



**ASEAN-OSHNET OCCUPATIONAL
SAFETY AND HEALTH
MANAGEMENT SYSTEM (OSHMS)
INITIATIVES
2011/2012**



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The ASEAN Occupational Safety and Health Network

Occupational Safety and Health Management System (OSHMS) Initiatives 2011/2012

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Preface

An Occupational Safety and Health Management System (OSHMS) provides a systemic approach towards managing hazards and risks at the workplace. The introduction of OSHMS has enabled many companies to enhance their occupational safety and health (OSH) capabilities and improve their business performances. This systems approach towards raising OSH performance is also embodied in the International Labour Organization (ILO)'s Convention No. 187 on promotional framework for occupational safety and health and the benefits of such an approach have been evident. An effective OSHMS must be regularly reviewed and adapted to changes in the business of the organization and emerging challenges.

With support from Japan's Ministry of Health, Labour and Welfare (MHLW) and the ILO, a series of five dialogue sessions on OSHMS were held from 2007 to 2012. These sessions aimed to assist Association of South East Asian Nations (ASEAN) country members in aligning and developing OSHMS requirements within their countries. The dialogues served as good platforms to share the developments in OSHMS across the region, and the useful discussions and sharing over the course of the dialogues also helped to foster ASEAN's capability in addressing OSH concerns.

This publication shares the OSHMS and other on-going initiatives of the ASEAN countries as presented during the 5th ASEAN-OSHNET Plus Three OSHMS Policy Dialogue held in Singapore (29 February - 1 March 2012), jointly organized by MHLW and the Singapore Ministry of Manpower. The initiatives documented in this publication are based on the country presentations at the workshop and may not be exhaustive.

This publication also serves to document the progress ASEAN member nations have made in raising OSH standards regionally and enable experiences to be shared more widely. It is hoped that the good practices shared in this report will encourage further implementation of OSHMS across the region.

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BRUNEI DARUSSALAM

Overview

Brunei has a land area of about 2,226 sq miles (5,765 km²) and a population of about 411,000 (2011 est.). The key exports are crude oil, liquefied natural gas, and petroleum products.

In 2010, 50% of the reported workplace accidents in Brunei occurred in the Construction Industry (see Figure 1). This was followed by 19% of the accidents in the Other Mining and Manufacturing Industry. The remaining 29% of the reported workplace accidents occurred in the Government, Wholesale and Retail Trading Undertaking, Community Social and Personal Services, Sawmilling and Other Timber Processing Industries; Hotel, Restaurant and Coffee Shops, Transport, Storage and Communications and Agriculture, Forestry and Fishing industries. In 2011, the proportion of reported workplace accidents in the Constructions Industry dropped to 45% and the Other Mining and Manufacturing Industry also saw a drop to 18%. In contrast, an increase was noticed for the Community, Social and Personal Services, which contributed to about 16% of workplace accidents in 2011 (see Figure 2).

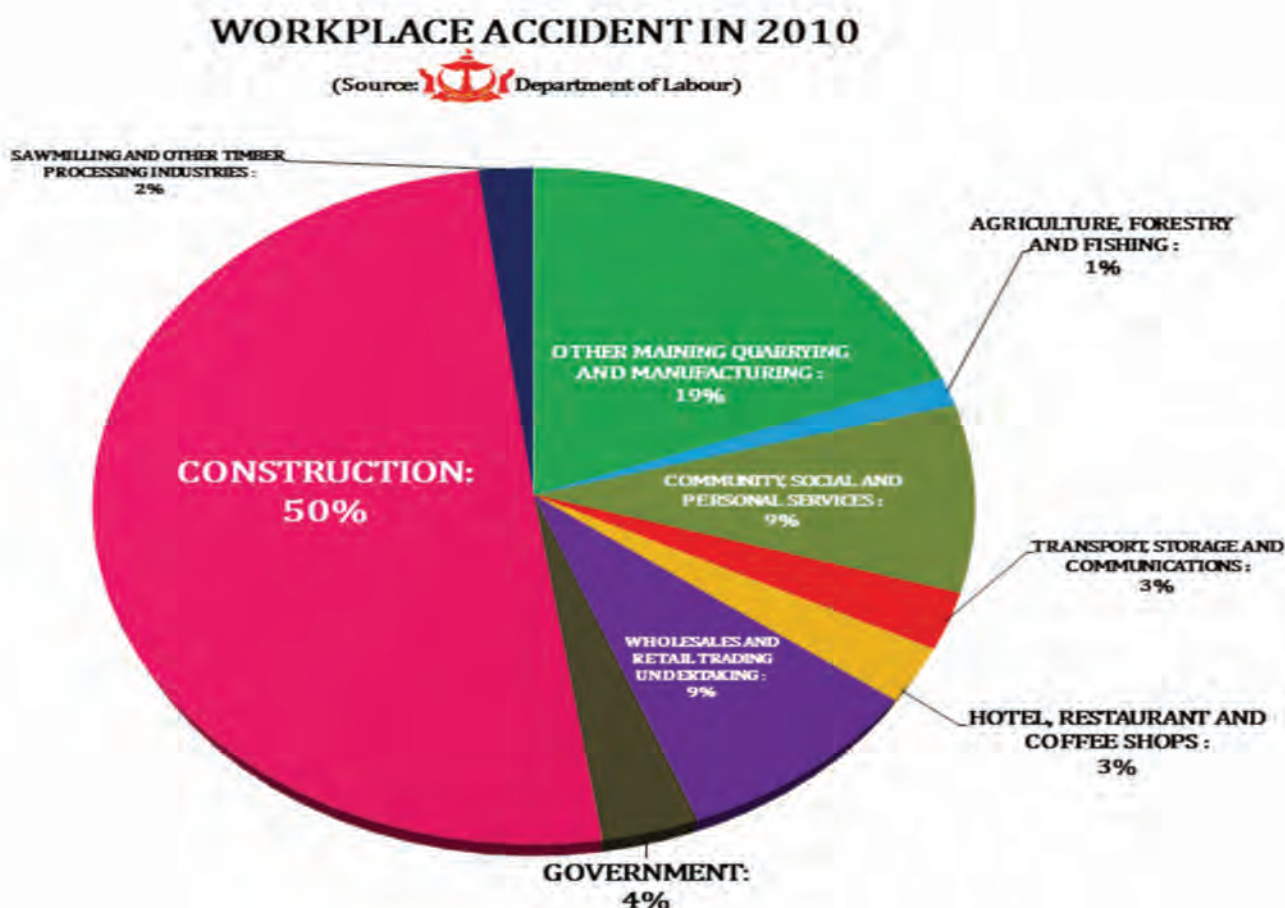


Figure 1: Workplace accidents in 2010

WORKPLACE ACCIDENT IN 2011

(Source :  Department of Labour)

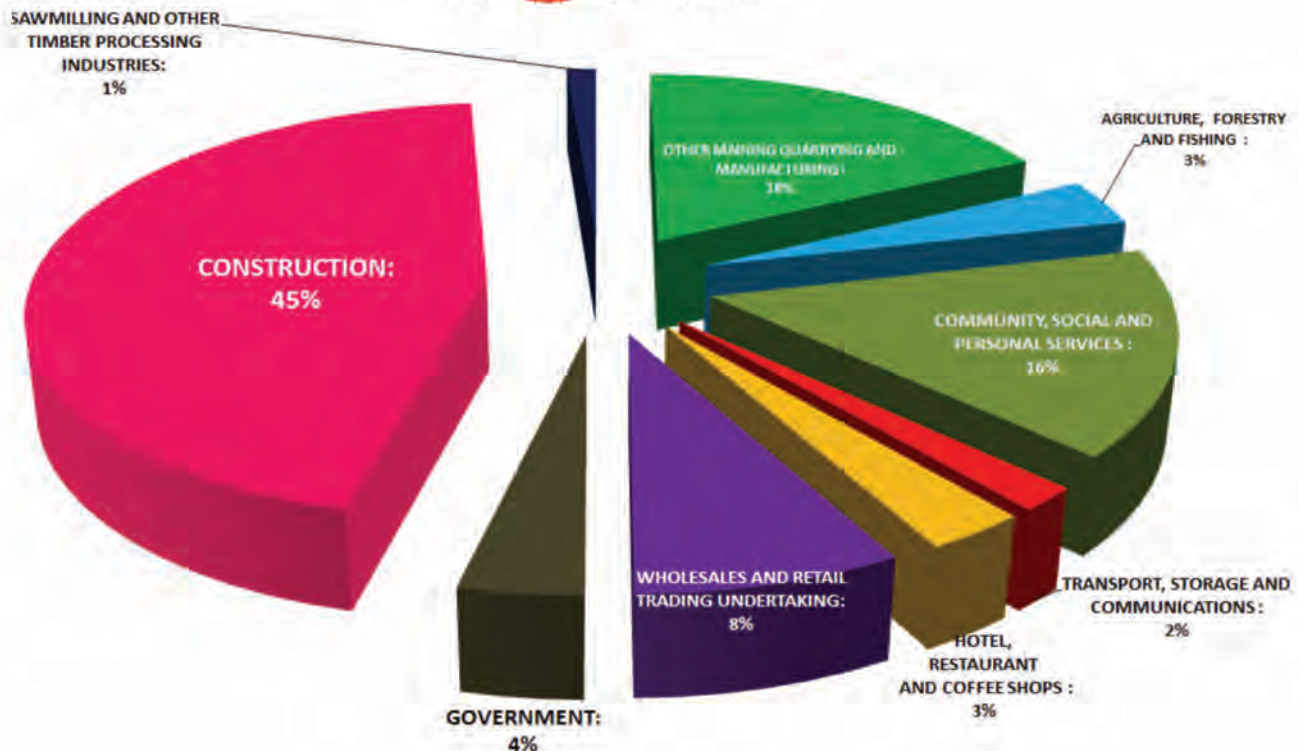


Figure 2: Workplace accidents in 2011

The Workplace Safety and Health Order 2009

To raise workplace safety and health (WSH) standards in Brunei, Brunei has recently introduced the Workplace Safety and Health Order 2009 which is expected to come into force in the third quarter of 2012. This order is the key legal instrument to ensure and regulate the principles of OSH framework and engender a strong safety culture at workplaces in Brunei. It is administered by the Department of Labour under the Ministry of Home Affairs.

A key aspect of the WSH Order that could accelerate WSH improvements in Brunei is the requirement for the companies to cater for Safety and Health Management arrangements at the workplace.

These arrangements include catering for the appointment of Workplace Safety and Health Officers and Co-ordinators, setup of Workplace Safety and Health Committees, appointment of Workplace Safety and Health Auditors, as well as catering for Safety and Health Training Courses for relevant stakeholders. In addition, provisions will be made to introduce Codes of Practice which will further guide industries on the implementation of WSH requirements.

To support the WSH Order, Brunei is also currently drafting several regulations to impose more stringent to raise WSH Standards. These regulations include – General Provisions Regulations, Incident Reporting Regulations, First-Aid Regulations, Workplace Safety and Health Officers Regulations, Risk Management Regulations, Shipbuilding and Ship Repairing Regulations, Workplace Safety and Health Committees Regulations, Registrations of Factories Regulations, Constructions Regulations and Abrasive Blasting Regulations.

Implementation

To drive the implementation of the requirements under the WSH Order, a steering committee chaired by the Deputy Minister of Home Affairs was set up in June 2011. This committee comprises of representatives from the Ministry of Home Affairs; Ministry of Development; Ministry of Health; Energy Department, Prime Minister Office; and the Attorney General Chambers and will consolidate OSH efforts from the various governmental agencies at the national level. A key focus of this committee will be on the Constructions and Manufacturing Industries which had seen the highest levels of workplace accidents in the past two years.

With the new national focus on WSH, it is expected that Brunei will see rapid improvements in WSH standards and performance over the next few years.

CAMBODIA

Overview

Cambodia has a land area of about 181, 035 km² and a population of about 14.7 million (2011 est.). About 82% of the labour force is in the informal economy. The key exports are garments, rubber, timber, rice and fish. To drive improvements in Occupational Safety and Health (OSH), Cambodia had introduced a 5-year OSH Master Plan since 2009.

OSH Master Plan 2009 - 2013

The Master Plan was developed based on the principles under the ILO Convention C187 on Promotional Frameworks for OSH and Cambodia is currently studying the possibility of ratifying the convention. The Master Plan takes an OSH Management Systems approach in managing OSH issues in Cambodia. Various initiatives are being rolled out under six key elements of the Master Plan to support the gradual improvement in OSH standards in Cambodia.

1. Strengthen national OSH systems

A multi-pronged approach is taken to improve the national capacity within Cambodia to manage OSH issues. The first approach is to encourage the setup of enterprise-level OSH systems. Guidance materials on the setup of such systems are being developed with training from experts from Better Factory Cambodia (BFC) and International Labour Organisation (ILO). Such training focuses on various aspects of an OSH management system, such as the setup of OSH committees. Large international enterprises with established OSH Management systems are also encouraged to share their experience.

To complement the setup of enterprise-level OSH systems, practical OSH information is also being disseminated. A key platform that is being used is the National OSH Day Campaigns. For example, the campaign that is held on 28 April 2012, with the theme of "Promoting Safety and Health in Small and Medium Enterprises (SMEs)", aims to encourage further improvements in OSH standards within the SMEs. These sustained efforts follows Cambodia's hosting of the ASEAN OSHNET Workshop on OSH in the Informal Economy and SMEs in Siem Reap in 2011 and represents Cambodia's focus on priority national OSH issues.

2. Improve safety and health inspection and compliance with the labour law

Cambodia is also working on initiative to improve the capacity to conduct OSH inspections and improve compliances with OSH requirements. As a start, there are plans to increase the number of OSH inspectors from the current 19 to 120 inspectors so that the country can be effectively covered. Capacity building workshops are being conducted for provincial labour officers through collaborative efforts with ILO and Korea to upgrade the competencies of the inspectors and support this initiative.

3. Promote OSH activities by employers' and workers' organizations

As part of the Master Plan, the Department of OSH also works very closely with the tripartite partners to enhance the knowledge and practices on OSH at the workplace. One key initiative is the ILO/BFC training and advisory services. These services provide practical information and advice on how to improve the OSH conditions. There is close collaboration with employers' and workers' organisation to enhance the reach of these services to raise the OSH standards.

4. Implement special programmes for hazardous occupations

The Department of OSH also pays special attention on hazardous occupations where accident rates are high. As a part, there is a strong focus on data collection and classification of these occupations and enterprises so that the interventions can be more targeted. Information on accident types and agencies is being analysed so that appropriate regulations can be introduced to further protect workers in these industries.

5. Extend OSH protection to small enterprises, and rural and informal economy workplaces.

Given the immediate need for OSH protection in small enterprises and the informal economy in Cambodia, special efforts under the Work Improvement Programmes are being embarked upon. These programmes provide a participatory environment for workers to be trained to develop practical OSH solutions for their daily work hazards and promote cross sharing and learning of OSH hazards and risks. Till date, the Ministry of Labour and Vocational Training has a stable number of 325 trainers – 94 under the Work Improvement in Neighbourhood Development (WIND) Programme, 113 under the Work Improvement in Small Enterprises (WISH) and 118 under the Work Improvement in Small Construction Sites (WISCON), with the support of ILO. A total of 151 training workshops were conducted and it has benefited close to 5,379 trainees.

6. Promote collaborative actions with hazardous child labour and HIV/AIDS projects for stronger compliance

With child labour and HIV/AIDS being key concerns for Cambodia, the Department of OSH and the Tripartite Coordination Committee on HIV/AIDS also place priority on the issue and work in close collaboration with ILO and BFC on relevant projects. These projects promote the implementation of the guidelines on HIV/AIDS in the workplace and the Ministerial Regulation 086 also seeks to establish the HIV/AIDS committee in the enterprises to encourage further industry committee to tackle the issue.

To support these efforts, trainings, particularly for employers' organizations, trade unions and enterprise focal points of HIV/AIDS committee members, are conducted to educate them about the guidelines on the development and implementation of the HIV/AIDS policy and programme. Workers who undergo medical check-ups at the Department of OSH also receive such education.

Finally, enterprises which have established HIV/AIDS committees, policies and education programmes are also recognized annually for their efforts through national awards.

Challenges

The five years Master Plan has allowed Cambodia to take a comprehensive approach in dealing with OSH issues. However, there are still challenges which Cambodia needs to overcome. A critical concern is the need to further develop the human resources and ensure sufficient financial support for a smooth implementation of the identified initiatives. This is important so that effective law enforcement and outreach efforts can be undertaken. Cambodia also needs to focus on helping the informal sector as a lot of the existing labour legislation may be applicable only for the formal sector. Moreover, OSH training will have to take into account the low education levels of the workforce and the low awareness, particularly in the SME sectors, of OSH hazards and risks.

Plans for improvement

To deal with the challenges and accelerate the progress, Cambodia intends to setup a national OSH tripartite committee in 2012 to improve the coordination of efforts to raise OSH performances. Key initiatives that would be undertaken are the development of new OSH-related regulations, new capacity building programmes such as the introduction of OSH training to government officials, labour inspectors, employers and workers, and further promotional efforts to raise awareness of critical areas of concern such as asbestos and handling of chemical substances. These initiatives will be implemented with the technical support from regional partners such as the National Institute of OSH from Malaysia and international partners such as ILO.

INDONESIA

Overview

Indonesia has a total land area of about 1.9 million sq miles, with a workforce of about 111 million out of a population of about 237 million. An estimated total of about 216, 547 companies are operating in Indonesia.

Landscape in 2010 - 2014 for Indonesia Occupational Safety and Health (OSH) Culture

Indonesia has adopted a systemic approach to drive OSH developments and improvements. This includes identifying the vision for OSH to become part of Indonesian Culture, especially for industrial society.

To move towards the vision, 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 that Indonesia is adopting are:

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.

There are a number of key initiatives which Indonesia is working on to support these strategies. They include:

1. Developing and conforming norm, standard, guidance and criteria on OSH policies.
2. Increasing quantity and quality of Occupational Safety and Health Officers and labor inspectors.
3. Increasing quantity and quality for OSH experts, doctors, personnel, staffs, technicians and operators on occupational safety and health.
4. Increasing the quantity and quality on the OSH development for the employer, employee and society.
5. Increasing the quantity and quality of the enterprises/institutions in the field of OSH.
6. Increasing quantity and quality on facilities and infrastructure of OSH establishment, investigation and testing.
7. Increasing quantity and quality on establishing and evaluating Management System on Occupational Safety and Health.
8. Increasing quantity and quality of Occupational Safety and Health Awards.
9. Increasing cooperation with institutions, associations and related parties in implementing the establishment of occupational safety and health initiatives.
10. Increasing cooperation with institutions, national and international OSH institutions in developing implementation on occupational safety and health initiatives.

OSH Competence Scheme

A key aspect of Indonesia's efforts is the plan to improve the implementation of OSHMS. One of the key initiatives undertaken is to introduce an OSH competence scheme. This scheme aims to increase the capacities and capabilities of the human resources in implementing the elements of an OSHMS through OSH certification. Workers will be able to apply for and obtain the OSH certification through two main avenues under this scheme.

For trained workers with existing OSH qualifications, there will be an evaluation of their competency against the regulatory requirements. Successful workers will be certified competent and registered as an OSH professional.

For other workers, they will be required to undergo relevant OSH training and gain practical experience working in OSH before they can be certified.

OSH Training Initiatives

Apart from introducing the OSH Competence Scheme, Indonesia has also identified various initiatives to train relevant stakeholders. To improve the effectiveness of the training at the organisational level, Indonesia is encouraging a pre-analysis of the OSH training required based on the companies procurement goals and organisational training necessities. OSH training is provided to workers at every level including supervisors and management based on their level of responsibilities in the organization. Customised OSH training would also be available to workers who are required to undertake specialised work.

To raise the safety consciousness and awareness, companies are also encouraged to put in place a recognition programme for contractors whose workers are trained in OSH concepts. Companies are also encouraged to put in place procedures to provide OSH briefings to all its visitors and partners.

Technical training courses are also being introduced. These include safety officer training, fire protection, boiler operation, first aid, chemical handling and internal audits of OSHMS courses.

The training programmes are well supported by the availability of competent persons and accredited training agencies and adequate facilities and infrastructures. Proper documentation, periodic review and evaluation are conducted timely to ensure the successful implementation of training programmes.

Table 1 summarises the number of trained workers in Indonesia and Table 2 summarises the number of OSH service providers in Indonesia.

Table 1: Number of trained workers in Indonesia

No	Type	Quantity
1.	Certified General OSH Practices	4583
2.	OSH Expert in Fire Protection	253
3.	OSH Expert in Chemical	100
4.	OSH Expert in Electrical	74
5.	OSH Expert in Construction	1293
6.	OSH Doctor	789
7.	OSHMS Auditor	445
8.	Electrical Technician	851
9.	Fire protection Officer	612
10.	Fire fighter	474
11.	Fire protection Coordinator	376
12.	Boiler Operator	967
13.	Lifting Equipment Operator	7809
14.	First Aid Officer	1087
15.	Chemical officer	159
16.	Elevator Technician	156
17.	Rope access Technician	80
18.	Confined Space Technician	40
19.	Welder	312

Table 2: Number of OSH service providers in Indonesia

No	Advisory Body	Quantity
1.	National OSH Council	1
2.	Safety Committee	2431
3.	Board of OSHMS Auditor	5
4.	OSH Training Service Company	128
5.	Board of OSH Certification	2
6.	Fabrication, Repairer and Inspection Service Company	173
7.	Check and examination worker health Service Company	81
8.	Check and Measurement working environment Service Company	4

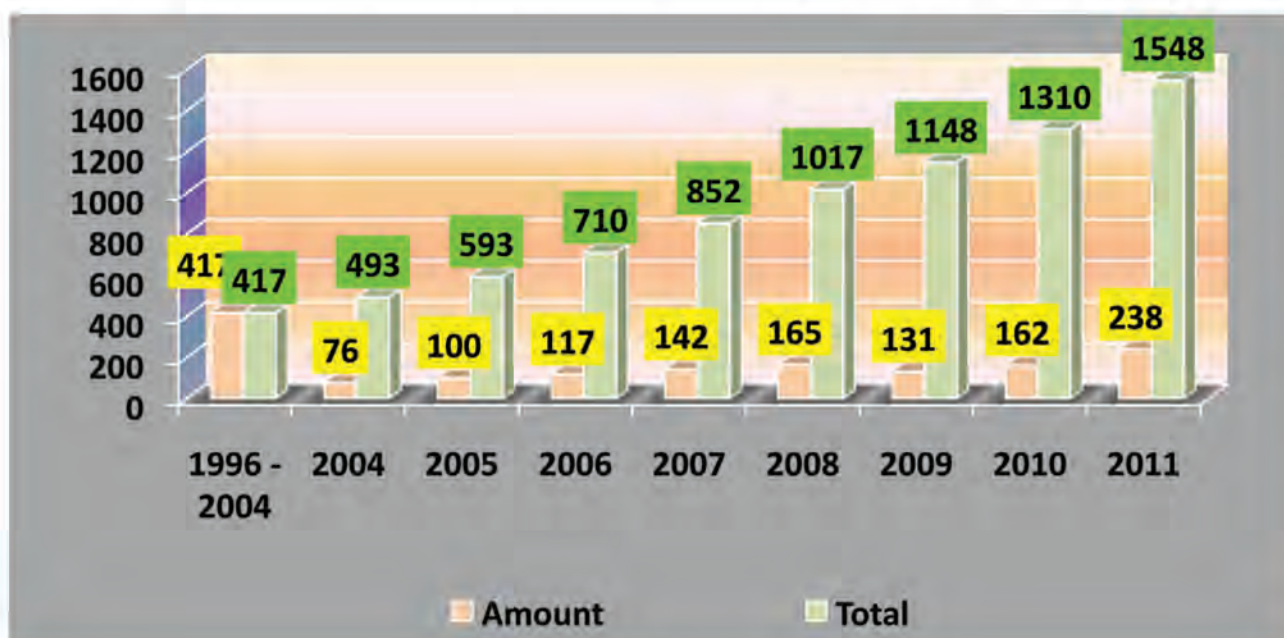
OSH Awards

To encourage OSHMS implementation, Indonesia also gives out awards to recognise and motivate both employers and regional authorities (central and district government authorities) on good OSH performances. These awards include:

- Occupational Safety and Health Management Systems Awards
- Zero Accident Awards
- OSH Motivator Awards
- OSH Builder Awards
- AIDS Awards

The number of award winners has been increasing over the years and is becoming a strong motivating factor for companies to improve its OSH performance.

Figure 3. Number of OSH Management System Awards Winners



Challenges

Indonesia continues to face a member of challenges in its efforts to improve the implementation of OSHMS. One of the Indonesia challenges needs to be overcome is to raise employer awareness of OSHMS and its importance so that implementation becomes a priority. Employer need to further understand how to put in place an OSHMS, review it regularly and know how the introduction and implementation of an OSHMS had supported their business activities. To give uniformity of OSHMS implementation to every company, Indonesia government has established Government Regulation No. 50 year 2012 concerning on OSHMS implementation. Through this new regulation, OSHMS implementation can be implemented by all sectors uniformly to create a health and safety system in workplace by involved the integrated element of management, worker, work condition and environment. For Small and Medium Enterprises (SMEs), there is also a need to tailor the OSHMS to meet their needs and capabilities. For Inspectors, Indonesia needs to continue to raise their competence in supervision on OSHMS implementation and improve the enforcement on the OSHMS requirements.

Plans for improvement

There are number of initiatives related with plans for improvement in Indonesia. Indonesia is enhancing its promotion efforts to raise awareness on OSHMS implementation. Socialization of Government Regulation OSHMS implementation has being done to employer, labor inspector and stake holder. Guidelines on OSHMS for SMEs are also being developed to aid SMEs in the OSH implementation. Internally, Indonesia also is improving and enhancing the training of trainer programmes on OSHMS for Labour Inspector. This is aimed at gradually raising competence on OSHMS across the board. Current OSHMS regulatory requirements are also being reviewed to address the gaps and raise the implementation standards of OSHMS.

LAO PDR

Overview

Lao PDR has a land area of about 236,800 km² and a population of about 6.2 million (2010 est.). There are about 3.6 million workers in Lao PDR and the key industries are agriculture, mining, hydropower and textile.

OSH Management System in Lao PDR

Lao PDR has gradually put in place a systematic 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:

- a. **Government.** Agencies involved include the Labour Management Department; 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.
- b. **Lao Federation of Trade Union** representing the workers.
- c. **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:

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

OSH Training in Lao PDR

An initiative in Lao PDR to raise the implementation of OSHMS is training. A sector based approach is undertaken in Lao PDR to improve the OSH capacities of the workers. In each of these sector based programmes, workers are involved in a participatory training workshop to identify key risks and hazards and develop practical solutions. These programmes include:

- a. Work Improvement on Occupational Safety and Health in Small Construction Sites (WISCON). As of 1 March 2012, about 260 participants have been trained under WISCON in six provinces.
- b. Work Improvement in Small Enterprises (WISE). As of 1 March 2012, about 240 participants have been trained under WISE in six provinces.
- c. Work Improvement in Neighbourhood Development (WIND). Workers in the agriculture sector are trained under this programme. As of 1 March 2012, about 120 participants from four provinces have been trained.

Lao PDR has also been actively providing basic OSH training to its labour inspectors, workers

and employers. The efforts had enabled about 350 participants across seven provinces to develop a better understanding of OSH risks and hazards and improve their capability to manage these issues.

All of the 145 labour inspectors in the provinces have also received Labour Inspection Training to improve their ability to assist employers and workers in raising OSH standards at the workplace.

These efforts are also complemented with an annual National Tripartite Seminar on OSH that further encourages better implementation of OSH requirements and raising the importance of OSH.

The results of these efforts can be seen in the OSH improvements at the workplaces after the training as outlined in Figure 4.

Figure 4 Improvement at workplaces



Before



After

Challenges

The key challenge Lao PDR faces in its efforts to raise OSH standards and performances is the limited number of inspectors available to enforce OSH requirements. Currently, there are 3 labour inspectors in the Ministry of Labour and Social Welfare and they are supported by 145 labour inspectors from the 17 provinces. These labour inspectors not only have to inspect factories, they also have other responsibilities to fulfil. Many of them also need training to further raise their knowledge, competence and experience in conducting inspections. The provision of relevant OSH measurement instruments and tools are also lacking. These challenges are compounded by the limited budget of the OSH administration.

Another key challenge is the need for Lao PDR to further develop specific laws and regulations on OSH to enhance the enforcement capabilities of the labour inspectors and guide the industries in putting in place the appropriate safety and health measures. There is also a need for Lao PDR to raise the awareness and importance of OSH in enterprises then to be not familiar with OSH concepts and feel that prevention measures are costly to implement.

MALAYSIA

Overview

Malaysia has a land area of about 330,252 km² and a population of about 28.3 million. The workforce is about 12.2 million workers and the key industries are in the services, manufacturing and agriculture.

OSH Management System Requirements

The OSHMS requirements in Malaysia consist of three components: (i) Regulations on OSHMS; (ii) Applicable OSHMS standards; and (iii) Guidelines and Checklists on OSHMS.

The current OSH Act was introduced in Malaysia in 1994. In 2003, Malaysia developed the Malaysian Standard on OSHMS (MS 1722: Part 1 and Part 2) to guide companies to put in place a robust and effective OSHMS. The MS 1722: Part 1 was revised in 2010 and MS 1722: Part 2 was revised in 2011 to ensure its relevance to the industry. In 2012, Malaysia intends to introduce a set of new OSHMS regulations to improve the implementation of OSHMS.

OSHMS for Small and Medium Enterprises (SMEs)

A key initiative undertaken in Malaysia is to improve the implementation of OSHMS for SMEs. SMEs in Malaysia represent about 90% of all business establishments in Malaysia and contribute to about 32% of Malaysia's Gross Domestic Product (GDP). They account for about 56% of the total employment in Malaysia and 19% of Malaysia's total exports. SMEs are an important contributor to the Malaysian economy and it is important to raise the working conditions and OSH standards in these workplaces.

To improve the implementation of OSHMS, Malaysia's Department of OSH (DOSH) is focusing its efforts in two areas: Compliance Support to the SMEs and Recognition of the SMEs efforts in raising OSH performance.

Table 3: Categorisation of SMEs in Malaysia based on Turnover

SIZE	MANUFACTURING (including agro-based & Manufacturing- related services)	Primary Agriculture	Services Sector (including ICT)
Micro	Less than RM250,000	Less than RM 200,000	Less than RM 200,000
Small	Between RM 250,00 and less than RM10 million	Between RM 200,00 and less than RM1 million	Between RM 200,00 and less than RM1 million
Medium	Between RM10 million and RM25 million	Between RM1 million and RM5 million	Between RM1 million and RM5 million

Table 4: Categorisation of SMEs in Malaysia based on Number of Persons-employed

SIZE	MANUFACTURING (including agro-based & Manufacturing- related services)	Primary Agriculture	Services Sector
(including ICT)	Less than RM250,000	Less than RM 200,000	Less than RM 200,000
Micro	Less than 5 employees	Less than 5 employees	Less than 5 employees
Small	Between 5 and 50 employees	Between 5 and 19 employees	Between 5 and 19 employees
Medium	Between 51 and 150 employees	Between 20 and 50 employees	Between 20 and 50 employees

Compliance Support

Compliance with legislative requirements

DOSH recognises that SMEs require assistance in complying with legislative requirements and therefore introduces a series of OSH guidelines to assist these companies. These guidelines include Guidelines for Hazard Identification, Risk Assessment and Risk Control, A Guide for Managing OSH when starting a Business and the Malaysian Standards and Guidelines on OSHMS.

Extending Reach to SMEs

DOSH also recognises the importance of reaching out to SMEs so that they can benefit from the various schemes and initiatives. Four key programmes have thus been launched to extend the reach and improve OSH in SMEs:

- SMEs Registration Exercise. SMEs registration exercise aims to cover both new and existing unregistered workplaces. The exercise is facilitated by DOSH officers who will visit the workplaces to check on the OSH conditions and provide compliance assistance as part of the registration process.
- Door to Door Programme. Under this programme, DOSH officers directly approach the individual SME to sign up to the Door to Door Programme and provide assistance in developing OSH policies, conducting hazards identification, risk assessment and risk control, selection of control measures and analysing work conditions.
- Umbrella Project. The Umbrella Project is aimed to generate awareness on OSH through a series of networking opportunities such as dialogues, seminars and forums. Companies

are also encouraged under the programme to conduct induction training for their workers and contractors.

- d. SME Mobile Promotional Services. Under this initiative, DOSH officers will provide OSH services such as technical support, chemical monitoring, consultation, medical screening services in a promotional van in the SME mobile promotional services program.

Recognition of the SMEs

Grading Scheme and Publication of Good Practices

A grading scheme has been introduced for the SMEs to recognise good practices. Under this scheme, DOSH officers would conduct organisation audits at the workplace to gather information of the good practices and provide recommendations on improving OSH standards. The quality of OSHMS implementation in the SMEs will also be graded.

The good practices identified at the organisation are further compiled and published online in DOSH's publications and bulletins issued by DOSH.

National OSH Awards

Annual National OSH awards are also given out to organisations with good OSHMS to recognise them for their efforts.

Challenges

One of the key challenges that Malaysia faces in encouraging the implementation of OSHMS in the SMEs is the need to influence the mindsets of these SMEs. Given the nature of their operations, SMEs typically do not view OSH as a priority. They may have difficulties in terms of manpower availability as well as having the necessary knowledge and skills to put in place an effective OSHMS. The cost of putting in place an OSHMS is also a concern for these SMEs. Therefore there is scope to ensure that the requirements and initiatives to encourage the implementation of OSHMS in SMEs take into account these considerations.

Conclusion

Notwithstanding the challenges, the efforts by Malaysia DOSH have seen some positive outcomes. SMEs are more forthcoming and are positive towards the initiatives rolled out. There is increasing awareness of the need for an effective OSHMS among the SMEs. The initiatives have also influenced a gradual change of culture to one that places more importance on the need for OSH and this will definitely drive better OSH performances among SMEs in Malaysia.

MYANMAR

Overview

Myanmar has a land area of about 676,577 km² and a population of about 60 millions. The key industries for Myanmar's economy are agriculture, manufacturing and oil and gas.

Occupational Safety and Health in Myanmar

Occupational Safety and Health (OSH) is spearheaded by the Factories & General Labour Laws Inspection Department (FGLLID) - Ministry of Labour, Employment and Social Security. It is incorporated by other government agencies like Electrical Inspection & Boiler Inspection - Ministry of Industry, Department of Mines - Ministry of Mines, Occupational Health Division - Ministry of Health, Myanmar Agriculture Service - Ministry of Agriculture & Irrigation.

The key OSHMS requirements in Myanmar are encompassed in the 1951 Factories Act and 1951 Oilfield (Labour & Welfare) Act. The key OSH objectives under the Acts are to ensure a safe and healthy workplace, to promote and enhance the working environmental factors, to conduct OSH training for skills, attitude and knowledge of person at work, to change the corrective mindset on OSH.

Implementation

In order to raise OSH standards, FGLLID conducts regular inspection and enforcement, and measures the working environmental factors in order to meet the objectives of ensuring workers enjoy their legal rights fully and to provide advisory services on OSH. FGLLID also conducts educational trainings such as in-plant trainings and various departmental trainings focusing on OSH. The number of trainees had increased significantly from 1423 in 2010 to 5907 in 2011.

Myanmar is also driving the implementation of Occupational Safety and Health Management system (OSHMS) through voluntary means in private enterprises. However, Myanmar has been facing the challenge of lack of legislation for the implementation of OSHMS, shortage of manpower and limited participation from employers and employees.

In order to achieve the OSH objectives, Myanmar developed a new OSH Law and the necessary measures have been taken to the enactment of it and has been amending the existing 1951 Factories Act. In addition, Myanmar is inviting technical and financial assistance from regional and international safety inspection bodies and government agencies to introduce new technology and better OSH practices to enhance the capabilities in managing OSH at the workplace. Key initiatives include upgrading the capacities of the existing industrial hygiene laboratories and the establishment of an 'Occupational Safety and Health Training Centre (OSHC)'. After the enactment of the new OSH Law, a National OSH Council will also be formed with tripartite system to support consultation, provide advice and information and to encourage active participation from the various stakeholders.

Moving forward, Myanmar also needs to establish a statistics and information unit to assist in planning, evaluation and co-ordination of safety and health policies and program, and exchange of information among ASEAN countries so as to benchmark herself against other ASEAN countries.

Challenges

However, Myanmar has been facing the challenges of lack of legislation for the implementation of OSHMS, shortage of manpower and limited participation from employers and employees.

THE PHILIPPINES

Overview

The Philippines has a land area of about 298,171 km² and a population of about 97 million. The key economic drivers are agriculture, manufacturing, construction, mining and outsourcing agent for business processes.

Encouraging the Implementation of OSH Management Systems

To encourage the implementation of OSH Management Systems, the Department of Labour and Employment (DOLE) has been progressively developing industry-specific guidelines, department orders and circulars, to provide guidance to the respective industries for their implementation of OSHMS since 1998. Some key features of these guidelines are the formulation of industry-specific OSH workplace policy, formulation and implementation of OSH programs addressing industry concerns, organization of industry safety and health committee and inclusion of workers safety performance in pay schemes.

In April 2011, DOLE also signed a joint memorandum of agreement with other government agencies such as the Department of Public Works and Highways (DPWH), the Department of Trade and Industry (DTI), the Department of the Interior and Local Governments (DILG) and the Professional Regulation Commission (PRC), within Philippines to strengthen coordination to promote the welfare of workers in the construction industry. The Philippines also implemented various programs such as Construction Safety and Health Program, Construction Safety and Health Committee and Inspection of construction equipment and Accreditation of equipment of equipment operators as part of the efforts to improve safety in the construction industry.

To foster higher awareness and stronger safety culture in the workplace, active workers' participation in the form of an industry tripartite council was highly encouraged across all industry sectors, in particular, the construction and the bus transportation industry.

Recognising best practices

As part of OSH promotional efforts, an Incentivising Compliance Program comprising of safety awards (GKK, SMILE), productivity awards, labour and management council awards and child labour-free establishment was introduced. This program integrated different OSH programs in compliance with labour laws and was supported by the tripartite engagement to ensure greater compliance. The Philippines has also encouraged companies to implement OSH policy at the workplace by setting the OSH policy as the core essential judging criterion for the National Safety Award, Gawad Kaligtasan at Kalusugan (GKK).

SINGAPORE

Overview

Singapore has a land area of about 710 km² and a population of about 5,183,700 (2011 census est.), 3,257,000 of which are Singapore citizens. Singapore has a highly developed market-based economy. The Singapore economy depends heavily on exports and refined imported goods, especially in manufacturing which constitutes a major proportion of the Gross Domestic Product. It includes significant electronics, petroleum refining, chemicals, mechanical engineering and biomedical sciences sectors. The Workplace Safety and Health Act, the main legislative tool in the governance of Occupational Safety and Health was extended to cover all workplaces in 2011.

WSH Safety Management Systems and Requirements

WSH (Safety and Health Management System and Auditing) Regulations

The WSH (Safety and Health Management System and Auditing) Regulations implemented on 1 March 2010 stipulates that higher risk factories must establish and implement a Safety and Health Management System (SHMS). This is a new regulation to consolidate SHMS requirements which were previously prescribed in various OSH regulations in Singapore.

The WSH (SHMS and Auditing) regulations aim to enhance the effective implementation of SHMS at workplaces by strengthening the auditing of SHMS. Under these regulations, the SMS of the workplaces given in Table 5 must be audited by approved workplace safety and health auditors.

Table 5: SMS of workplaces required to be audited by WSH auditors

Description of Workplaces	Frequency
Any construction worksite with a contract sum of \$30 million or more	At least once every 6 months
Any shipyard in which 200 or more persons are employed	At least once every 12 months
Any factory engaged in the manufacturing of fabricated metal products, machinery or equipment and in which 100 or more persons are employed	At least once every 12 months
Any factory engaged in the processing or manufacturing of petroleum, petroleum products, petrochemicals or petrochemical products	At least once every 24 months
Any premises where the bulk storage of toxic or flammable liquid is carried on for the purpose of gain and which has a storage capacity of 5000 or more cubic metres for such toxic or flammable liquid	At least once every 24 months
Any factory engaged in the manufacture of fluorine, chlorine, hydrogen fluoride or carbon monoxide or synthetic polymers	At least once every 24 months
Any factory engaged in the manufacturing of pharmaceutical products or their intermediates	At least once every 24 months
Any factory engaged in the manufacture of semiconductor wafers	At least once every 24 months

The WSH (SHMS and Auditing) Regulations require SHMS to be implemented in accordance to Standards and Codes of Practices approved by the Singapore Workplace Safety and Health Council such as SS506-Occupational Safety and Health (OSH) Management Systems and Code of Practice 79 (Code of Practice for Safety Management System for Construction Worksites).

Improving the quality of WSH Management Systems

Construction Safety Audit Scoring System

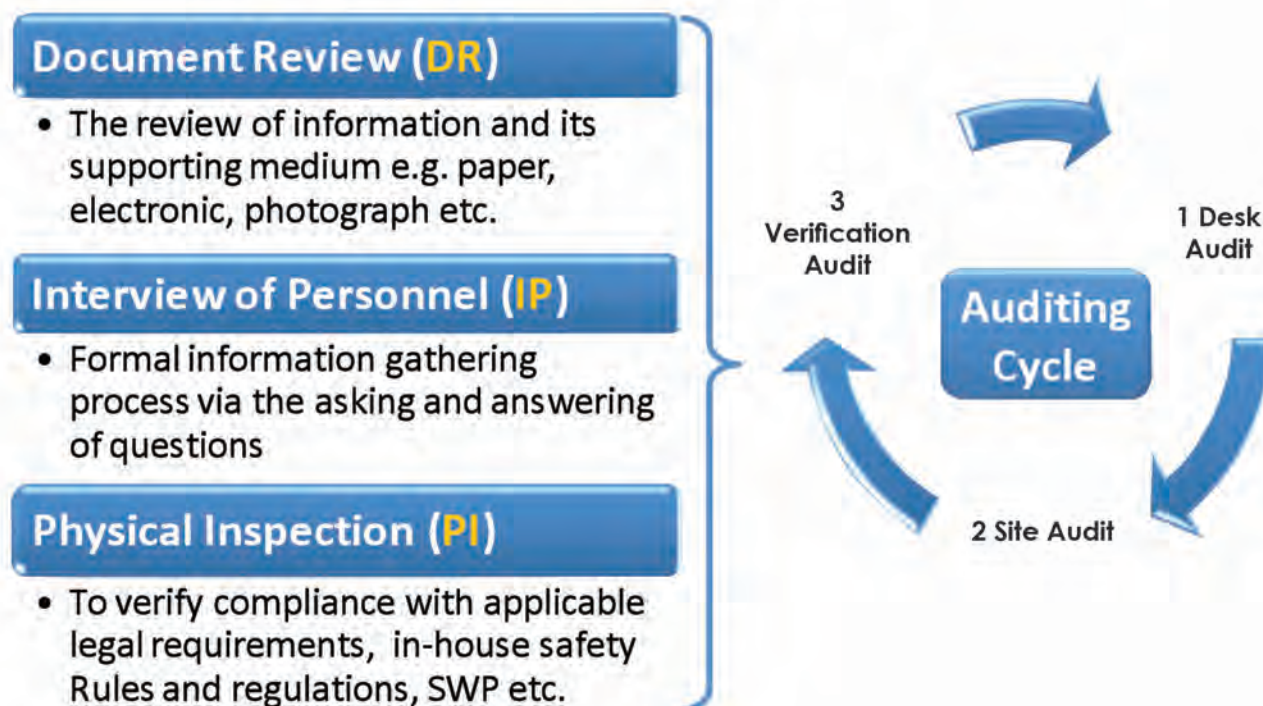
The Construction Safety Audit Scoring System (ConSASS) is an audit tool jointly developed by MOM and industry partners to provide an independent assessment of a worksite's SHMS. This comprehensive 300+ items SHMS assessment tool subscribes to a unique band-based scoring system. The scoring enables companies to understand the gaps within their safety and health management systems, and enable them to make improvements to the system.

The ConSASS checklist consists of 4 prominent, user-friendly features:

- **A Banding System**
In the banding system, questions are grouped into 4 bands based on increasing maturity levels of elements (Band I, II, III & IV). This banding allows for easy identification of the system's maturity level. It also enables the auditor to go through the questions in each band in a systematic manner. Proceeding to the next higher band is only possible if $\geq 70\%$ of the questions in the lower band are satisfied.
- **Audit Instructions**
The ConSASS Audit protocols take place in terms of 3 stages. It starts with a desk audit or document review. In this stage, information is reviewed through the checking of its supporting mediums such as paper, electronic and photographs.
The next stage would be the Interview of Personnel. This process is mainly a formal information gathering session via the asking and answering of questions. The worksite's safety team will be interviewed individually to assess their competency.
In order to verify compliance with applicable legal requirements, in-house safety and regulations or safe working procedures, a Physical Inspection will be carried out and this will be the last stage of the Audit Process.
- **An Interview Sheet**
The Interview Sheet is basically a document which list out all the Audit Questions. The questions are grouped by the categories under which they come under, such as OSH Policy. The Audit method is also included to show how the items were verified. Also, the Interview Sheet states a minimum number of personnel who should be interviewed to provide adequate evidence for each item.
- **An Audit Scorecard**
The Audit Scorecard lists each individual item which was audited and the score within the failing band. It is a summary of the entire audit process.

A typical ConSASS audit protocol is given in Figure 5:

Figure 5: ConSASS audit protocol.



The benefits of ConSASS:

ConSASS provides a quick and easy visualisation of the development status of different SHMS components for the construction companies. The comparison of different worksites' effectiveness in managing safety and health risks is also made possible and it allows effective resource allocation to improve the sites' SHMS. It also serves as a source of motivation for construction companies to improve their safety and health risk management.

For the WSH auditors, it provides guidance in conducting a systematic and comprehensive audit and provides a standardised audit protocol and scoring system.

For developers, it gives a clear indication of the worksites' effectiveness in implementing the SHMS. These results can be taken into consideration when awarding projects to construction companies.

THAILAND

Overview

Thailand has a land area of about 513,000km² and a population of about 69,122,000 (2010 est.). The key exports are Thai rice, textiles and footwear, fishery products, rubber, jewellery, cars, computers and electrical appliances.

In 2010, it had a labour force made up of 38.7 million workers and its industrial production growth rate was 14.5%. Occupational Safety and Health issues play an important role in the national, social and economic development of Thailand.

The accident and injury rates (per 1000 workers) have been steadily decreasing from the year 2005 to 2010 as shown in Table 6. Including all cases, the injury rate was 27.75 per 1000 workers and fell steadily year by year to 17.92 in 2010. Excluding the temporary disablement cases (≤ 3 days medical leave), the injury decreased from 7.58 (per 1000 workers) to 5.22 in 2010.

Table 6: Accident and injury rates (per 1000 workers) from 2005 to 2010

Year	Total Employees (Under WCF)	Number of Accidents and Injuries (Under WCF)							Accident and Injury Rates	
		Deaths	Permanent Total Disability	Permanent Partial disability	Temporary Disability for > 3 days	Temporary Disability < 3 days	All Cases	All Cases except Temporary Disability < 3 days	All Cases (Per 1,000 Workers)	Exclude Temporary Disability < 3 days (Per 1,000 Workers)
2005	7,720,747	1,444	19	3,425	53,641	155,706	214,235	58,529	27.75	7.58
2006	7,992,025	808	21	3,413	51,901	148,114	204,257	56,143	25.56	7.02
2007	8,178,180	741	16	3,259	50,525	144,111	198,652	54,541	24.29	6.67
2008	8,135,606	613	15	3,096	45,719	127,059	176,502	49,443	21.70	6.08
2009	7,939,923	597	8	2,383	39,850	106,598	149,436	428,38	18.82	5.40
2010	8,177,618	619	11	2,149	39,919	103,813	146,511	42,698	17.92	5.22

Implementation

Ministerial Regulations: The Prescribing of Standard for Administration and Management for Occupational Safety, Health and Environment (2nd Issue) B.E. 2553 (A.D. 2010)

This regulations focus on establishments which employ 50 or more employees. These establishments are required to develop their Occupational Safety and Health Management System and improve the system at least once a year.

The five elements required in the OSHMS are:

- 1) OSH Policy
- 2) OSH Management Organisation
- 3) OSH Implementation Plan
- 4) Evaluation and Review
- 5) Improvement of OSH

The employer's duties are also clearly stipulated in the regulations. The employer is required to direct and supervise the implementation according to the OSHMS and to promote and encourage employees' participation in the implementation process.

Occupational Safety, Health and Environment Act, B.E. 2554 (A.D. 2011)

This new Act has been released and is effective from July 16th 2011. Thailand is currently in the process of drafting subordinate legislations including a Standard for Administration and Management for Occupational Safety, Health and Environment.

TIS 18001-2011

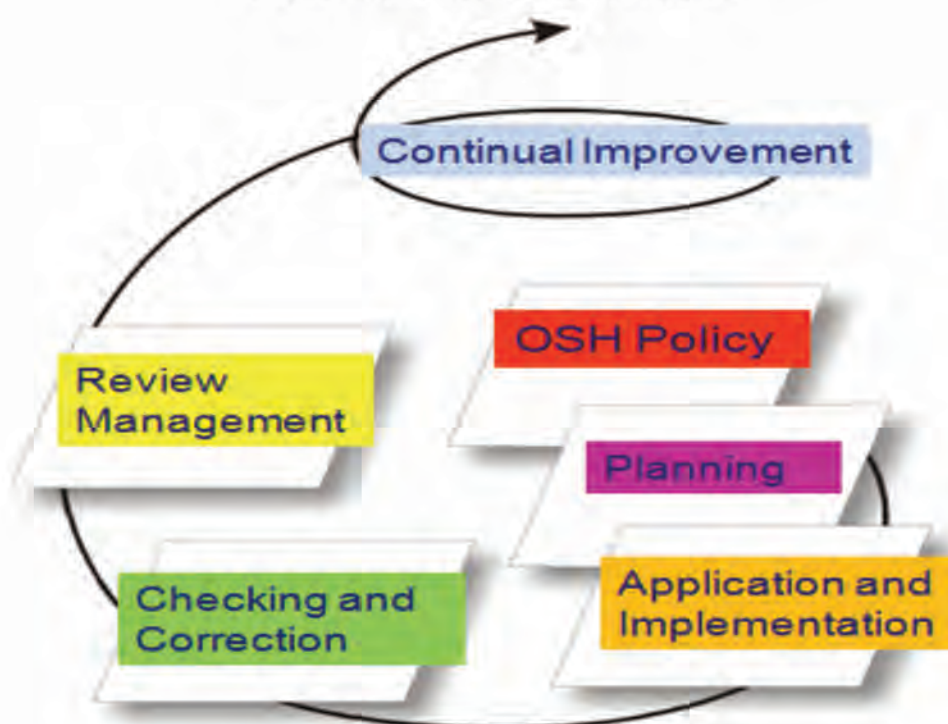
Thailand had also adopted the TIS 18001-2011 standard to outline the requirements expected in an OSHMS. This is based on BS 8800: 1996 Guide to Occupational Health and Safety Management Systems. It is however incompatible with the principles of ISO-9000 (Quality Management Systems) and ISO-14000 (Environmental Management Systems).

TIS 18001 OSH Model:

The main objective of the TIS 18001 is to minimise occupational risks. This would in turn reduce work-related accidents and injuries and prevent losses. Another objective is to help enhance the image of the establishment implementing it and ultimately improve the brand reputation. It also aids to ensure legal and regulatory compliance.

A key advantage of having the TIS 18001 would be that hazards are prevented at the workplace. This enhances the overall health and safety of the working environment. It also reduces WCF contribution and increases the morale of the workers. Having the TIS logo and certification gives an assurance on the safety consciousness of the establishment and enables it to gain a competitive advantage in the global market.

Figure 6: TIS 18001 OSH Model



ILO-OSHMS 2001 Project

In addition, Thailand has also been working on the ILO-OSHMS 2001 project to improve the implementation of OSHMS. The main objective of the ILO-OSHMS 2001 Project is to prevent potential work-related hazards, injuries and diseases in establishments by utilizing the means for developing and improving the effectiveness of existing occupational safety and health operations.

Steps to implementing ILO-OSHMS 2001:

1. Upbringing of ILO-OSHMS 2001 requirements
2. Appointing a working group (Safety Section)
3. Preparing the ILO-OSHMS implementation plan (Plan)
4. Presenting the plan to the management for approval
5. Following the plan to develop the OSHMS Manual, manage the system, monitor performance and train the relevant competent persons. (Do)
6. Monitoring and evaluation (Check)
7. Correcting and improving after the performance audit (Action)

A key part of the efforts was the preparation of the OSHMS Manual (Thai Version) in accordance with the ILO Guidelines on OSHMS (ILO-OSHMS: 2011). Training courses were also organised on Trainer Development for OSHMS in accordance with ILO guidelines on OSHMS 2001 and Ministerial Regulations (A.D. 2011).

The objective was for participating establishments to gain knowledge concerning OSHMS and to be able to accurately implement the OSHMS. The targeted group for the training courses was the safety officers. The courses were conducted in two phases:

- Phase I: 66 Participants (Training of Trainers)
- Phase II: 243 Participants from 87 establishments with ≥ 50 workers

The qualitative indicators used to determine the success of the project were the ability of establishments to prepare their OSHMS correctly and the occupational injury rates after implementation. However, some common barriers to the success of the project were budget constraints and employers were not concerned with the need to implement a OSHMS.

Table 7: ILO-OSHMS 2001 Project Results

	Components	Documentation (Percentage)	Implementation (Percentage)
1	OSH Policy	100	80
2	OSH Management		
2.1	Duties and Responsibility	90	80
2.2	Training	100	90
2.3	OSH Document System	95	90
2.4	Communication	100	100
3	OSH Implementation		
3.1	Review	10	10
3.2	Planning	40	30
3.3	OSH Objectives	30	25
3.4	Hazard Prevention Measures	90	80
3.5	Change Management	50	40
3.6	Prevention and ER Response	80	70
3.7	Purchasing and Supply	60	55
3.8	Contract	50	40
4	OSH Evaluation		
4.1	Follow up and Evaluation	20	75
4.2	Accident Investigation	80	80
4.3	Monitoring and Checking	25	60
4.4	Review of Management	70	20
5	OSH Improvement		
5.1	Prevention and Correction	20	75
5.2	Continual Improvement	15	80

Outcomes of Implementing ILO-OSHMS 2001

The number of work related accidents has declined mainly due to the executives being more focused on safety issues, the preparation and successful implementation of hazard identification, risk assessment and safety standard operating procedures (SSOP) and employees being better trained on safety issues and are actively participating in safety operations.

Safety management has become more systematic with all involved personnel being able to follow safety plans. Safety related documents, records and reports are now controlled in a more systematic manner and it allows for closer monitoring of safety operations to ensure that requirements are met.

The implementation of ILO-OSHMS 2001 also facilitates the continual development and improvement of the OSHMS within the establishment.

One of the major problems identified was the incomplete knowledge of the working groups and co-ordinators concerning the requirements of the ILO-OSHMS 2001. There were also no clear specifications for each operational requirement.

Conclusions

For the successful implementation of safety management, it was noted that the top management's commitment and support are key factors. All supervisors and managers must also comply and participate actively to facilitate safety operations. Safety agencies and safety officers at professional level must cultivate comprehensively the detailed requirements of safety management and present the requirements to executive management to push forward and monitor the operations in accordance with ILO-OSHMS 2001. Every employee has a role to play and it is important for employees to actively participate in every step of the implementation.

VIETNAM

Overview

Vietnam has a land area of about 329,314.5 km² and a population of about 87 million. There are 63 provinces or cities and its capital is at Ha Noi city, a Northern area of Vietnam. The main industrial sectors are exploitation of mines and minerals, construction, electricity, food processing, tobacco production, manufacturing of leather shoes, textile and garment. The key exports are crude oil, agro-forestry and fisheries products.

Vietnam has more than 46 million persons in the labour force, aged 15 and above. 52.62% of the labour force is employed in the agro-forestry and fishery industry. In 2010, the nominal average GDP per capita was \$1218.

The Ministry of Labour, Invalids, and Social Affairs is the regulatory body for occupational safety and health in Vietnam.

National Goals for OSH

To raise the overall OSH standard within the country, Vietnam has identified some of the challenges in the country and established a set of national goals. These national goals are focused on the successful implementation of various nation-wide programmes and initiatives. These are discussed below:

1. Decrease in Fatalities Rates in High Risk Sector

To effectively lower the overall workplace fatality rates in Vietnam, the priority is to focus on reducing the fatality rates in high risk sectors. Examples of such high risk sectors include mainly coal and ore exploitation, metal production, chemical manufacturing and construction. Vietnam aims to reduce the fatality rate in high risk sectors by 5 %.

2. Increase in reporting of Labour Accident case

With the majority of the workforce in agro-forestry and fishery industry, non-reporting of labour accident cases is rampant. As such, WSH performance statistics become inaccurate and ineffective as a monitoring tool. The national goal is to increase the reporting of labour accidents by 20%. Officials under the Ministry of Labour, Invalids, and Social Affairs are incentivized to go to workplaces to collect records of accidents to increase the reporting rates. To complement this programme, Vietnam has also set forth to strive towards investigating every fatal labour accident reported.

3. Implementation of OSHMS in SMEs and other Industries

Since 2002, Vietnam translated ILO-OSHMS 2001 into Vietnamese to introduce the idea of OSHMS to the local enterprises. The Ministry of Labour, Invalids, and Social Affairs worked closely together with Vietnam Chamber of Commerce and Industry (VCCI) and ILO to hold workshops, and trainings on OSHMS. A National Programme on Labour Protection, Occupational Safety and Occupational Health up to 2010 was launched in 2006 and one of its targets was to increase the number of SMEs applying effective OSHMS to an average of 2000 SMEs each year so as to develop a stronger Occupational Safety and Health culture

in Vietnam. In 2011, the Ministry of Labour, Invalids, and Social Affairs completed a project titled "Effective Implementation of National OSH Programme for Improving Safety and Health at the Workplace in Viet Nam" (RAS/08/07M/JPN). For this project, a Guidance Manual for implementation of OSHMS was compiled with the help of ILO experts. To ensure that SMEs and other industries get appropriate assistance and resources to implement OSHMS, the Bureau for SafeWork had developed a Training-of-Trainers (ToT) course on OSHMS with the support from the Japanese Government and in cooperation with ILO and the Dong Nai Labour, Invalids and Social Affairs Department. The aim of this course was to prepare resource trainers to guide and support enterprises in applying and implementing OSHMS in their workplace.

Vietnam has also identified and tracked the performance of enterprises who had successfully applied management system such as Petro Viet Nam (PVN) and Viet Nam National Coal, Mineral Industries Group (VINACOMIN). Since the implementation of a successful OSHMS for these enterprises, Vietnam has noticed a significant decrease in the number of labour accidents. In 2012, Vietnam will be carrying out a pilot study on the implementation of OSHMS in SMEs in the country. This study looks into the pervasiveness of OSHMS implementation within Vietnam's SMEs. It will be extended to other enterprises and the Department of Occupational Safety and Health will conduct training to prepare industries for the expansion of this initiative for implementation of OSHMS in SMEs and other industries. This pilot study to SMEs and expansion of OSHMS implementation to other industries is aimed to be completed by 2013.

PEOPLE'S REPUBLIC OF CHINA

Overview

With an area of about 9.6 million km², the People's Republic of China is the 3rd largest country in total area behind Russia and Canada. The population in China is 1,341 million (est. 2010).

Development of OSHMS Capabilities

State Administration of Work Safety (SAWS) has developed and implemented a series of OSHMS initiatives at the national level to develop OSHMS capabilities in the industry. These initiatives take a multi-prong approach where different stakeholders are involved. These initiatives include:

1. Safety Training Program

The OSH Competency and Training initiative to develop safety training programmes for both the employers and employees.

2. Building Employees' Awareness and Promotion of Safety Culture

OSH Communications initiative aims to raise employees' safety awareness and to promote a safety culture at the workplaces. This coupled with proper documentation of OSH requirements will help to ensure proper record-keeping of the management system.

Work Safety Standardization

In addition to building OSHMS capabilities, SAWS has also worked on the development of the work safety standardization activity in enterprises. The objective of the work safety standardization activity is to enable enterprises to identify and control hazards in the workplaces through the establishment of a work safety responsibility system, safety management rules and operation specifications. It was enacted by the State Council in 2004 to further strengthen work safety in enterprises.

The implementation of the work safety standardization is achieved in phases up to end 2015, targeting the coal mining, chemical and fireworks and crackers, non-coal mining, metallurgy and machinery industries.

To ensure continuous improvement in the implementation of work safety standardization, the OSHMS in enterprises is required to be reviewed and assessed. An internal review and assessment of the OSHMS is achieved through internal audits carried out by the individual enterprise. To ensure better review and assessment results, external reviews carried out by third parties are carried out.

To date, the results from this national initiative have been encouraging. In total, 561 enterprises from the coal mining industry, 35 enterprises from the non-coal mining industry, 22 enterprises from the metallurgy industry and 211 enterprises from machinery industry have obtained the highest level status for their work safety standardization.

JAPAN

Overview

Japan has a land area of about 377,944 km² and a total population of about 127 million (2011 est.). The key industries in Japan's economy are petrochemicals, pharmaceuticals, bioindustry, shipbuilding, aerospace and textiles.

Introduction of OSHMS

Mass retirement of Japan's baby boomers in 2007 resulted in a loss of OSH management know-how and OSH level in companies becoming lower. The rate of decrease in industrial accidents has reached a slowed down which could mean that the effects of laws and regulations have become limited. There is also an increase of accidents without violation of OSH regulations which shows a lack of effort in reducing latent risks. All these factors led to the introduction of OSHMS.

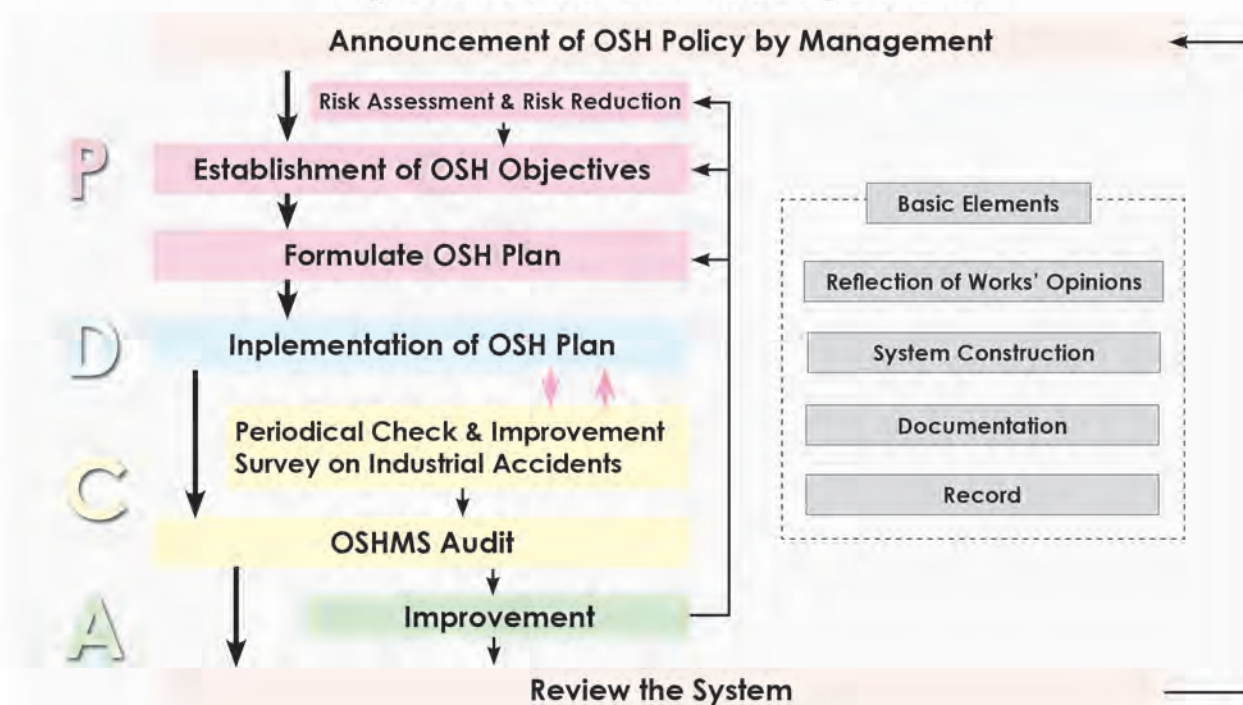
The functions of OSHMS are to:

- Implement a self-check system on OSH through "Plan-Do-Check-Act (PDCA)" process
- Unite OSH activities through management of companies by commitment of manager
- Visualize the latent risks in workplaces with the Introduction of "Risk Assessment"
- Systematize OSH management know-how of skilled workers
- Involve workers in OSH management

OSHMS Requirements

Requirements on OSHMS are under Article 28-2 of OSH Act. The Ministry of Health, Labour and Welfare provides the necessary guidelines to assist employers in upgrading the standard of workplace safety and health.

Figure 7: Contents of OSHMS guidelines



Support

Japan has developed measures to introduce OSHMS into companies. Companies who introduced OSHMS are given exemption on the submission of obligatory reports regarding planning to equip specific machinery and scaffolds to the Labour Standards Inspection Offices. Employers of SMEs who introduced OSHMS may also follow a special case of merit system in which industrial accident insurance rates are reduced by up to 45% instead of 40%. Materials and training programmes on OSHMS are also developed to increase companies' awareness and build capabilities.

Implementation Status

Table 8 and Table 9 provide the ratio of companies that have introduced OSHMS in Japan by company size and by industry respectively. Majority of SMEs have not introduced OSHMS and a high percentage of companies from industries such as manufacturing, telecommunication, wholesale and retail, real estate, research and technical services, hotels and restaurant and amusement recreation, have yet to introduce OSHMS.

Table 8: Percentage of companies that have introduced OSHMS by company size

number of employees	Introduced	not introduced	plans		
			planning	considering	no plan
1000~	46.6 %	53.4 %	15.7 %	47.2 %	37.1 %
500~999	26.7 %	73.3 %	4.6 %	48.1 %	47.1 %
300~499	19.2 %	80.8 %	5.3 %	41.0 %	52.8 %
100~299	14.4 %	85.6 %	3.6 %	40.8 %	54.7 %
50~99	10.8 %	89.2 %	5.2 %	29.8 %	63.9 %
30~49	6.1 %	93.9 %	1.8 %	27.9 %	69.3 %
10~29	6.0 %	94.0 %	0.7 %	20.9 %	77.1 %
TOTAL	7.0 %	93.0 %	1.4 %	23.7 %	73.7 %

Table 9: Percentage of companies that have introduced OSHMS by industries

number of employees	Introduced	not introduced	plans		
			planning	considering	no plan
Construction	15.6 %	84.4 %	1.8 %	28.4 %	69.2 %
Manufacturing	6.6 %	93.4 %	2.7 %	24.0 %	72.6 %
Electricity, gas, water	27.0 %	73.0 %	1.9 %	20.2 %	77.9 %
Tele-communication	2.7 %	97.3 %	1.6 %	18.7 %	77.8 %
Transportation	13.4 %	86.6 %	4.1 %	37.9 %	56.9 %
Wholesale, retail	3.2 %	96.8 %	0.3 %	22.0 %	76.6 %
Real estate	7.9 %	92.1 %	-	19.6 %	77.5 %
Research, technical service	9.4 %	90.6 %	1.0 %	24.0 %	74.3 %
Hotels, restaurants	8.0 %	92.0 %	0.8 %	19.2 %	77.2 %
Amusement, recreation	3.0 %	97.0 %	1.7 %	12.8 %	84.3 %

The reasons why companies do not introduce OSHMS are also provided in Table 10 and Table 11 below by company size and by industry respectively. In general, the main reasons given are a lack of persons with enough knowledge in OSHMS, a lack of know-how to implement OSHMS and they do not know about OSHMS.

Table 10: Reasons why companies do not introduce OSHMS by company size

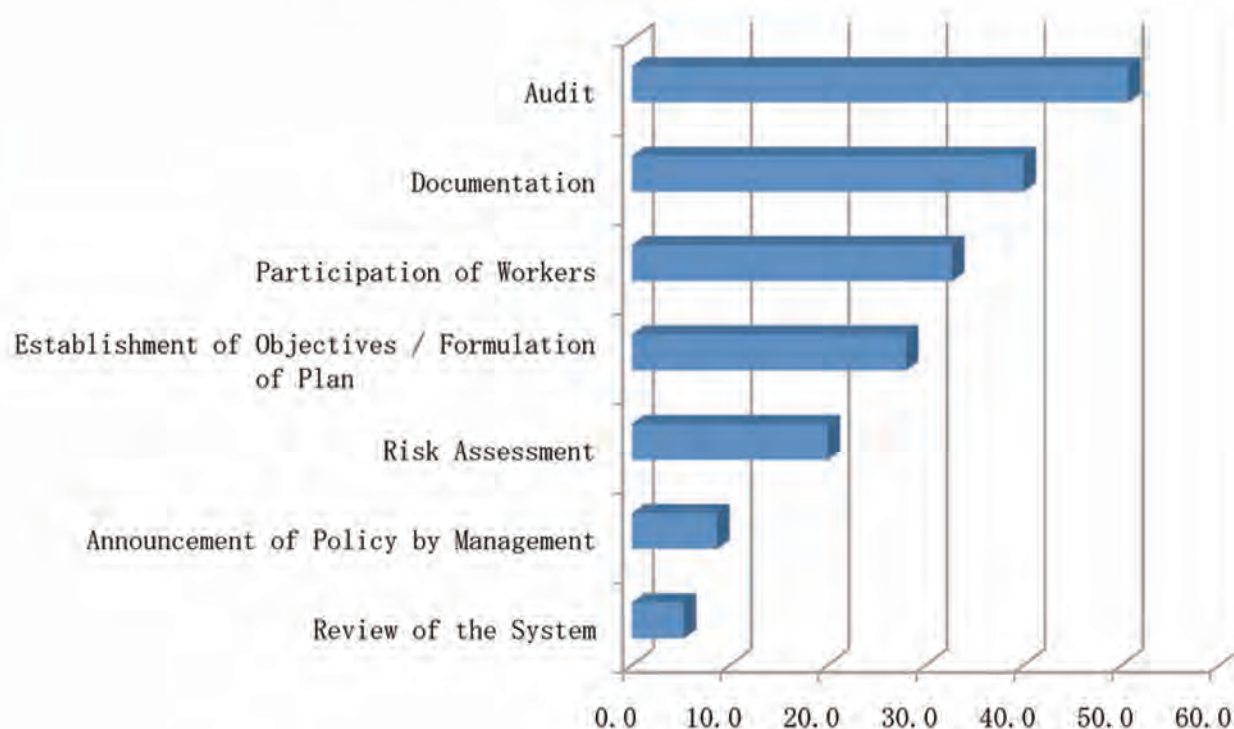
Number of employees	Lack of persons with enough knowledge	Needs too much costs	Lack of know-how	No management advantage	Effects won't be expected	Don't know OSHMS
1000~	16.8 %	8.1 %	20.1 %	3.5 %	6.7 %	23.5 %
500~999	33.8 %	15.4 %	20.4 %	6.5 %	7.1 %	14.8 %
300~499	42.1 %	12.2 %	19.7 %	7.8 %	5.1 %	30.0 %
100~299	53.2 %	15.7 %	27.5 %	6.6 %	7.8 %	32.3 %
50~99	60.2 %	15.0 %	31.7 %	7.9 %	5.4 %	33.1 %
30~49	48.5 %	14.3 %	29.8 %	7.2 %	5.2 %	42.1 %
10~ 29	50.1 %	14.9 %	25.5 %	7.5 %	6.0 %	37.9 %
TOTAL	50.6 %	14.8 %	26.6 %	7.5 %	5.9 %	37.9 %

Table 11: Reasons why companies do not introduce OSHMS by industry

Industries	Lack of persons with enough knowledge	Needs too much costs	Lack of know-how	No management advantage	Effects won't be expected	Don't know OSHMS
Construction	51.6 %	30.2 %	28.7 %	10.6 %	3.9 %	29.6 %
Manufacturing	57.2 %	21.2 %	31.0 %	9.1 %	7.0 %	36.6 %
Electricity, gas, water	26.3 %	5.7 %	12.7 %	1.4 %	3.0 %	15.9 %
Tele-communication	42.2 %	13.5 %	23.5 %	11.9 %	12.2 %	35.5 %
Transportation	51.6 %	14.2 %	23.3 %	8.1 %	3.4 %	32.4 %
Wholesale, retail	46.8 %	6.8 %	23.7 %	4.7 %	6.8 %	41.1 %
Real estate	44.1 %	16.4 %	19.4 %	17.2 %	9.0 %	31.0 %
Research, technical service	43.0 %	17.7 %	22.9 %	10.6 %	5.7 %	34.0 %
Hotels, restaurants	52.4 %	19.0 %	27.0 %	10.0 %	2.6 %	38.1 %
Amusement, recreation	50.8 %	9.0 %	33.7 %	6.8 %	9.4 %	41.8 %

The difficulties in introducing OSHMS, in order of hierarchy, are provided in Figure 8 below. The top three difficulties in introducing OSHMS are in terms of audit, documentation and participation of workers.

Figure 8: Difficulties in introducing OSHMS

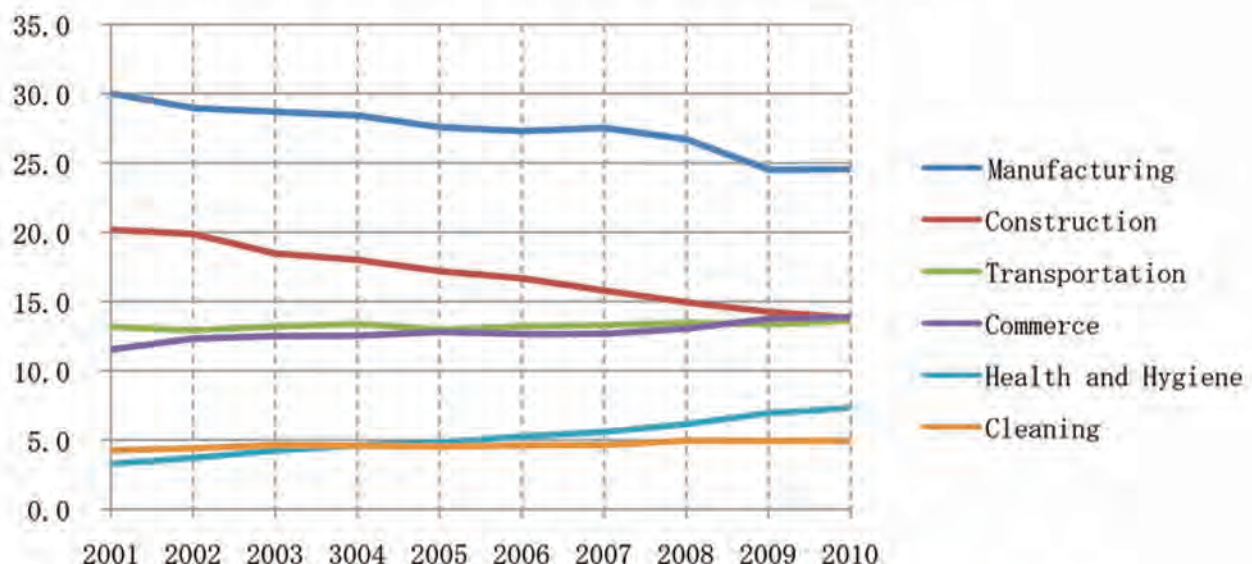


Challenges

1. State of industrial accidents:

- (i) The rate of decrease in industrial accidents has slowed down and at the same time, the ratio of tertiary industry such as commerce and health sector has been rapidly increasing. Figure 9 below gives the ratio of industrial accidents by industries. The tertiary industry has become one of the most important targets as the trend of industrial accidents depends on the tertiary industry's trend. There are difficulties in promoting OSH activities in the tertiary industry due to numerous reasons such as low awareness of OSH and diverse types of business. There may be a need to rethink if OSHMS is a suitable system for tertiary industries.
- (ii) Industrial accidents caused by elderly workers have also increased due to aging population. New measures are needed to tackle this challenge and it is not known if OSHMS can give a solution for this problem.

Figure 9: Ratio of industrial accidents by industries



- 2. Economic downturn has made employers minimize or cut the cost of OSH.
- 3. OSHMS is considered as too complicated for SMEs. There is a need to look at possibility to simplify the system.
- 4. Detailed analysis and evaluation on the effects of introducing OSHMS is needed to upgrade the system.

REPUBLIC OF KOREA

Overview

Korea has a land area of about 223,170km² (South Korea: 100,032km²) and a total population of about 50 million (est. 2011). The worker population is approximately 14,362,748. The key industries in Korea are IT, automobile and shipbuilding.

Korea Occupational Safety and Health Agency (KOSHA), set up in 1987, is the key OSH agency to provide technical support for OSH, education and training for OSH and research and development on OSH in Korea. It is also set up to provide technical cooperation and information exchange with international OSH agencies.

OSHMS Requirements

The Ministry of Labor oversees the national policies on OSH. The provision of OSHMS is stipulated in the Occupational Safety and Health Law and KOSHA is entrusted with the distribution of OSHMS. KOSHA developed guidelines and standards on OSHMS to assist industry in the implementation and management of OSHMS.

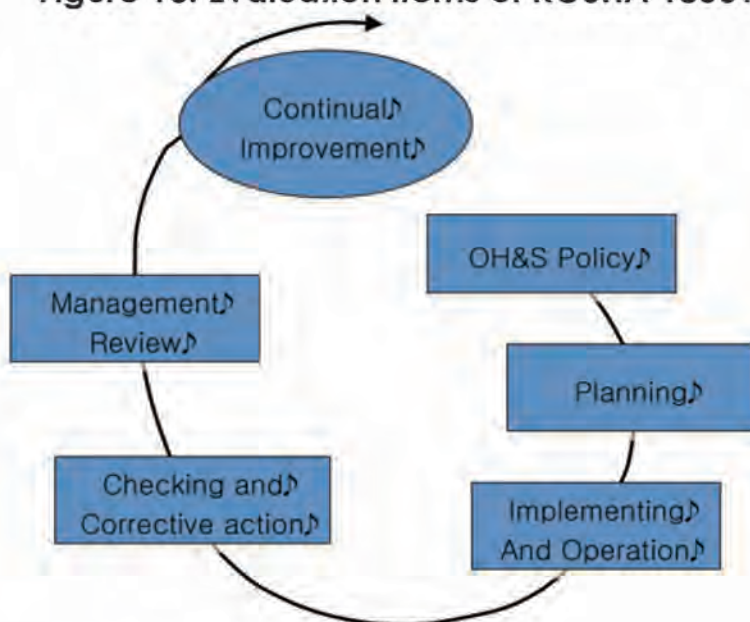
The Occupational Safety and Health Law article 4:
*"Government should assist workplaces to build
a voluntary safety and health management system"*

OSHMS Initiatives

The Korean industries require effective OSHMS in which both management and employees can work together for the prevention of industrial accident.

KOSHA 2000 was introduced in 1 July 1999 and was later changed to KOSHA 18001 in 2003. Other OSHMS initiatives in Korea include K-OHSMS 18001 which has been accredited by Korea Accreditation Board (KAB) from May 2002.

Figure 10: Evaluation items of KOSHA 18001



Implementation

KOSHA cooperated with other recognition bodies (British Standards Institution (BSI), Det Norske Veritas (DNV), Bureau Veritas Quality International (BVQI), UL Mss, LRQA, SGS, Cermet and 6 other local site bodies) to jointly evaluate and issue one certification.

The evaluation criteria look into:

1. Management system of safety and health (6 fields)
 - Analysis of workplace status
 - Set-up of policy and goal for safety and health management
 - Set-up of planning
 - Implementation
 - Checking and corrective action
 - Management review
2. Activity level of safety and health (13 fields)
 - Workplace control
 - Heavy load/carrying equipment control
 - Personal protective equipment control
 - Protective equipment for hazardous machine
 - Self-inspection
 - Securing safety of chemical facility
 - Prevention of electric shock accident, fire & explosion
 - Working environment control
 - Health management of workers
 - Safety and health management of collaborating company (sub- contractors)
 - Activity of safety manager & health manager
 - Safety and health committee
 - Accident investigation, Accident statistics and analysis
3. Interview with the management (6 fields)
 - Top manager
 - Assistant plant manager
 - Site manager
 - Site worker
 - Safety manager & health manager
 - Related personnel from a collaborating company (sub-contractors)

Certification Results

As of 2011, there are a total of 988 workplaces which have received KOSHA 18001 certification for the successful implementation of OSHMS.

Table 12: Number of certification

YEAR	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
NEW	142	46	38	45	30	36	54	34	73	176	316
TOTAL	142	188	226	271	301	337	391	425	498	674	988

Table 13: Companies by employee size

SIZE	Total	Small		Medium		Large
		50 ↓	50~100	100~300	300~1000	1000 ↑
Companies No.	880	235	226	246	105	68
%	100	26.7	25.7	28	11.9	7.7

Table 14: Companies by industry sector

Sector	Total	Manufacturing	Service	Public	Construction
Companies No.	880	571	90	144	75
%	100	64.9	10.2	16.4	8.5

Challenges

The main obstacle to implement OSHMS system is in maintaining the documentation in workplaces. This is especially so if there are many types and amount of documents in small workplaces.

Compliance Support

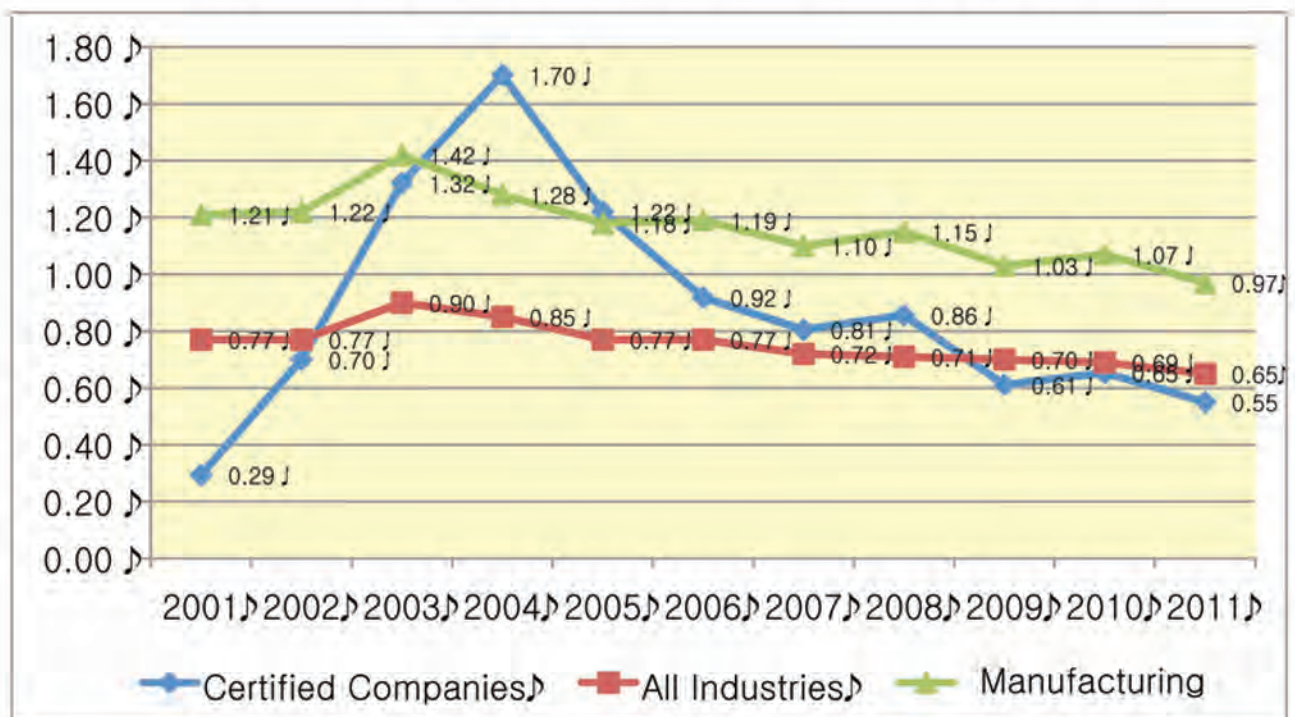
To encourage adoption of KOSHA 18001, the Korean government grants partial exemptions from regulatory supervision for certified companies and gives an advantage in the governmental awards related to safety and health. Budget is also given to support small enterprises in getting consultation to set up OSHMS.

Outcomes

There was an overall decrease in accident rates in workplaces that has successfully implemented KOSHA 18001 (76% less in the manufacturing sector and 18% less in the other sectors) as shown in Figure 11. The accident rates in workplaces that introduced KOSHA 18001 also dropped by 33% compared with period of no certification.

Survey conducted showed that more than 80% of respondents agreed that enterprise image, safety consciousness of employees, safety management effectiveness, etc, improved as compared to when there is no certification.

Figure 11: Comparison of accident rate in workplaces



Notes