of ASEAN today, given time, only the sky is the limit when countries and their peoples choose to cooperate and collaborate with each other...In view of this, therefore, ASEAN-OSHNET stands well-poised as the most suitable platform for an integrated, concerted effort to re-invent the working environment in essentially the whole of South East Asia."

# Signalling ASEAN's OSH Commitment

There was a growing need to signal ASEAN's strong commitment to ensure protection of workers and to address workplace changes arising from globalisation. Recognising that Occupational Safety and Health policies and programmes should be an important element of ASEAN labour cooperation, ASEAN Labour Ministers decided at the 19th ASEAN Labour Ministers Meeting (ALMM) that the ALM work plan should include an additional priority area of "Strengthening of Occupational Safety and Health Capacities and Standards in ASEAN".

His Excellency Mr. Lee Hsien Loong, Prime Minister of the Republic of Singapore, remarked in his opening address at the 19th ALMM held in Singapore in May 2006, that labour markets within ASEAN community must be dynamic, productive and flexible in order to support and sustain regional growth. He highlighted that having good Occupational Safety and Health standard is an important component in securing a better future for the workers in ASEAN. This was a significant milestone as it meant greater importance and responsibilities for the ASEAN-OSHNET and there was a need to step up and meet the challenge.

“...while we push for greater flexibility and competitiveness, this must never be done at the expense of workers' safety. We must send a clear and unequivocal message to all companies that basic workplace standards must never be compromised in the pursuit of profit...All workers deserve a safe workplace and should be protected from sickness and injury arising from their employment”

- Singapore's Prime Minister, Mr. Lee Hsien Loong,  
at the opening of the 19th ALMM



Singapore's Prime Minister, Mr. Lee Hsien Loong, with ASEAN Labour Ministers at the 19th ASEAN Labour Ministers Meeting in Singapore in May 2006.





Chapter 03

# Forging Ahead

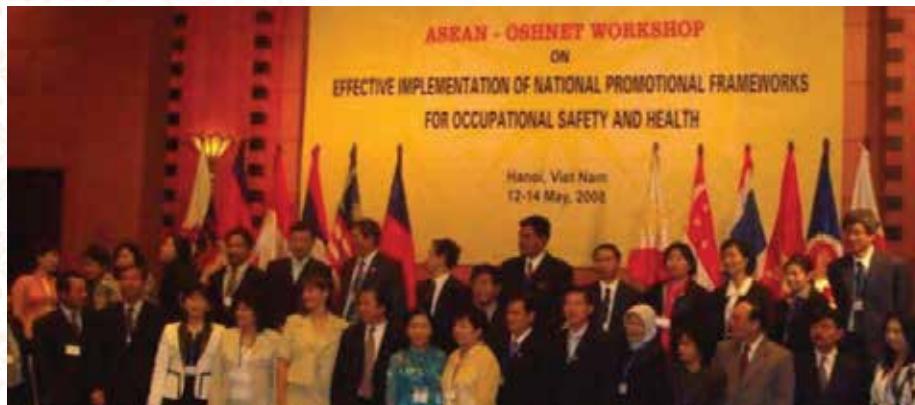
Since its inception in 2000, the ASEAN-OSHNET had worked tirelessly in creating a reliable platform to raise Occupational Safety and Health standards in the region. With solid fundamentals firmly established, the period of 2007 to 2011 marked the need for standards within ASEAN to be aligned to global standards. The focus now was to strengthen national Occupational Safety and Health frameworks.

With the foundations of the network being laid gradually but successfully over the course of the early years, there was now a need for the ASEAN-OSHNET to aim even higher and be aligned to international standards.

## Strengthening National OSH Frameworks

The ASEAN-OSHNET recognised that in order to raise Occupational Safety and Health standards in the region, it was important for each ASEAN Member State to set up the systems in place to capture accurate information. This would allow for the formulation of effective and relevant programmes.

With this goal in mind, the ASEAN-OSHNET held a policy dialogue on National Occupational Safety and Health Frameworks in Singapore in January 2007. At the dialogue, all ASEAN Member States agreed to set a target of developing a national Occupational Safety and Health profile and implementing national strategies and programmes by 2012.



Participants of the ASEAN-OSHNET Workshop on Effective Implementation of National Promotional Frameworks for Occupational Safety and Health held in Hanoi, Vietnam, in May 2008.

To guide the efforts, a Plan of Action was also developed for the period 2007 to 2011. Taking the lead, Vietnam took on the role as country coordinator for National Occupational Safety and Health Frameworks. In May 2008, Vietnam and ILO jointly hosted the first workshop on Effective Implementation of National Promotional Frameworks for Occupational Safety and Health to promote exchange of experiences among ASEAN Member States. The workshop was highly welcomed as it provided a platform to share and learn from one another's experiences in the development and implementation of Occupational Safety and Health frameworks.

The ASEAN-OSHNET also encouraged its members to adopt and promote good Occupational Safety and Health practices throughout the region. In February 2009, Singapore convened a workshop on good Occupational Safety and Health practices with technical and financial support from the ILO and Japan's Multi-bilateral Programme. To inspire further development and use of good Occupational Safety and Health practices, the ASEAN-OSHNET documented them into a publication for sharing with a broader audience from the government, practitioners, workers and employers.

On the research front, Indonesia conducted a workshop on Research Formulation and Strategy in September 2010 to build ASEAN Member States' capability and capacity for Occupational Safety and Health research so as to raise standards and practices. The workshop discussed the strategies for conducting collaborative research with the aim to address emerging Occupational Safety and Health issues and interests among ASEAN Member States.

**BOTTOM LEFT:**  
Group photo taken at the Workshop on Good OSH Practices organised by Singapore in collaboration with the ASEAN-OSHNET Secretariat and the International Labour Organisation in February 2009.

**BOTTOM RIGHT:**  
In September 2010, Indonesia hosted a workshop in Bandung on Research Formulation and Strategy.



# Boosting Standards in Small and Medium Enterprises



2nd ASEAN-OSHNET Plus Three Policy Dialogue on OSHMS held in Kuala Lumpur, Malaysia, in December 2008.

Small and Medium Enterprise (SMEs) form the bulk of economies and are usually the most vulnerable as they have the least resources to manage safety and health issues. Hence the ASEAN-OSHNET was concerned with the safety and health standards in SMEs.

The need to raise standards of SMEs was reiterated at the 7th Coordinating Board Meeting in April 2006 by Brigadier General Win Sein, Deputy Minister of Labour, Myanmar in Yangon. He said: "Occupational safety and health has gained much with the introduction globally, of new technology and processes which has had an impact on workplace and workers. Much progress has been made in occupational safety and health with regard to the modern formal sector industries. However, much still remains to be done regarding small and medium industries which form the bulk of industries in many of the countries in ASEAN."

In view of the importance of Occupational Safety and Health Management Systems (OSHMS) in raising standards in SMEs, Malaysia, in collaboration with Japan's Ministry of Health, Labour and Welfare, organized the first ASEAN-OSHNET Plus Three Dialogue on OSHMS in December 2007. The workshop proposed several cooperative projects and initiatives which included the development of guidance materials on the implementation of OSHMS in SMEs. In the subsequent years, four more dialogues were held in Malaysia, Lao PDR, Philippines and Singapore.

As ASEAN Member States became more established over the years and set up their national system, they started to take greater ownership in the ASEAN-OSHNET, further strengthening the network as each contributed in its own unique area of expertise. As Dr. Seng Sekda, Director General of Labour, Ministry of Labour and Vocational Training, Cambodia, said at the 7th Coordinating Board Meeting in April 2009, "Cambodia has also implemented many activities during the last decade to improve the working conditions and productivity of workplaces with safety culture development. Examples are the establishment of the development of National OSH Profile and First OSH Master Plan 2009 – 2013".

It was through the support and confidence gained under the ASEAN-OSHNET that Cambodia took on the role of country coordinator for SMEs and the Informal Economy.

Throughout the years, Cambodia conducted various training programmes with support from the ILO and the government of the Republic of Korea. These included the Work Improvement in Small Construction Sites (WISCON) training, Work Improvement in Small Enterprise (WISE) training and Work Improvement in Neighbourhood Development (WIND) training for the agriculture sector. The practicality and extensiveness of these training programmes had helped Cambodia successfully attract new partner agencies and to further develop its outreach in SMEs and the Informal Economy workplaces in the region.



Delegates at the ASEAN-OSHNET Workshop on OSH in SMEs and Informal Economy Workplaces in Siem Reap, Cambodia, in July 2011.

In 2011, Cambodia also hosted a workshop on Occupational Safety and Health in SMEs and Informal Economy workplaces. Cognisant of the challenges in SMEs, such as the lack of labour legislations and the lack of competency in workers with little or no education on Occupational Safety and Health, the workshop made recommendations to promote law enforcement and capacity building in SMEs.

Learning from the success of Cambodia, Vietnam also implemented the WIND and WISE programmes in many of its provinces and formed a network of provincial trainers, volunteer farmers to facilitate the improvement of Occupational Safety in the agricultural sector. Similarly, Lao PDR conducted its own WISCON, WISE and other related trainings in their country, benefitting over 5000 participants.

Towards the end of 2011, most of the ASEAN Member States had already developed their national Occupational Safety and Health profiles and programmes, and fulfilled their commitment to meet international standards such as ILO's Promotional Framework for Occupational Safety and Health Convention, 2006 Convention No. 187 (C187).

C187 aims at promoting a preventative safety and health culture and progressively achieving a safe and healthy working environment. This includes ratifying States committing themselves to continuous improvement of Occupational Safety and Health. This requires the development of a national policy, national system, and national programme on occupational safety and health through tripartism and social dialogue, in consultation with the most representative organisations of employers and workers.



Head of MOLISA presenting the plan for implementing ILO Convention No. 187 in March 2014.

The national policy should be developed in accordance with the principles of Article 4 of the Occupational Safety and Health Convention, 1981 (No. 155), and the national systems and programmes developed, taking into account the principles set out in relevant ILO instruments which are contained in the Promotional Framework for Occupational Safety and Health Recommendation, 2006 (No. 197).

National systems should provide the infrastructure for implementing national policy and programmes on Occupational Safety and Health, such as laws and regulations, authorities or bodies, compliance mechanisms, including systems of inspection, and arrangements at the level of the undertaking. National programmes would include time-bound measures to promote Occupational Safety and Health, enabling a measuring of progress.

To date, some of the ASEAN Member States had also ratified the ILO C187. The move will help the lawmaking process in the area of safety and health at work in the coming time, especially as countries are going ahead with the draft Law on Work Safety and Health and joining the Trans-Pacific Partnership negotiations. “Vietnam’s ratification of Convention 187 is significant,” said Vice Minister of Labour, Invalids and Social Affairs, Pham Minh Huan.

As of 2016, five countries in Southeast Asia have ratified Convention 187. They are Indonesia, Malaysia, Singapore, Thailand and Vietnam.

**BOTTOM LEFT:**  
Mr Tan Chuan-Jin, then Minister of State for National Development and Manpower, delivered the instrument of ratification to the Director-General Elect of the International Labour Organization (ILO), Mr Guy Ryder, on 11 June 2012.

**BOTTOM RIGHT:**  
Malaysia’s former Minister of Human Resources, Dr. Subramaniam K. V. Sathasivam, presented the instrument of ratification to the Director General of the ILO, Mr. Juan Somavia, at a ceremony on 7 June 2012 in the framework of the 101st International Labour Conference (ILC).







Chapter 04

# Revitalising **ASEAN-OSHNET**

The fruits of the ASEAN-OSHNET's labour, after more than a decade of effort and dedication, is evident in the region with vastly improved Occupational Safety and Health standards. The time is now ripe for the ASEAN-OSHNET to set its sights further as it looks to benchmark itself with global standards.

Within a decade of its inception, the ASEAN-OSHNET had firmly established itself and developed a reputation as a successful and effective network to improve the Occupational Safety and Health culture in ASEAN. Standards in the region had made great strides over the last ten years through efforts to build capability and raise awareness. Safety of workplaces also became an important consideration for external investments.

While the early days were certainly fraught with uncertainties, the ASEAN-OSHNET had always been steadfast in its beliefs and resolute in its efforts to improve the working conditions in the region. The ASEAN-OSHNET recognised that it was timely to take an upscale approach that was more action-oriented with the aim to raise standards in ASEAN. This will help to accelerate Occupational Safety and Health developments, raise standards in the region and ensure that the ASEAN-OSHNET continues to stay relevant and contribute effectively to the goal of ASEAN integration.

With that in mind, the ASEAN-OSHNET held a policy dialogue on Revitalising ASEAN-OSHNET in Singapore in January 2011. This led to the formulation of the Plan of Action (2011-2015) which was focused on efforts to raise the profile of Occupational Safety and Health in ASEAN, benchmarking Occupational Safety and Health performance, and strengthening regional and international cooperation.

As Mr. Phinsavanh Khamkhnae, Director General, Department of Labour, Ministry of Labour and Social Welfare, Lao PDR, highlighted at the 12th Coordinating Board Meeting in February 2011 at Lao PDR, “Occupational Safety and Health has become an increasingly important issue in the light of requirements of various demands of Occupational Safety and Health at the workplace”.

# Benchmarking Standards

The ASEAN-OSHNET recognised that benchmarking to international standards was necessary to identify gaps and drive improvements. One of the first priorities was the idea of the ASEAN-OSHNET scorecard to guide ASEAN Member States in implementing and strengthening their national Occupational Safety and Health frameworks. This was a challenging path as each country not only had to agree on a single scoring system, but commit to long-term efforts in collecting data and statistics to set measurable targets.

In January 2013, Thailand convened the “ASEAN-OSHNET Plus Three Workshop on Development of ASEAN-OSHNET Scorecard and Information Strategies for Occupational Safety and Health” to facilitate efforts in this area. The scorecard comprised quantitative and qualitative indicators to allow for a systematic and coherent framework in collecting and analysing statistics, and information. The different sections under the scorecard included National Occupational Safety and Health Policy and Strategy, National Occupational Safety and Health Programme, Occupational Safety and Health System, Occupational Accidents and Occupational and work-related illness.

BOTTOM LEFT AND RIGHT:

ASEAN-OSHNET Plus Three Workshop on Development of ASEAN-OSHNET Scorecard and Information Strategies for OSH held in Bangkok, Thailand, in January 2013.



With the scorecard, comparative analysis of various measures can be conducted to guide ASEAN Member States' efforts in benchmarking against international standards. This had created greater awareness and drove the need to constantly review legislation frameworks so as to raise Occupational Safety and Health standards in the region. Since 2013, the scorecard results were reported annually at the Coordinating Board Meetings as an aggregated score.

In addition, the ASEAN-OSHNET developed the Code of Integrity for Occupational Safety and Health Inspections, taking reference from the International Association of Labour Inspection's Global Code of Integrity for Labour Inspection. The code aimed to assist Occupational Safety and Health Inspectors to understand their roles, responsibilities and authorities as public officials and meet the expected standards for conduct.

This was crucial as inspections played an important role towards ensuring compliance with national Occupational Safety and Health laws and regulations. It further reflected the regional commitment to ensure that inspectors will discharge their duties to promote the highest possible standards of integrity, meet stakeholders' expectations and uphold public confidence in Occupational Safety and Health agencies.

## Raising the Profile of OSH in ASEAN

May 2014 marked another major milestone for the ASEAN-OSHNET as it launched its inaugural ASEAN-OSHNET Conference in conjunction with the 15th Coordinating Board Meeting. The Conference brought together all stakeholders, such as government officials, international experts and business leaders within the region, to share insights on the developments and best practices that were affecting the Occupational Safety and Health landscape. It provided a platform for stakeholders to come together, network and exchange knowledge and experiences to improve Occupational Safety and Health standards.

At the inaugural Conference, close to 200 participants including those from non-governmental organizations heard from distinguished speakers from International Labour Organization (ILO), International Association for Labour Inspection (IALI) and European Agency for Safety and Health at Work in Europe (EU-OSHA). Companies with good Occupational Safety and Health practices in ASEAN, such as Eastman Chemical Asia Pacific, Rolls Royce PLC, Veolia Environmental Services, Mitsui Chemicals Group Singapore and PTT Global Chemical PLC also shared their insights.

The speakers touched on topics such as the ASEAN's WSH Journey: Challenges and Opportunities; Sharing on ASEAN-OSHNET Scorecard; Role of Labour Inspection as a Catalyst to Overcome OSH Challenges to Create Business Opportunities; OSH Developments in ASEAN, EU-OSHA on OSH Challenges and Developments, and Companies' Perspective – Managing OSH Challenges in ASEAN.

The Conference also introduced the idea of the ASEAN-OSHNET Awards. The Awards aimed to give recognition to companies based in ASEAN which had excellent Occupational Safety and Health management systems and performance. The ASEAN-OSHNET Award consisted of two categories namely the Excellence Award and Best Practices Award which were opened to companies in 2015. It was envisioned that the ASEAN-OSHNET awards will create greater awareness and involvement from business leaders.

The ASEAN-OSHNET Awards and Conference were two important initiatives to raise the profile of Occupational Safety and Health in the region. The strong support from stakeholders beyond the governmental level complemented an effective Occupational Safety and Health framework and allowed for sustainable improvements in Occupational Safety and Health standards in the long-term.



Delegates at the 1st ASEAN-OSHNET Conference in Singapore in May 2014.



Business leaders and speakers from the ILO, IALI and EU-OSHA at the inaugural ASEAN-OSHNET Conference held in Singapore in May 2014.

# Widening the Collaboration



Group photo taken at the Training of Trainers Workshop on Risk Assessment, Control and Management in Quezon City, the Philippines, in February 2015.

The success of the ASEAN-OSHNET was partly due to its good relations with its partners, which continued till today. Throughout the years, the network greatly benefitted from the generous assistance of the Plus Three Countries and the ILO, which have been actively involved in the sharing of experiences and assisting ASEAN Member States in developing and implementing national Occupational Safety and Health frameworks.

It was through this cooperation that the government of the Republic of Korea and the ILO supported the Training of Trainers workshop on "Sustaining the Gains of Decent Work across ASEAN", focusing on risk assessment, control and management, held in February 2015 in the Philippines.

As risk management was identified as an important area that required strengthening, the workshop was developed and involved tripartite partners from the ASEAN Member States. The aim of the workshop was to strengthen the capacity on hazard identification, risk management and control. Besides lectures and discussions, delegates also had the chance to experience first-hand the conduct of a safety and health audit in an industrial setting, particularly in a shipbuilding company.



As Ma. Teresita S. Cucueco, MD, CESO III, Occupational Safety and Health Centre, the Philippines, shared at the workshop, “What they will be sharing is crucial to cementing the Occupational Safety and Health programs on risk assessment in the ASEAN Region. We stand to gain a lot from the exchange of information from our fellow ASEAN Member States”.

With the existing collaborations well-established, the ASEAN-OSHNET pursued opportunities to extend its network to involve other global key partners, such as Australia and New Zealand in the Asia-Pacific region, and international agencies, such as the European Agency for Safety and Health at Work in Europe (EU-OSHA), International Association for Labour Inspection (IALI) and International Social Security Association (ISSA), to leverage on their strengths and experiences to elevate Occupational Safety and Health standards in ASEAN to even greater heights.

Partners of ASEAN-OSHNET at the 15th ASEAN-OSHNET Coordinating Board Meeting in 2014: Representatives from Japan, EU-OSHA, IALI, China and the Republic of Korea.



## Chapter 05

# The Next Frontier

The ASEAN-OSHNET cannot rest on its laurels and must continue its efforts to improve Occupational Safety and Health in the region. The ASEAN Economic Community will bring new challenges but also opportunities as we face a new operating environment. Hence there is a need to constantly innovate as we seek to ensure that the ASEAN-OSHNET remains relevant.

**T**he ASEAN-OSHNET has been making great strides in the last 15 years through a combination of several key factors.

Since it was launched in 2000, ASEAN-OSHNET has played a significant role in driving improvements in Occupational Safety and Health (OSH) standards in the region. In 2006, OSH was added as a priority area in the ASEAN Labour Minister's work programme. This gave a stronger impetus for the network to adopt a coordinated approach to improve OSH in the region.

At the launch of the ASEAN Community in 2015, the Leaders committed to further consolidate the Community, build upon and deepen the integration process in order to realise a rules-based, people-oriented, people-centred ASEAN Community. Looking forward to 2025, the ASEAN Community envisioned our people to enjoy human rights and fundamental freedoms, higher quality of life and the benefits of community building, reinforcing our sense of togetherness and common identity, guided by the purposes and principles of the ASEAN Charter.

Dubbed as a community of opportunities, ASEAN endeavours to ensure that its over 600 million people stand to benefit from deeper regional integration. This is in line with the ASEAN Socio-Cultural Community vision of an ASEAN community that engages and benefits the peoples, and is inclusive, sustainable, resilient and dynamic. The ASEAN-OSHNET will support the ASEAN Labour Ministers' work program 2016-2020, which strives towards a better quality of life for ASEAN people through workforce with enhanced competitiveness and engaged in safe and decent work derived from productive employment, harmonious and progressive workplace, and adequate social protection. This is also in line with the aspirations stated in the ILO Convention 187 for a right to safe and healthy working environment.

The success of ASEAN-OSHNET is due to the following factors. Firstly, ASEAN Member States had forged strong working relationships with one another, without which initiatives under the Plan of Action, such as the ASEAN-OSHNET conference and ASEAN-OSHNET scorecard, would not have been possible. Furthermore, since ASEAN Member States' Occupational Safety and Health frameworks were implemented at varying levels, it was important that a sensible approach was adopted in tandem with advancements in the establishment of political frameworks and legal instruments.

Secondly, the sharing of information, national experiences and best practices within the ASEAN-OSHNET had accelerated Occupational Safety and Health development and raised standards in the region. Various platforms, such as the annual coordinating board meeting, policy dialogues, ASEAN-OSHNET website and publications, facilitate such learnings. This has allowed stakeholders to have greater access to a pool of knowledge that they can tap on to improve OSH standards and practices.

Lastly, all the ASEAN Member States were spurred onwards to success by having a common belief of the importance of Occupational Safety and Health to ensure that all workers were kept safe and healthy at the workplace. The ASEAN-OSHNET came together as one to develop a work plan with clear objectives and worked towards its successful implementation with sincerity. This effort also included engaging our social partners as all stakeholders had a role to play in this journey. The network also relied on strong support internally from various members and externally from international partners to overcome these challenges.

BOTTOM LEFT AND RIGHT:  
ASEAN-OSHNET members visiting various tourist attractions at the sidelines of the annual Coordinating Board Meetings.



What will the next 15 years bring for ASEAN-OSHNET? A future area that the ASEAN-OSHNET will be overseeing is Human Immunodeficiency Virus (HIV) at the workplace. At the 10th ASEAN Senior Labour Officials Meeting (SLOM) held in May 2014 in Myanmar, SLOM decided to subsume SLOM-WG-HIV under the ASEAN-OSHNET so as to streamline the issue of HIV prevention and control in the workplace under the area of Occupational Health.

Hence, the programmes under SLOM-WG-HIV will be reported at the annual ASEAN-OSHNET Coordinating Board Meetings. This gives an added responsibility to the ASEAN-OSHNET as we chart our next Five-Year Plan of Action that will support the 2016-2020 ALM Work Programme of which harmonious, safe and progressive workplace is a key area.

Additionally, there is a need to stock-take and increase the adoption of the guidelines that have been developed by the ASEAN-OSHNET. For example, how we can upscale capacity building activities for the benefit of ASEAN Member States and also how we can improve the information sharing on national Occupational Safety and Health standards. There is also a need to raise the competency of labour inspectors and promote greater awareness of workers on Occupational Safety and Health in workplace. Likewise, improving the capabilities and capacities of organizations in the area of OSH risk management, identification, evaluation and control will also be a focus for the ASEAN-OSHNET. The analysis of the information gathered using the ASEAN-OSHNET Scorecard will play a key role in identifying the gaps in the region.



LEFT:  
ASEAN-OSHNET members touring  
Singapore after the policy dialogue.

RIGHT:  
Break-out Session at the policy dialogue.

OSH continues to play a critical role in contributing to the achievement of such vision. Building upon its accomplishment from the ASEAN-OSHNET Plan of Action (2011-2015) where most of the initiatives have been successfully implemented and where the level of regional cooperation has been elevated. ASEAN-OSHNET met in Singapore at the ASEAN-OSHNET Policy Dialogue: Futurising ASEAN-OSHNET held from 18-19 February 2016 to build on the previous Plan of Actions and outlines the priorities moving forward.

The ASEAN-OSHNET Plan of Action (2016-2020) covers the period from 2016 to 2020. It aims to chart the plans forward on accelerating OSH developments and raising OSH standards in the region and ensure that ASEAN-OSHNET continues to stay relevant and contribute effectively to the goal of ASEAN integration. Three priority areas have been identified as the focus of this Plan of Action:

### Enhancing OSH Standards and Performance in ASEAN

ASEAN-OSHNET needs to continue to enhance OSH standards, performance and capabilities in ASEAN. ASEAN-OSHNET must respond to the evolving business environment and emerging technologies by keeping up to date with the latest OSH developments and constantly reviewing existing OSH practices and standards so that they remain relevant. ASEAN-OSHNET should also help member states develop and maintain robust OSH frameworks through the sharing of common OSH challenges and solutions.



ASEAN-OSHNET Excellence Award  
Winners receiving their awards on  
27 April 2016 in Da Nang, Vietnam.

## Engaging to nurture an inclusive OSH Prevention Culture

ASEAN-OSHNET needs the strong commitment of all stakeholders and the integration of good safety and health practices in all workplaces to drive improvements in OSH performance as a region. To achieve this, ASEAN-OSHNET needs to be more proactive in its regional OSH promotional efforts. These activities can help us influence the policy makers, businesses, workers and community at large to change their mind set and convince them of the benefits of adopting good OSH practices. This will help create and nurture a strong OSH prevention culture in the region.

## Continue Raising OSH Profile in ASEAN

ASEAN-OSHNET can continue to leverage on key partners and activities to increase the awareness of OSH in ASEAN. This will build upon previous efforts to raise the profile of OSH in the region and the involvement of all stakeholders.

One of the initiatives to raise the OSH Profile in ASEAN is the ASEAN-OSHNET Awards. At the sideline of the 17th CBM Meeting, the first ASEAN-OSHNET Awards Ceremony was convened by the Ministry of Labour, Invalids and Social Affairs of Vietnam on 27 April 2016 in Da Nang, Vietnam. Eight enterprises with good OSH management systems and performances and six small and medium enterprises with good OSH practices were nominated by their respective ASEAN Member States for the ASEAN-OSHNET Excellence Award and ASEAN-OSHNET Best Practices Award, respectively. The fourteen enterprises were jointly awarded by H.E. Doan Mau Diep, Vice Minister of Labour, Invalids and Social Affairs of Vietnam, and H.E. Er Ho Siong Hin, Chair of ASEAN- OSHNET. These awards aim to showcase, recognise and reward enterprises with excellent OSH achievements and to inspire further improvement on OSH which would build a positive image for ASEAN in the process of attracting more foreign investment.

The ASEAN-OSHNET Plan of Action (2016-2020) was endorsed at the 12th Senior Labour Official Meeting (SLOM) and 24th ASEAN Labour Ministers Meeting (ALMM) in May 2016 held in Lao People's Democratic Republic and its implementation will be reported to SLOM and ALMM.

The next 15 years will be exciting times for the ASEAN-OSHNET as we move on to the next frontier. With the continued cooperation and support of all ASEAN Member States, international partners and tripartite partners, the obstacles of this bumpy journey ahead will definitely be easily overcome, as we chart and scale the next peak for the ASEAN-OSHNET.



ASEAN-OSHNET Best Practices Award Winners receiving their awards on 27 April 2016 in Da Nang, Vietnam.



ASEAN-OSHNET Policy Dialogue 2016 in Singapore.



# Key Messages from Our Partners

# ILO

On behalf of the International Labour Organization's Regional Office for Asia and the Pacific, I would like to congratulate ASEAN-OSHNET on its 15th anniversary. The ILO has worked in close partnership with OSHNET from its inception and has been privileged to witness its transformation from a rather informal network to an established and recognized forum within the ASEAN structure.

The importance of occupational safety and health (OSH) is increasingly recognized in the ASEAN region, and is emphasized in the recently adopted Sustainable Development Goals (SDGs). Workers have the right to a safe and healthy working environment. Proper safety and health conditions are prerequisites for sustainable and competitive businesses. Fewer occupational accidents and diseases also reduce costs for both companies and national economies.

ASEAN-OSHNET currently comprises Government agencies with key responsibilities relating to safety and health at work, but the ILO is pleased to note that some of the activities (e.g. capacity building) are undertaken in cooperation with employers' and workers' organizations.

As part of its medium-term strategy ASEAN-OSHNET has launched a range of initiatives, including policy and programme development and implementation, standards development, awareness-raising, capacity building and training, improvement of labour inspections, data and information collection, research and outreach to small and medium-sized enterprises. OSHNET has also taken the lead in promoting the ratification by member countries of key ILO Conventions on OSH. The ILO is proud to have been a partner for a number of these initiatives, which have helped advance both the OSH agenda and the broader Decent Work agenda.

ASEAN-OSHNET is well-placed to take the lead in continuing the efforts to promote safer and healthier workplaces, both through its members at national level and - recognizing that safety and health issues are no longer just national issues - at ASEAN level. To realize the full potential of the ASEAN Communities – the Economic Community and the Socio-Cultural Community – close cooperation among the ASEAN countries is required, and ASEAN-OSHNET is a suitable forum to foster and nurture such coordination.

The ILO looks forward to the continued cooperation with ASEAN-OSHNET and its other partners, (including the “+3” members of China, Japan and the Republic of Korea), in promoting safety and health at work in ASEAN, and beyond.



**Tomoko NISHIMOTO**

Assistant Director-General and Regional Director for Asia and the Pacific  
ILO Regional Office for Asia and the Pacific  
Bangkok, Thailand

# IALI

As President of the International Association of Labour Inspection (IALI), I am pleased to offer our congratulations to ASEAN colleagues on the 15th anniversary of ASEAN-OSHNET.

IALI is proud to be a partner in ASEAN-OSHNET's work to develop Occupational Safety and Health (OSH) standards across this region. As well as sharing many of the same members, we share the same vision of OSH as an enabler for economically sustainable business activities that also provide for healthy, safe and productive working lives.

When IALI developed the Global Code of Integrity for Labour Inspection, we hoped that it would provide a basis for our members to work towards the implementation of these essential principles in their own countries. The ASEAN-OSHNET Code of Integrity was developed and customised by ASEAN to meet regional needs and with reference to the original IALI Code. Its endorsement by ASEAN Member States is an achievement that illustrates the on-going commitment to OSH progress within the region.

Building capacity and capability to stimulate improvements in OSH standards requires investment - intellectual as well as financial. But sharing efforts and actions is an effective and efficient way forward. ASEAN-OSHNET demonstrates that strong and effective partnerships can result in shared objectives, collaborative action, combined resources and better outcomes.

IALI congratulates ASEAN-OSHNET on these achievements and we look forward to continued co-operation, development and progress in the future.



**Kevin Myers**  
President  
International Association of Labour Inspection (IALI)

# Japan

Sincerely, Japan would like to congratulate the ASEAN Member Countries on the 15th Anniversary of ASEAN-OSHNET. ASEAN Countries have been making every effort to exterminate the occupational accidents and diseases and this is the common target for Japan, too.

Therefore Japan has been conducting OSH technical cooperation to the ASEAN Member Countries on a bilateral basis and also conducting technical cooperation through ILO/Japan Multi-bilateral Programme. The counterparts of technical cooperation of Indonesia, Malaysia, Philippines, Singapore and Thailand have played important roles for the development of OSH in each country.

After the establishment of ASEAN-OSHNET, Japan started to attend the CBM as well as China and Korea and conducted the policy dialogue programme on OSHMS for ASEAN+3 countries.

ASEAN and its member countries are very important partners for Japan. Many Japanese companies are operating and promoting employment in ASEAN Countries, which have contributed to the economic growth of the region.

It is desirable that each ASEAN member country promotes OSH policies harmoniously with the other members through ASEAN integration.

Japan would like to continue to cooperate with ASEAN-OSHNET actively and hope for further development of ASEAN-OSHNET in the future.



**Yoshihisa TSUCHIYA**  
Director General  
Occupational Safety and Health Department  
Labour Standards Bureau  
Ministry of Health, Labour and Welfare, Japan



# National OSH Profiles



## Brunei

The development of the OSH Profile faced several challenges over the years, following the Brunei National OSH Profile Workshop in 2011, held in Rizqun International Hotel, there were difficulties in obtaining relevant information to be included in the profile. Nonetheless, despite the obstacles, Brunei Darussalam had successfully developed and launched its First National Occupational Safety and Health Profile on 28th April 2014, in conjunction to the World Day for Safety and Health at Work.

Brunei Darussalam OSH Profile aimed to provide a benchmark for monitoring and assessing future OSH programmes and activities. It comprises information on enforcing and advisory authorities, laws and legislations pertaining to workplace safety and health, statistics and on-going activities of the government and the private sector.

Brunei Darussalam is unique in its own governance of health and safety, instead of having one Ministry on OSH, Brunei Darussalam functions within a steering committee, multi-ministry approach to addressing issues related to health and safety. This greatly influenced how the National OSH Profile was developed.

Under the OSH profile, the following strategic missions were identified:

- To implement and enforce OSH legislation effectively;
- To develop competent and efficient workforce in OSH;
- To ensure strong tripartite involvement in raising OSH standards.

The list of laws which is actively enforced for the application of OSH by the Department of Labour, Ministry of Home affairs is:

- 1** Workmen's Compensation Act 1957
- 2** Employment Order 2009
- 3** Workplace Safety and Health Order (WSHO) 2009
- 4** WSH (Amendment) Order 2013.



# Cambodia

Cambodia does not have any written national OSH policy or OSH related articles yet in the National Socio-Economic Development Plan. But, there are articles in the Royal Government Rectangular Strategy (Phase II) of the 4th mandate relating to the need for better work conditions, establishment of social safety nets and enhanced health services.

Cambodia administered the mandate through:

- Strengthening Occupational Safety and Health System at National level through establishment of OSH regulations, extending a safety and health network to provincial level and tripartite mechanism.
- Improving the OSH inspection and law enforcement through capacity building, extending the coverage of inspection, developing plan and strategies to address the challenges of inspection and ensuring the OSH inspection information and investigation of work-related hazards.
- Encouraging activities on OSH through employers and employees organisation by assisting and promoting the cooperation on OSH among employers and employees.
- Extending OSH protection to small enterprises in rural areas and informal workplace through WISE and WISE training.
- Promoting the OSH training for farmers through WIND training programme for farmers in target provinces.

The list of laws which is actively enforced for the application of OSH by Ministry in charge of Labour is:

- 1 Labour Law;
- 2 Law on Social Security schemes; and
- 3 18 ministerial regulations (Prakas) relating to OSH



# Indonesia

Indonesia identified the vision for OSH to become part of Indonesian Culture, especially for industrial society.

To do that, Indonesia had committed herself to three key missions:

- 1** To increase the implementation of establishment and supervision of OSH.
- 2** To increase the implementation of Management System on OSH.
- 3** To increase participation of enterprises, workers and communities on the implementation of OSH.

The key strategies include:

- 1** Develop and conform OSH policies in accordance with needs.
- 2** Increase capacity and capabilities of human resources on OSH.
- 3** Increase facilities and infrastructure to support OSH inspection activities.
- 4** Increase the establishment and implementation on OSH management system.
- 5** Build networking among and enhance participation of institution, personnel and related parties in OSH activities.

The list of laws which is actively enforced for the application of OSH by Directorate of OSH Standards, Ministry of Manpower and Transmigration and the Occupational Health Center, Ministry of Health is:

- 1** Act No. 1/1970 about Occupational Safety
- 2** Act No. 23/1992 about Health
- 3** Act No. 3/1992 about Worker Compensation Insurance



# Lao PDR

Lao PDR is still developing an adequate national OSH policy and law. She has gradually put in place a systemic approach towards raising OSH performance. A key to this effort is the set up of the Central Committee on OSH (CC-OSH) in 2009. This tripartite committee comprises of members from:

**Government** agencies involved include Ministry of Labour and Social Welfare (MoLSW); Ministry of Trade and Industry; Ministry of Agriculture and Forestry; Ministry of Power and Mine; Ministry of Education; Ministry of Public Health; Ministry of Construction and Transportation; and the Water and Environment Organization.

**Lao Federation of Trade Union** representing the workers.

**Lao National Chambers of Commerce and Industries** which represents the interest of the employers.

To raise Lao PDR's OSH performance, the CC-OSH has a number of important roles, namely to:

- 1 Draft the National Plan on Occupational Safety and Health.
- 2 Lead, and promote the Law, Regulation and agreements on OSH.
- 3 Set up the local committees on Occupational Safety and Health.
- 4 Report on the OSH developments and performance of Lao PDR.

The list of laws which is actively enforced for the application of OSH by MoLSW is:

- 1 Labour Law of Lao People's Democratic Republic, Decree No. 24/PR;
- 2 Labour Law Amendment,2013;
- 3 Decree No. 207/PM on Social Security System for Enterprise Employees;
- 4 Decree of the Prime minister No. 98/PM, regarding the implementation of the Labour Law; and
- 5 Law on Manufacturing, Agreement of National Assembly No. 01-99/NA regarding the promulgation of the law on manufacturing.



# Malaysia

Department of Occupational Safety and Health (DOSH), Malaysia developed its OSH profile in 2008 through collaboration with the Universiti Putra Malaysia (UPM). The publication of Malaysian National Profile on Occupational Safety and Health is a major step by the Department of Occupational Safety and Health (DOSH), Ministry of Human Resources in providing a complete set of information of the current status of OSH in Malaysia.

Shortly in May 2009, the OSH Master Plan for Malaysia 2015 (OSH-MP 15) was launched by the Prime Minister of Malaysia, YAB Dato' Sri Mohd Najib Tun Abdul Razak. OSH-MP 15 is a strategic plan developed at national level to inculcate safety culture among employees in Malaysia.

There are four national strategies under OSH-MP 15 namely:

- 1** Fostering and Enhancing Government Leadership And Practices
- 2** Inculcating Preventive Workplace Culture
- 3** Industry Leadership and Community Engagement
- 4** Strong Partnership Locally and Internationally

The list of laws which is actively enforced for the application of OSH by DOSH under the Ministry of Human Resource is:

- 1** Factories and Machinery Act 1967;
- 2** Petroleum Act (Safety Measures) 1984; and
- 3** Occupational Safety and Health Act 1994



# Myanmar

The primary responsibility for safety, health and working conditions of workers rest with the Factories & General Labor Law Inspection Department (FGLLID) under the Ministry of Labour, Employment and Social Security (MOLES).

Myanmar developed the National Profile on Occupational Safety and Health in 2010 and has been formulating a national OSH Strategy and Programme so as to address the OSH challenges and concerns.

Some of the latest initiatives were the conduct of Workplace Environment Measurements on noise, illumination and ventilation; the formation of Workplace Safety and Health Committees in factories; establishing Private-Public partnership to train OSH professionals, convening OSH seminars; and developing national training strategies for labour inspectors.

Myanmar also recognised that most provisions in the Factories Act, 1951 were unable to catch up the rapidly-changing situations of the nation and address the new issues and challenges arising out of the state-of-the-art technologies. Hence, FGLLID has formulated a new Occupational Safety and Health Law in line with the international standards and norms. The draft Law was technically advised by ILO and Korean Occupational Safety and Health Agency. It is expected that it will be enacted in the early 2015.

The list of laws which is actively enforced for the application of OSH by FGLLID is:

- 1** The Factories Act,1951;
- 2** The Oilfields (Labour and welfare) Act
- 3** Boiler Law, 1984
- 4** Electricity Laws, 1984, amended 1990
- 5** Myanmar Mining Law, 1994;
- 6** Pesticide Law, 1990;
- 7** Municipal Act, 1992;
- 8** City Development Law, 1990



# Philippines

The Department of Labour and Employment (DOLE), lead agency in implementing and enforcing OSH policies and practices in Philippines, developed its National Occupational Safety and Health Profile and National Occupational Safety and Health Medium-Term Plan (NOSH MTP) 2005 -2010 in year 2004 to 2006.

The vision is for all workers enjoy a better quality of life through OSH policies and programs. With the enabling capacity of Department of Labour and Employment (DOLE), through the OSH Centre, unions, employers and other stakeholders translate the vision into harmonized policies, programs and standard operating procedures on OSH through effective partnerships.

Its goal was to have all OSH stakeholders have the capability to carry out cost-effective OSH preventive programs of the highest quality reaching out to the majority of workers in the formal and informal sectors in all regions of the country; and to reduce work-related injuries and illnesses by 20% by 2010.

Its strategies include:

- Harmonize OSH systems and programs, mechanisms, with focus on prevention through policy, training, information, technical services and research
- Deliver quality OSH services, and mobilize

The list of laws which is actively enforced for the application of OSH by DOLE is:

- 1 Philippine Labor Code on prevention, compensation
- 2 The Administrative Code on Enforcement of Safety and Health standards
- 3 The Occupational Safety and Health Standards (OSHS)
- 4 Executive Order 307 creating the Occupational Safety and Health Center under the Employees Compensation Commission
- 5 Presidential Decree 626 Employees Compensation and State Insurance Fund
- 6 Hazard-specific laws
- 7 Anti-sexual harassment
- 8 RA 9165 Comprehensive Drugs Act of 2002
- 9 RA 8504 National HIV/AIDS Law of 1998



# Singapore

Singapore framework was designed to engender a paradigm shift and ingrain good Workplace Safety and Health (WSH) habits in all individuals at the workplace.

This is enshrined in the three key principles of the framework, with risk management being the cornerstone. The underpinning principle under the new framework is to eliminate or mitigate risks. The second principle of the new framework calls for greater industry ownership of WSH outcome. The third principle seeks to effect greater penalties on workplaces with unsafe practices and systems, even if accidents did not occur.

To support the framework, the WSH Council comprising industry leaders, government and union representatives was set up in 2008 to spearhead WSH initiatives. The WSH Institute was also set up in 2011 to help Ministry of Manpower (MOM) and WSH Council recalibrate and ensure policies and programmes continue to stay relevant and effective.

Four strategies are developed to achieve the ambitious target of fatality rate to 1.8 per 100,000 employed persons by 2018 set by Singapore's Prime Minister Lee Hsien Loong. They are:

- 1** Building Strong Capabilities to Better Manage Workplace Safety and Health
- 2** Implementing an Effective Regulatory Framework
- 3** Promoting the Benefits of WSH and Recognising Best Practices
- 4** Developing Strong Partnerships Locally and Internationally

The list of laws which is actively enforced for the application of OSH by Ministry of Manpower is the Workplace Safety and Health Act and its subsidiary legislation. The government also regulates the right of employees to compensation in the event of work-related injury, death or occupational disease under the Work Injury Compensation (WIC) Act.



## Thailand

Thailand launched its 1st OSH master plan (2002-2006) in 2001. In December 2007, Thailand adopted the policy on “Decent Safety and Health for Workers” as the national agenda where labour was recognized as the main factor to strengthen the economic system and ensure active trade liberalization with security by A.D. 2016. The 2nd master plan was then developed for 2007-2011. Currently, the 3rd National Master Plan on Occupational Safety, Health and Environment (2012-2016) is in effect.

The 3rd National Master Plan on OSH has in place the following missions:

- 1 Establish or develop OSH standards
- 2 Monitor, control and follow-up OSH issues those are problematic
- 3 Develop and promote OSH activities
- 4 Develop OSH management system

5 strategies were identified to meet the objectives:

- 1 Promoting labour protection with effective OSH standards
- 2 Promoting and strengthening the capacity of OSH networks
- 3 Developing and managing OSH knowledge
- 4 Developing OSH information system
- 5 Developing effective mechanism for OSH administration

The list of laws which is actively enforced for the application of OSH by the Ministry of Labour is:

- 1 Occupational Safety, Health and Environment Act, 2011
- 2 Labour Protection Act, 1998
- 3 The State Enterprise Relations Act, 2000
- 4 The Home Worker Protection Act, 2010
- 5 The Workmen’s Compensation Fund Act, 1994
- 6 The Ministerial Notification by Minister of Labour on diseases classified by nature or working conditions or work related factors, 2007



# Vietnam

In 1994, the National Assembly of the Socialist Republic of Vietnam issued the Labour Code, consisting of 14 articles on the principles of occupational safety and health. So far, the Labour Code has been amended for four times. The latest one in 2012 includes 20 articles on occupational safety and health, six more than the initial one.

From 1996 to 2014, the Government of Vietnam has promulgated 22 legal documents concerning occupational safety and health and care for the health of workers; ministries and sectors promulgated over 70 circulars and regulations guiding laws and decrees.

In 2014, the National Assembly has approved the development of draft Law on OSH – a sectoral one separated from the Labour Code. It is expected that the Law on OSH will be approved in June 2015.

Major policies on OSH have been gradually integrated in the law, including national policy, national advisory council, national programme, national profile, supportive mechanisms for working condition promotion, collaboration among the management, workers and their representatives at enterprise, particularly policy on prevention of occupational accidents and diseases, regulations on promotional frameworks for OSH services; information, training and inspections on OSH. The subjects under the regulation of this law include workforce in the sectors without labour relations (informal sector, private sector and agriculture).

The list of laws which is actively enforced for the application of OSH by the Ministry of Labour, Invalids and Social Affairs (MOLISA) is:

- 1** Vietnamese Constitution (1992) – Article 56
- 2** Law on People's Health Protection 1989;
- 3** Law on Trade Union 1990;
- 4** Law on Environmental Protection 1993
- 5** Labour Code 1994;
- 6** Law on Fire Prevention 2001
- 7** Amended Labour Code 2002;
- 8** Ordinance on Plant Protection and Quarantine 2001
- 9** Law on Construction 2003
- 10** Law on Electricity 2004



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one identity  
one community