



**MINISTRY OF LABOUR,
INVALIDS AND SOCIAL AFFAIRS**

NATIONAL PROGRAMME

ON OCCUPATIONAL SAFETY AND OCCUPATIONAL HEALTH IN PERIOD OF 2011- 2015

Hanoi, April 2012

ABBREVIATIONS

ADB	: Asia Development Bank
ILO	: International Labour Organization
MARD	: Ministry of Agriculture and Rural Development
MOC	: Ministry of Construction
MOET	: Ministry of Education and Training
MOF	: Ministry of Finance
MOFA	: Ministry of Foreign Affairs
MOH	: Ministry of Health
MOHA	: Ministry of Home Affairs
MOIT	: Ministry of Industry and Trade
MOLISA	: Ministry of Labour, Invalids and Social Affairs
MOND	: Ministry of National Defense
MONRE	: Ministry of Natural Resources and Environment
MOST	: Ministry of Science and Technology
MOT	: Ministry of Transport
OSH	: Occupational Safety and Health
PMU	: Project Management Unit
SMEs	: Small and Medium sized Enterprise
VCA	: Viet Nam Cooperative Alliance
VCCI	: Viet Nam Chamber of Commerce and Industry
VGCL	: Viet Nam General Confederation of Labour
VOSHA	: Viet Nam Occupational Safety and Health Association
VOHA	: Viet Nam Occupational Health Association
WB	: World Bank
WHO	: World Health Organization

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PRIME MINISTER

No. 2281/QĐ-TTg

THE SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

Hanoi 10th December, 2010

DECISION

Approving the National Programme on Occupational Safety, Occupational Health during 2011-2015

THE PRIME MINISTER

- Based on the Government Organization Law issued on 25th December, 2001;
- Based on the Labour Code issued on 23rd June, 1994; Laws on revising and supplementing some articles of the Labour Code dated 2nd April, 2002; Laws on revising and supplementing some articles of the Labour Code dated 29th June, 2006;
- In consideration of the proposal of the Minister of Labour – Invalids and Social Affairs.

DECIDES THAT:

Article 1. Approve the National Programme on occupational safety, occupational health during 2011-2015, including the following contents:

I. OBJECTIVES OF THE PROGRAMME

1. General objective:

To improve working conditions; reduce working environment pollution; to prevent occupational accidents and occupational diseases; to provide health care for workers; to raise awareness, ensure the compliance with Occupational Safety and Health (OSH) laws, and protect physical safety and life of workers, assets of the State, of the business, of the organization, contributing to the sustainable development of the country.

2. Specific targets:

- a. Reduce annually by 5% frequency rate of fatal occupational accidents in highly hazardous sectors of mining, construction, use of electricity, metal and chemical production;
- b. Increase annually by 5% medical units providing periodical medical check-ups for workers, increase by 5% number of workers who are examined to detect occupational diseases, and increase by 3% number of units having work environment monitored and supervised;

- c. Increase annually by an average of 2,000 small and medium sized-enterprises (SMEs) which apply effectively the OSH management system;
- d. Provide OSH training to an average of more than 40,000 people who are working in occupations, jobs with strict OSH requirements; to 10,000 people who are doing hard, hazardous or dangerous occupations and jobs and to 40,000 OSH officials in enterprises per year;
- e. Disseminate appropriate OSH information to more than 1,000 craft villages, 5,000 cooperatives and 30,000 SMEs by 2015;
- f. 100% of workers certified with occupational accidents and diseases are provided with health care and rehabilitation in line with laws.
- g. 100% of fatal occupational accidents are investigated and settled in compliance with laws.

II. ACTIVITIES UNDER THE PROGRAMME

1. Improved capacity building and efficiency of State management on OSH, including:

- a. Review, amend and supplement legal documents on OSH;
- b. Train, support equipment for raising capacity of verification and examination, product quality control, inspection, testing and supervision on OSH;
- c. Study to develop OSH Act;
- d. Develop mechanisms and policies to promote the socialization of OSH activities;
- e. Develop and strengthen the database on OSH;
- f. Complete and implement the management models of OSH in enterprises in hazardous industries;
- g. Continue to build and deploy the scheme on Compensation Fund for occupational accidents and diseases.

2. Consultancy, technical assistance and investment to prevent occupational accidents in enterprises in hazardous sectors including mining, minerals processing, metal production, chemical manufacturing, construction; and to improve working conditions in small and medium - sized enterprises (SMEs), in agricultural production and rural occupations.

3. Prevention of occupational diseases, provision of health care for workers at the workplace, including:

- a. Deploy prevention models for the common occupational diseases;
- b. Support equipment, upgrade and invest in building new places for medical examination, treatment and rehabilitation for workers suffering from occupational accidents and occupational diseases;

- c. Provide professional training on diagnostics, assessment, treatment and rehabilitation for workers with occupational accidents and occupational diseases;
- d. Support equipment and training skills to monitor and supervise working environment;
- e. Assist in providing enterprises with skills on occupational health to take care of workers' health at the workplace.

4. Raising awareness and responsibilities of employers, workers and the community, including:

- a. Support equipment, invest in constructing and upgrading OSH training centers;
- b. Standardize training curriculum and materials on OSH;
- c. Develop standards and qualifications required for trainers; support to extend the network of trainers, communicators on OSH;
- d. Provide OSH training and propaganda and information for employers and workers;
- e. Incorporate the OSH contents into training and education programmes in vocational training institutions, technical schools, colleges and universities;
- f. Improve the effectiveness of mass movements related to OSH.

5. Research and application of science and technology on labour protection and OSH in highly hazardous occupations and jobs including coal mining and quarrying, metallurgy, fertilizers, chemicals; construction and other industries and occupations.

6. Inspecting, monitoring, preliminary and final reviewing and reporting on the activities of the Projects, Programme.

III. SOLUTIONS FOR IMPLEMENTING THE PROGRAMME:

1. Policies, mechanism:

- a. Encourage enterprises to make their contribution and implement activities for improving work conditions, taking care of workers' health;
- b. Support selected enterprises for piloting the model and apply the advanced OSH- MS and build the safety culture;
- c. Encourage the development and socialization of OSH consultancy, verification, training and education services;
- d. Strengthen the collaboration among the responsible State management agencies with enterprises, agencies, organizations, individuals in implementing the Programme;
- e. Strengthen incorporation between the activities under the Programme with the programme on employment, on poverty reduction; with the programme on prevention against HIV/AIDS at workplaces; prevention against climate change; protection of environment and other related programmes;

- f. Promote concertededly the monitoring and evaluation system in the implementation of the Programme;
- g. Encourage individuals and mass organization to participate in the activities under the Programme.

2. Financial sources for implementing the Programme:

- a. Total estimated funds allocated from the State budget: VND 730 billions, of which VND 680 billions is provided from the central budget while the remaining fund of VND 50 billions will be covered by the provinces/cities' budget. Approval of the five proposed Projects in principle and the activities under the Programme are listed in the Annex of the Decision.

The State Budget will ensure the budget for implementing the Programme activities to be carried out by the relevant Ministries or central agencies in the scope of the annual budget allocated by the competent agency and for the target-based support to the localities.

The local budget will ensure the budget for implementing the activities under the Programme which are the responsibilities of the local authorities as stipulated by the Law on State Budget.

Annually, based on the Programme objectives and duties, implementing Ministries, central agencies and provinces/cities develop the proposed budget and submit to the Ministry of Finance. The Ministry of Finance will review, consolidate the information into the annual proposed budget and submit to the competent agencies for consideration, and approval according to the Law on State Budget;

- b. Financial contribution from enterprises, organizations and individuals participating in the programme, financial support from domestic and international organizations;
- c. Other legal financial sources.

3. Management and execution:

- a. Ministry of Labour – Invalids and Social Affairs establishes the National Steering Committee of the Programme, consisting of the representatives from Ministries of: Labour – Invalids and Social Affairs, Health, Agriculture and Rural Development, Industry and Trade, Construction, Education and Training, Defence, Information and Communication, Public Security, Planing and Investment, Finance. The objective of the National Steering Committee is to provide consultation and advice to the Minister of Labour, Invalids and Social Affairs in monitoring, steering, checking, guiding and boosting the implementation of the Programme by different Ministries, sectors and provinces;
- b. Minister of Labour – Invalids and Social Affairs establishes the secretariat unit that provides support to the National Steering Committee and guidance to the localities for establishing management units in provinces;
- c. The executing Agencies of each project establish their own Programme Management Units;

- d. Participating enterprises develop and integrate the programme, plans on labour protection, OSH in their annual work plan appropriate to their production and business types.

4. Information, communication and propadanda:

- a. Promote communication, education, training on OSH for employers, workers and the community with diversified and appropriate forms;
- b. Continue renovating and improving the effectiveness of the annual National Safety Week on OSH and prevention of fire and explosion;

5. International Cooperation:

Expand the international cooperation activities such as training, education, exchange of OSH officers and experts, support to investment in supporting equipment for centers for health care and labour rehabilitation as well as centers for checking and treatment of the occupational diseases.

IV. IMPLEMENTATION:

1. The Ministry of Labour, Invalids and Social Affairs is responsible to:

- a. Coordinate with relevant agencies to build comprehensive plan, annual plan and guide the implementation of the Programme;
- b. Provide guidance to inspect, monitor the implementation of the Programme;
- c. Implement assigned Projects;
- d. Propose and recommend to the Prime Minister to direct ministries, central agencies and localities to achieve the Programme's goals and contents;
- e. Annually or extraordinarily generate and report to the Prime Minister and the competent authorities of the Programme's implementation progress.

2. Ministry of Planning and Investment shall:

- a. Balance the budget to implement the Programme;
- b. Guide localities to integrate the National Programme on OSH into other relevant Programmes.

3. Ministry of Finance is responsible to:

- a. Allocate funding to implement the Programme in the annual budget estimates of the central agencies and localities in accordance with the law on State budget;
- b. Guide the management and usage of funds to implement the Programme; coordinate with the Ministry of Labour - Invalids and Social Affairs to check and supervise the implementation of the Programme.

4. Projects' executing ministries and central agencies will bear the following responsibilities:

- a. Propose and approve the Projects after consulting MOLISA;
- b. Annually plan, estimate cost and propose measures to implement Projects on the basis of proposals by Project implementing agencies, then submit to ministries of Planning and Investment, Finance, Labour - Invalids and Social Affairs for approval;
- c. Manage the implementation of Projects; annually or extraordinarily report on the implementation of the Projects to the Ministry of Labour - Invalids and Social to review and report to the Prime Minister.

5. Viet Nam General Confederation of Labour (VGCL), Viet Nam Chamber of Commerce and Industry (VCCI), Viet Nam Cooperatives Alliance (VCA), Viet Nam Farmers' Union, and Viet Nam Occupational Safety and Health Association (VOSHA) are required to participate and coordinate to implement the Programme.

6. People's Committees of provinces and cities shall:

- a. Based on the objectives and contents of the Programme, develop OSH Programme for the respective localities in period of 2011 - 2015;
- b. Actively coordinate with other related ministries and agencies to carry out Projects and activities of the Programme;
- c. Manage the implementation of the Programme at the location; annually or extraordinarily report on the implementation to MOLISA.

Article 2: This Decision takes effective since its date of signing for issuance.

Article 3: Ministries, Leaders of ministerial – level agencies, Leaders of the Government agencies, Chairmen of the provincial/city People's Committee under the direct management of the central level are responsible for implementing this Decision./.

**For the Prime Minister
Vice Prime Minister**

(Signed)

NGUYEN SINH HUNG

EVALUATION OF THE IMPLEMENTATION OF THE FIRST NATIONAL OSH PROGRAMME (2006 – 2010)¹

The Prime Minister issued Decision No. 233/2006/QĐ-TTg dated 18th October, 2006 approving the National Programme on Labour protection and Occupational safety and occupational health (OSH) up to 2010 (hereinafter referred to as the Programme), including 5 specific objectives and 7 main contents which are realized through 7 projects with total budget of 242 billion Vietnamese Dong from State budget.

In the last 4 years, the projects and activities of the Programme were implemented synchronously and adherently to its objectives in collaboration with other regular activities in the field of labour protection and OSH. The following achievements of the Programme are as follows:

1. The realization of objectives of the Programme

Objective 1: Reduce number of serious and fatal occupational accidents; reduce by 5% of annual occupational accident frequency rate in particularly hazardous sectors (including mining, construction and use of electricity).

According to the reported data by local Departments of Labour - Invalids and Social Affairs (DOLISAs), from 2006 to 2009, there were an annual average of 5,972 occupational accidents, of which 506 of fatal cases with 570 fatalities, increasing by 2.45% per year in comparison with that in the period of 2001 - 2005.

Statistic analysis provided by Viet Nam Social Security shows that, frequency rate of occupational accidents from 2006 to 2009 annually reduced by 7.4% and frequency rate of fatal accidents annually decreased by 7.43% in compared to 2005.

According to the statistics collected from the communal clinics and justice sections throughout the country, there were 1,666 fatalities related to occupational accidents per year from 2006 to 2008 (including local people died due to work-related accidents) in the community; frequency rate of fatal occupational accidents per 100,000 people declined by 6.12% per year against that in 2005.

Based on a sample-based survey of occupational accidents in 17 economic hazardous sectors, average frequency rate of occupational accidents over 03 years (from 2006 to 2008) was 239/100,000 workers, decreasing by 8.82% per year, frequency rate of fatal accidents averaged 7.68/100,000 workers, downing by 2.91% per year compared to that in 2005. Particularly, frequency rate of fatal accidents decreased by 8.89% in construction, by 5.54% in mining and by 6.84% in use of electricity.

The analysis results from the collected data show that: The number of serious occupational accidents was increasing; however, frequency rate of occupational accidents and fatal accidents has been decreased (more than 2.91 % per year); Thus, the objective of reduction of 5% of the annual frequency rate of occupational accidents in hazardous sectors (mining, construction, electricity) can be achieved by end of 2010.

¹ Extracted from official letter No. 58/TTR-BLDTBXH dated 17th September, 2010 to submit the Prime Minister for approval of the Second National OSH programme (2011-2015).

Objective 2: Reduce by 10% of the number of new cases with occupational diseases; ensure that more than 80% of workers in production units with high risk of occupational diseases provided with health check - up service for detecting occupational diseases.

According to the statistics, there was an annual average number of 814 workers who suffer from occupational diseases during the period 2006 – 2009; the number of new cases with occupational diseases per insured people decreased by 5.95% annually compared with that in 2005, downing by 6.97% against period from 2001 to 2005. However, it is impossible to achieve the objective of reduction by 10% of the new cases with occupational diseases by end of 2010.

During the period of 2006 -2009, 333,786 times of workers were provided with medical check-up for occupational diseases. There was an increase of 40% against period 2001 - 2005, but it only reached below 11% of the total workers at high risk of occupational diseases, hence it sounds impossible to achieve the objective of 80% by 2010. However, the detection rate/total number of examined workers decreased by 15% (from 12.19% to 4.87%) per year, it proves the fact that the prevention of occupational diseases has obtained a certain result.

Objective 3: Ensure 100% of workers who confirmed and certified with occupational accidents and occupational diseases are treated and provided with health care and rehabilitation services.

The reported data revealed that 100% of workers who were confirmed and certified with occupational accidents and occupational diseases, were treated and provided with health care and rehabilitation in accordance with laws.

However, the quality and capacity of the examination, detection of occupational diseases and the rehabilitation did not yet meet the actual needs. At present, we do not have special drugs to deal with the causes of the occupational diseases. Some diseases keep progressing despite the patients stop exposure to the sources of cause (such as silicosis, lung dust - asbestos ...), or some stop progressing after the patients disconnect with the causes (such as occupational deaf, osteoarthritis in vibration- related occupational diseases...) but there is no possibility for them to recover.

In 2008 - 2009, Ministry of Labour - Invalids and Social Affairs (MOLISA) in collaboration with the Ministry of Health, Viet Nam Occupational Health Association reviewed and evaluated the network of rehabilitation facilities nationwide. Results showed that 63 rehabilitation facilities were established in the form of hospitals, centers or departments in the hospital, but no facility was specializing in the rehabilitation for people with occupational accidents and occupational diseases. There were 4 doctors, 21 technicians specialising in rehabilitation per province on average. Except some central hospitals, many local facilities had old and backward equipment which affects the caring service for workers with occupational accidents and occupational diseases.

Objective 4: Over 80% of workers in sectors with strict requirements on OSH and OSH officers are trained in OSH.

During the period of 2006 – 2009, more than 29,000 workers with strict OSH requirements were provided with training by the Programme. According to the sample - based survey in 2009 and the reports from local provinces from 2006 to 2009, it is estimated that over 73% of workers who work in occupations or jobs with strict requirements for OSH in enterprises, production units are trained on OSH by 2010 (reaching 92% of the planned objective).

OSH training conducted for over 9,000 State management officers in ministries, branches and localities each year (from province level to districts, communes/wards), accounts for over 95% of current number of OSH officers, exceeding the planned objective.

More than 26,000 OSH officers and employers who directly manage OSH activities, mainly in non-state small and medium-sized enterprises (SMEs), production units. It is estimated by the end of 2010, over 76% of OSH officers are trained (reaching 95% of the planned objective).

Objective 5. Ensure 100% of serious and fatal occupational accidents are investigated and handled.

According to the local reports, the objective can be achieved. 100% of reported or detected accidents had been investigated and handled. In addition to this, a number of traffic accidents and fatal accidents were investigated by the police. However, according to the survey result, this objective had only achieved to 92%. This objective will be fully achieved when the reporting system of occupational accidents is improved through the establishment of Compensation Fund for occupational accidents and occupational diseases.

2. Allocation of the Programme budget

179 billion VND was allocated from the public administrative source of the central budget (accounting for 73.9% of the total estimated budget) to the Programme from 2007 to 2010. This has shown the State's efforts in OSH activities despite of financial crisis and inflation.

Although the budget was not fully allocated as planned, thanks to great efforts of the project implementing agencies, contribution made by international organizations was calculated over 100 billion VND, reaching 100% of expected budget (particularly BSPS program - the component for improving work conditions of 70 billion VND funded by Denmark Government).

Contributions from enterprises (calculation from the expenses for travel costs, accommodation...etc., paid by employers for workers to attend OSH training; allowance for organizing OSH contests and costs for improvement of work conditions...etc., excluding costs of investment in equipment and technology) was estimated at over 210 billion VND (68% more than expectation).

Denmark Embassy has hired international experts to evaluate financial risks of the Programme and the conclusion is made at *medium risk level*.

3. Products and deliverables from the Programme

The system of legal documents to direct, guide and enforce the regimes and policies on labour protection and OSH for workers have been reviewed, supplemented and amended for the new situation. In last 4 years, the State management agencies have been conducting a review and update of hundreds of legal documents on OSH. As a result, 80 legal documents on OSH were amended and supplemented and 15 legal documents were revoked.

Organizational and personnel apparatus working on labour protection were gradually approved in the state management agencies. MOLISA in collaboration with the Ministry of Home Affairs (MOHA) developed and issued Joint Circular No. 10/2008/TTLT- BLĐ TBXH-BNV on July 10, 2008 stipulating the establishment of state management units on OSH at the provincial level (located at the Department of Labour, Invalids and Social Affairs). Ministry of Construction (MOC) set up a labour protection division and Ministry of Health established a Health Environment Management Agency.

The Programme has supported and provided specialized equipment for inspection, testing, monitoring to labour inspectors in 63 provinces/cities, and medical and examination equipment of occupational diseases to 4 central hospitals and 10 provinces.

The primary database on OSH had been increasingly strengthened and improved. In the period of 2006 - 2009, MOLISA in collaboration with relevant agencies had collected information to develop the National Profile on OSH that acts as a basis for policy and strategy making process on OSH in the up-coming years.

OSH information and communication have been improved and diversified, especially through the mass media system. Every week, Viet Nam Television and Voice of Viet Nam have counseling programs and dissemination of OSH knowledge. Thousands of articles about OSH were published in newspapers and journals. OSH information were uploaded in the website of MOLISA, Vietnam General Confederation of Labor (VGCL), Vietnam Chamber of Commerce and Industry (VCCI) to meet the increasing demand of readers.

Hundreds of media publications (e.g. brochures, posters, books, magazines ...) on OSH had been made. Tens of thousands of leaflets, posters, books, discs were distributed free to employers and workers. Each year, from central to local level, tens of contests were organized (drawing of posters; farmers with OSH; plan for improvement of work conditions ...), tens of workshops, seminars on OSH with participation of thousands of workers were held. Annual Safety Weeks are organized, improved and received more attention and active response of employers and workers in the country.

Training activities in the Programme have been conducted nationwide with focus on such areas as coal mining, construction, electricity, chemicals ... etc., and in agricultural production. In period of 2006 - 2009, there were an average amount of 7,000 state management OSH officers, 26,000 employers and OSH officers together with 29,000 workers working in occupations and jobs with strict OSH requirements and thousands of farmers provided with OSH training by the Programme. The Programme (including domestic and international funds) support the compilation, editing of more than 100 documents on OSH in construction, coal mining and use of farming machinery, chemicals, electricity,.... ect.,

Research on scientific and technical applications has been emphasized and promoted in ministries, branches and large enterprises, such as: Research and application of protective equipment for respiratory system, hand protection against TNT; plans for improving work conditions; reduction of TNT infiltration, technology application in water treatment system, resting room and ventilation system; building of labs for assessment of risks on occupational accidents and occupational diseases caused by toxic chemicals; building and completion of equipment system to test and evaluate the quality of some personal protective equipment; ...

International cooperation on OSH has been increasingly strengthened and expanded with Japan, Korea, Denmark, Federal Republic of Germany and other international organizations such as ILO, WHO, WB, ADB ... Each year the Programme has attracted nearly 30 billion VND from international capital to support OSH activities (including overseas study tours and other technical assistance) with the aim of reducing occupational accidents and occupational diseases and assisting enterprises in international economic integration. Viet Nam has been selected to be a coordinating country for National profile and National OSH Programme in the region by ASEAN countries.

4. Socio - economic impacts

a. Impact on awareness-raising:

Awareness raising of labour protection has been much improved among provinces/cities. By 22 July 2007, only 6 locations prepared their plan to implement the Programme's activities in 2008. However, one year later, 49 provinces submitted their plan for 2009 on 22 July 2008; 100% of provinces had their plans for 2010 approved by People's Committees and integrated the plan into the provinces' overall socio-economic development plan. Many provinces actively allocated local funds to the Programme and adjusted local plans in accordance with the Programme's implementation guidance.

Employers and workers had a positive response to the mass movements on labour protection, participated in the contest to learn more about OSH, created many initiatives for improving work conditions and joined posters drawing contests...etc. As a result, over the last four years (2006-2009), the number of work environment monitoring units had increased from 1,200 to 12,066. Total number of working environmental samples tested in period 2006-2009 was 330,000 samples/year (increasing by 57% compared to that in 2001-2005). Of which, the number of non-qualified samples accounted for 14.25% (lowered by 26% over period of 2001-2005), the vibration reduced by 80.27%, dust downed by 50.08%, noise downed by 28.04%, toxic gas reduced by 29.44%, microclimate lowered by 18.16%, light declined by 28.62%. This demonstrated that working conditions in production units had been significantly improved.

Many enterprises were aware of the importance of OSH towards productivity and product quality, they paid special attention to development of OSH management system, building of the safety culture at the workplace in order to meet international standards on working conditions. In addition to this, OSH in the agricultural sector and rural areas have been placed with greater attention, resulting in positive impact to raise awareness of millions of farmers in agriculture. Thousands of initiatives for improving work conditions have been made by farmers after attending OSH training course for agricultural productions.

b. Impact on workers' health:

In the period of 2006 - 2009, more than 1,000 units reported their health management of over 1 million workers per year. According to the reports, the rate of sick leave decreased from 24% during 2001-2005 to 19.64% in this period; and the rate of workers whose health are classified as 1 level was doubled (from 18.46% to 38.01%).

c. Economic benefits

Due to the reduced frequency rate of occupational accidents and occupational diseases, the expenditure for insured people with occupational accidents and diseases in period of 2006 to 2009 was on decrease with 2,000 VND/person lower than the period of 2001 – 2005, i.e. equivalent to more than 15 billion VND per year. As far as the expenditures by employers and workers were included, such reduced frequency rate of occupational accidents and occupational diseases had saved over 60 billion VND per year in the period 2006 to 2009 from perspective of social insurance. If it is calculated by the entire labour force, it is estimated to save more than 160 billion VND per year.

d. Impact on social security

The improved working conditions and environment have contributed to the reduction of general environment pollution, and particularly in the emissions of toxic dust and gas causing illness in the community.

With a safe and healthy working environment, workers reduced psychological stress, the fear of occupational diseases, accidents, thereby the productivity and quality of products were increased, as a result, workers' income and welfare were improved. Reduced occupational accidents and occupational diseases also attribute to save the energy of social labour, reduce poverty, unemployment and lessen the burden to society.

e. The position of Viet Nam in the international relations in OSH improved

Many enterprises in the area of production or processing of export goods (such as seafood, textiles ...) had been paid special attention to improving work conditions to meet the international standards on corporate social responsibility (CSR). They had enhanced the prestige and competitiveness on international markets.

Viet Nam's OSH performance has been highly appreciated by international organizations. Viet Nam was selected to be the coordinating country for National Profile and National Program in the region ASEAN.

g. The sustainability of the Programme

The products and deliverables produced in the Programme applied in the actual business and production will also bring positive and long-term effects to the socio-economic development. The training materials and publications, especially the curriculum and training documents delivered in schools (including the subject and grade) will be used for many times in subsequent years. The specialized equipment provided to and installed in labour agencies, health facilities from central to local levels will also be used for tens of years before being broken or obsolete.

However, it is difficult to ensure the Programme's objectives to be sustained, if the 2nd Programme is not approved and further implemented in next period of 2011 - 2015. The main reason is that the Programme has only affected to the awareness and not yet changed the consciousness, behaviour nor formed up the habits of OSH. In the period of 2006 - 2010, the Programme focused only on employers and the employees which are under the control of the Labour Code while the work of OSH should have much wider coverage. Although many activities were implemented in the community for all workers in general (through the communication program on mass media and mass movements in OSH), these and other related activities in the Programme just aimed to raise awareness of OSH. Only when the compliance with the OSH principles, provision of health care for workers, improvement of working conditions become routine action and safety culture in enterprises, can the sustainability of the Program be guaranteed.

In addition to this, the workforce is not stable in quantity and quality. More than one new million of workers is added per year, of which a large number shifts from agriculture to industry without working skills, industrial working attitudes and OSH training. At the same time, the growing number of SMEs mainly concerns the immediate economic benefits and lacks of investment in improving work conditions. These issues are major challenges for the State management agencies on OSH, especially when related staff are not strong and sufficient enough to meet practical requirements.

5. Difficulties and challenges in the implementation of the Programme

a. Difficulties and challenges:

The planning and implementation of the Programme by many ministries, central agencies and locations were prepared at a bit slow pace. The coordination between the departments, the local branches was not so smooth, the solutions were not in close alignment with the set objectives.

The integration of the Programme into other activities from different programs could bring about the effectiveness, however, the initial planning of the integration was not designed well with lack of details, so it would depend much on the implementation of each project and each activity, as a consequence, it did not result in the uniformity and consistency nor wide application as a whole.

Reporting on the implementation of the Programme in particular and OSH in general was quite slow, sometime the information was not adequate. This affects the analysis and evaluation of Programme's outcomes.

Some objectives were set too ambitious in comparison with capacity of implementing agencies and actual conditions (for example, objective to increase the number of workers provided health check-up with occupational diseases and reduce the new incidence of occupational diseases), these objectives therefore will not be achieved.

b. Reasons

This is the first time the National Programme on labour Protection and occupational safety and occupational health has been approved by the Government, therefore Ministries, branches and localities show the lack of experiences in developing and implementing the Programme.

The workload of the Programme is very huge and diversified in many areas. Officials work for the Programme and projects as part-time jobs; they lack time, expertise and initiatives in planning, organizing, monitoring and evaluating assigned tasks.

The Programme scope and subjects are quite extensive, involving many provinces, ministries, enterprises, agencies, organizations and people, so the collection and synthesis of data and implementation are very complicated and time-consuming. Furthermore, the State budget for the Programme was not fully granted as planned, so it affected the Programme's progress. Funding for 4 years from 2007 to 2010 made up only 73.9% of the total proposed budget for the Programme. Besides, inflation, economic fluctuations also had influence on a number of Programme's activities. Because of the insufficient budget, a number of activities in the Programme could not be fully conducted as planned, such as limitation in providing training for workers in SMEs who work in occupations and jobs with strict requirements on OSH, in counseling to promote medical treatment and examination for occupational diseases and in piloting the developed training curriculum but could not expand to other provinces...etc.,

6. Lessons Learnt

a. Management and execution

OSH requires the inter-ministerial and inter-agency collaboration and it is also the socialized work with a wide range of participation in the country. Decree No. 06/CP on 20 January 1995 of the Government specifies the functions of State management on OSH for MOLISA, MOH, Ministry of Science and Technology (MOST), Ministry of Natural Resources and Environment (MONRE), Ministry of Education and Training (MOET), and other specialized ministries and People's Committees of provinces and cities directly under the Central Government. To implement the assigned tasks, ministries, branches prepared their own plans and cost estimates, then submit to Ministry of Finance (MOF) for approval. As a consequence, the implementation of various activities was not fully systematic, many activities were overlapped or unfocused (such as training, communication ...) in the provinces.

The development and implementation of OSH were only consistent across the country when the Programme was approved by the Prime Minister and the Programme had the same mechanism of budget allocation with the National target program. Activities and proposed budgets prepared by the executing ministries and agencies were reviewed by the National Programme Steering Committee, Management Board before sending to Ministry of Finance and submitting to the Government and the National Assembly for approval and allocation. Therefore, the activities have been focused and systematized, especially in terms of scientific researchs, development of training materials and information and communication in both methods and dissemination of contents. The revised budget allocation is one of the key elements to mobilize maximum resources, create synergy and make significant contribution to achieve the objectives and avoid waste of resources.

In the recent years, the Programme has called for the active participation of ministries, organizations, locations and numerous local officials and employees involving in the implementation of the Programme. The National Steering Committee and Management Board were also established. However, the execution of the National Programme has been undertaken mainly by MOLISA over last few years, while officials appointed to the

Management Board spent little time for the overall Programme, only paid their time on the assigned projects, so their expertise were not fully utilized. In regard to assigned projects managed by the executing ministries and branches, due to the administrative procedures, no full time officers were appointed and no project management board were established. Therefore, the results of the projects depend very much on the organizational structure, qualifications and responsibilities of assigned officials.

b. Mobilization of resources

Although the allocated budget was as much as 73.9% of total approved budget by Prime Minister, thanks to the great efforts of the project implementing agencies, the financial contribution made from international organizations had reached 100 % as planned, even the financial contributions from enterprises exceeded 68% as expected. This funding has contributed actively in the implementation of the Programme objectives.

A combination of evaluation methods were used to evaluate the efficiency and effectiveness of the Programme. Embassy of Denmark hired international experts to assess the financial risks of the Programme (with the conclusion of medium level) and supported to build the monitoring and evaluation framework. Based on the collected information, the Danish Government have sent an appraisal team for the Programme and committed to continue funding for the 2nd OSH Programme (2011-2015) if it is approved by the Government of Viet Nam.

c. Role of information and communication

The Programme is the first National OSH Programme in Viet Nam. It has been implemented with the principle in which the whole country must realize the objectives and activities while specific projects with mostly-focused contents are assigned to certain ministries, branches and provinces for implementation. Therefore, the Programme activities will be effective as long as the regular activities on OSH of the ministries, branches and locations are harmonized.

To achieve the above objective, MOLISA has promoted the information and communication of OSH at all levels, branches, provinces, enterprises, employers and workers to make them more aware of the importance of OSH and of their responsibilities for the Programme implementation. This has created synergy during the implementation of the Programme. However, some assigned ministries, branches, organizations, provinces and units did not completely understand the significance of and recognize their responsibilities for the Programme. In the first year of implementation, most of the branches and provinces/cities did not make their own OSH plan yet in accordance with the guidance of National Programme.

Moreover, OSH training had also been strengthened and enhanced, contributing significantly to changing the perceptions of levels, branches, employers and workers about OSH. While the activities in inspection, testing and monitoring of OSH together with newly-supplemented and amended legal documents had not yet brought into full play because they need more time to be more effectively enforced, the change in perceptions of employers and workers about the importance of health care for workers and the improvement of working conditions is the main factor to the success of various objectives of the Programme.

BACKGROUND FOR PROPOSAL OF THE NATIONAL OSH PROGRAMME IN PERIOD OF 2011 - 2015

1. Background:

a. Legal basis

The draft Socio- Economic Development Strategy (SEDS) for period 2011 - 2020 states that “to ensure the harmonious industrial relations; to improve working environment and conditions”; “to develop strongly and diversely insurance systems including social insurance, unemployment insurance, insurance for occupational accidents and occupational diseases...”.

The draft political report submitted to the XI Party Congress clearly proposes that “to pay special attention to labour protection, improvement of working conditions and prevention of occupational accidents”; and “to study, supplement and improve policies on labour protection, social insurance, maternity leave and other benefits for female workers.”

Article 56, Ordinance in 1992 regulates that: The State issues policies and mechanism on labour protection; Article 95 of the Labour Code of the Socialist Republic of Viet Nam stipulates that the Government develops National Programme on labour protection, occupational safety and occupational health and integrates the Programme into the Social – Economic development Plan and State budget. To be more specified, Article 17 of Decree No. 06/VP dated 20 January, 1995 (amended and supplemented in 2002) of the Government states that Ministry of Labour, Invalids and Social Affairs (MOLISA) and Ministry of Health (MOH) in coordination with relevant ministries and agencies develop a National Program on labour protection, occupational safety and occupational health to submit to the Government for approval and integration into the national Social – Economic Development Plan.

b. Current situation of labour protection in Viet Nam

Under the support of the Programme in the period 2006 - 2010, Viet Nam has made positive progress and significant achievements in improving work conditions and ensuring safety, life and health for workers, developing the production, creating favourable conditions for international cooperation and integration. However, we have been facing with a lot of difficulties and shortcomings in OSH which must be addressed, particularly in the enforcement of regulations on prevention of occupational accidents and occupational diseases. The frequency rate of occupational accidents, the new incidence of occupational diseases have been reduced but not settled down. The number of serious and fatal occupational accidents, number of new cases with occupational diseases and environment pollution keeps growing and seems to be difficult to control, especially in agricultural production, craft villages, cooperative, private households, non-state owned SMEs. This causes the great loss to the economy. The expenses paid by insurance agencies for workers with occupational accidents and occupational diseases is more than 150 billion VND per year.

c. International commitments

Viet Nam has ratified the ILO Convention No. 155 on OSH and working environment (1981). The Convention stipulates that the ratified countries are responsible for developing

and implementing policies and national programmes on OSH, ensuring the improved working conditions with an aim to prevent accidents and injuries at workplaces.

The ILO passed the Convention No. 187 on Promotional Framework on Safety and Health on 31st May, 2006. The Convention recommended that member countries should develop national policies and programmes on OSH. In the Action Plan of 2010 – 2016 adopted by ILO at the 307th session, there are many contents to support and promote the implementation of National Program on OSH and the compliance with Convention No. 155 and Convention No. 187.

In the Action Plan of 2010 - 2015 adopted at the ASEAN Labour Minister's Conference dated May 24th 2010, there was a commitment for further cooperation on the National OSH programme.

2. Risks, challenges and urgent issues to be addressed

a. Risks and challenges

In the period of 2011 - 2015, occupational accidents and occupational diseases tend to increase sharply over the period 2006 – 2010 for the following reasons:

- The rapid growth of small and medium enterprises (SMEs) with backward technology and equipment and little attention paid to OSH;
- The import and application of new machines, equipment, technology and materials will bring more unforeseen risks of OSH because structure and the form of machines may not fit with height and health of Vietnamese workers as well as their capability of mastering the new technology;
- The strong growth of mining industry, construction and engineering is placing an increase of risks of safety, health and working environment pollution;
- The labour force is increasing with more than 1 new million per year; along with a large shift from agricultural area to industrial field without qualifications and professional skills contribute to increasing the risk of occupational accidents and occupational diseases.
- During the equalization and privatization process, enterprises have to face with management issues. This is one of the reasons making the labour protection more challenging and difficult, especially in the management, enforcement of laws and legal policies.
- The number of workers in agriculture, forestry and fishery accounts for 52.62% of total labour force in the country. During the process of industrialization in agricultural production and rural areas, farmers have been facing with lots of occupational accidents and poisoning of plant protection chemicals due to use of agriculture machines, equipment, chemical fertilizers, plant protection chemicals... etc., while there is no officials in charge of labour protection at commune level.

Besides, the international economic integration requires the Corporate Social responsibility (CSR) performance in related to OSH. This is the big challenge for enterprises working in export activities. In addition, the financial crisis and global economic downturn have certain impacts to the economic development in Viet Nam.

Based on the survey conducted in 2009 and the forecast in period from 2010 to 2015, there are around 170,000 people who suffer from occupational accidents, of which 1,700 fatalities and number of new cases with occupational diseases will be increasing by more than 1,000 annually, causing the loss of over 2,000 billion VND per year.

b. Urgent issues to be addressed in the OSH Programme period 2011 - 2015

From the current situation and the forecast of occupational accidents and occupational diseases in the coming years, the following urgent issues should be addressed during the period 2011 – 2015:

- To prevent the increase in occupational accidents, especially serious and fatal accidents in construction, mining, metal production, coal mining, chemical production, electricity use, use of machines, equipment and substances with strict requirements on OSH.
- To monitor the pollution of working environment, gradually improve working conditions, build the safety culture and raise the CSR performance, particularly enterprises operating in the export sector.
- To raise awareness of employers and workers, particularly in craft villages, agricultural areas, in SMEs about OSH in associated with environmental protection, public health, employment and sustainable development.

Based on above results and lessons learned in the implementation of the Programme period 2006 - 2010, the development and implementation of the 2nd OSH Programme period 2011 - 2015 is essential to sustain and promote further outcomes gained by the first Programme, contributing positively to environment protection and sustainable development of the country.

**NATIONAL PROGRAMME ON
OCCUPATIONAL SAFETY AND OCCUPATIONAL
HEALTH (OSH) IN PERIOD OF 2011- 2015**

FINAL DRAFT

I. OBJECTIVES²:

1. General objective:

To improve working conditions, reduce the pollution of working environment; to prevent occupational accidents and occupational diseases; to provide health care for workers; to raise awareness, ensure the compliance with OSH laws, and protect physical safety and life of workers, assets of the State, of the business, of the organization, contributing to the sustainable development of the country.

2. Specific targets:

- a. Reduce annually by 5% fatal accident frequency rate in hazardous sectors of mining, construction, use of electricity use, metal and chemical production;
- b. Increase annually by 5% medical units providing periodical medical check-ups for workers, increase by 5% number of workers who are examined to detect occupational diseases, and increase by 3% number of units having work environment monitored and supervised;
- c. Increase by an average of 2,000 small and medium enterprises which apply effectively the OSH management system per year;
- d. Provide annually OSH training to an average of more than 40,000 people who are working in occupations, jobs with strict OSH requirements; to 10,000 people who are doing hard, hazardous or dangerous occupations and jobs and to 40,000 OSH officials in enterprises;
- e. Disseminate appropriate OSH information to over 1,000 craft villages, 5,000 cooperatives, 30,000 SMEs by 2015;
- f. 100% of workers certified with occupational accidents and diseases are provided with health care and rehabilitation in line with laws;
- g. 100% of fatal occupational accidents are investigated and handled in compliance with laws.

II. DURATION – IMPLEMENTATION SCOPE OF THE PROGRAMME

1. Duration: 5 years from 2011 to 2015
2. The Programme will be implemented all over the country.

III. ACTIVITIES OF THE PROGRAMME

1. Improved capacity building and efficiency of state management on OSH, including:

- a. Review, amend and supplement legal documents on OSH;

² See Annex 1

- b. Train, support equipment for raising capacity of verification and examination, product quality control, inspection, testing and supervision on OSH;
- c. Study to develop OSH Act;
- d. Develop mechanisms and policies to promote the socialization of OSH activities;
- e. Develop and strengthen the database on OSH;
- f. Complete and implement the management models of OSH in enterprises in hazardous industries;
- g. Continue to build and deploy the scheme on Compensation Fund for occupational accidents and occupational diseases.

2. Consultancy, technical assistance and investment to prevent occupational accidents in enterprises in hazardous sectors including mining, minerals processing, metal production, chemical manufacturing, construction; and to improve working conditions in SMEs, in agricultural production and rural occupations.

3. Prevention of occupational diseases, provision of health care for workers at the workplace, including:

- a. Deploy prevention models for the common occupational diseases;
- b. Support equipment, upgrade and invest in building new places for medical examination, treatment and rehabilitation for workers suffering from occupational accidents and occupational diseases;
- c. Provide professional training on diagnostics, assessment, treatment and rehabilitation for workers with occupational accidents and occupational diseases;
- d. Support equipment and training skills to monitor and supervise working environment;
- e. Assist in providing enterprises with skills on occupational health to take care of workers' health at the workplace.

4. Raising awareness and responsibilities of employers, workers and the community, including:

- a. Support equipment, invest in constructing and upgrading OSH training centers;
- b. Standardize training curriculum and materials on OSH;
- c. Develop standards and qualifications required for trainers; support to extend the network of trainers, communicators on OSH;
- d. Provide OSH training and propaganda and information for employers and workers;
- e. Incorporate the OSH contents into training and education Programmes in vocational training institutions, technical schools, colleges and universities;
- f. Improve the effectiveness of mass movements related to OSH.

5. Research and application of science and technology on labour protection and OSH in highly hazardous occupations and jobs including coal mining

and quarrying, metallurgy, fertilizers, chemicals, construction and other industries and occupations.

6. Inspecting, monitoring, preliminary and final reviewing and reporting on the activities of the Projects, Programme.

IV. PROJECTS OF THE PROGRAMME

Project 1. Improved capacity and efficiency of State management on OSH

- a. Executing agency:** Ministry of Labour, Invalids and Social Affairs (MOLISA).
- b. Implementing agencies:** MOLISA, Ministry of Industry and Trade (MOIT), Ministry of Construction (MOC), Ministry of Agriculture and Rural Development (MARD), Ministry of National Defense (MOND) and cities/provincial People's Committees.
- c. Coordinating agencies:** Ministry of Home Affairs (MOHA), Ministry of Transport (MOT), Ministry of Natural Resources and Environment (MONRE), Ministry of Public Security, Ministry of Foreign Affairs (MOFA), Viet Nam General Confederation of Labour (VGCL), Viet Nam Chamber of Commerce and Industry (VCCI), Viet Nam Cooperative Alliance (VCA), Ministry of Information and Communication, Viet Nam Social Security (VSS), Viet Nam Occupational Safety and Health Association (VOSHA), Viet Nam Occupational Health Association (VOHA), and other related agencies.
- d. Specific objectives by 2015:**
 - Decrease annually by 6% frequency rate of serious accidents, by 5% frequency rate of fatal accidents in hazardous sectors of mining, construction, use of electricity, metal and chemical production.
 - Strengthen the system of OSH inspection and supervision; ensure that 100% of officials in charge of state management in OSH are provided with knowledge and essential working facilities;
 - Improve the reporting system on occupational accidents; ensure that the number of enterprises making report of occupational accidents increases by 30% per year; 100% of the fatal occupational accidents will be declared, investigated and handled;
 - More 2,000 SMEs apply effectively OSH management systems every year;
 - 100% of the workers who have been confirmed and certified with occupational accidents and diseases are received benefits, compensation, care, treatment and rehabilitation.
- e. Main activities:**
 - Continue to develop and improve the OSH regulations, focus on the completion of the regimes and policies for workers who do hard, hazardous and dangerous jobs, system of standards, technical regulations in hazardous industries; study to develop OSH Act; ...
 - Organize training, provide equipment exclusively used for officials who are in charge of state management in OSH in the ministries, departments and centers of technical verification and examination and product quality control on OSH;

- Consolidate databases on OSH: Conduct surveys on occupational accidents and diseases; update National Profile on OSH; develop software system of state management on OSH;
- Continue developing and implementing and expanding OSH management models in enterprises, focusing on SMEs in highly hazardous industries;
- Develop policies which socialize OSH activities; develop and put into operation the Compensation Fund for occupational accidents and diseases;
- Develop and implement international cooperation Programmes on building capacity of state management on OSH.

Project 2. Prevention of occupational diseases and taking care of workers' health

a. Executing agency: Ministry of Health

b. Implementing agencies: Ministry of Health, MOLISA, MOIT, MARD, MOC, Ministry of National Defense and cities/provincial People's Committees.

c. Coordinating agencies: Ministry of Science and Technology, MONRE, MOT, VGCL, VCCI, VCA, VOHA, VOSHA and other related agencies.

d. Specific objectives by 2015:

- Increase by 15% number of medical clinics which are fully capable of monitoring and supervising work environment and detecting occupational diseases for workers by 2015;
- Increase annually by 3% number of units/establishments to be monitored and supervised by 2015;
- Increase annually by 5% number of units/establishments which provide periodically medical check-ups for workers, by 5% number of workers who are examined to detect occupational diseases³;
- Add 5 occupational diseases into the list of diseases to be entitled to insurance by 2015; study, amend and supplement regulations on regimes and policies on occupational health and occupational diseases.
- 100% of units/establishments with TNT – related techniques and products are evaluated, documented with statistics and analyzed with working environment;
- 100% of officials, soldiers, workers who are working for national defense and in related fields to TNT at technical units/establishments are provided with OSH training, examination and treatment for occupational diseases.
- Control⁴ initially occupational diseases in production units, particularly in agricultural sector, preserving and processing of seafood materials with high risk of occupational diseases.

³ The indicator is based on the number of workers who join in social insurance and have signed labour contract at the managed production units.

⁴ 'Control' includes collecting statistics, reporting, investigating and proposing common preventive solutions.

e. Main activities:

- The overall activities to prevent occupational diseases and provide health care for workers:
 - + Collaborate with Project 1 to complete legal provisions on health care and prevention of occupational diseases (guidance on health care practice, examination of occupational diseases; study to supplement insured occupational diseases ...);
 - + Corporate with Project 3 to strengthen the information and communication activities on risks and measures to prevent occupational hazards, provide health care for workers at the workplace;
 - + Apply models of preventing common occupational diseases;
 - + Provide training on diagnostics, assessment, treatment and rehabilitation for workers with occupational accidents and diseases;
 - + Supports devices and provide training on skills on monitoring and supervising work environment;
 - + Support professional skills on occupational health for enterprises and units to take care of workers' health at the workplace.
- Upgrade rehabilitation facilities managed by sector of labour, invalids and social affairs for workers with occupational accidents.
- Activities to improve working conditions, minimize occupational diseases, especially infections of TNT in sector of national defense.
- Other preventive activities related to the particular occupations in agricultural production.

Project 3. Propaganda, education, training, consultancy and support for the application of OSH technical measures.

a. Executing agency: MOLISA

b. Implementing agencies: MOLISA, MOH, Ministry of Education and Training (MOET), Ministry of Information and Communication, MOIT, MOC, MARD, Ministry of Public Security, VGCL, VCCI, VCA, Viet Nam Farmer's Union and City/Provincial People's Committees.

c. Coordinating agencies: VOSHA, VOHA, Viet Nam Vocational Training Association, and other related agencies.

d. Specific objectives by 2015:

- Provide OSH training for over 40,000 people working in occupations and jobs with strict OSH requirements; 10,000 people working in hard, hazardous, dangerous jobs; 40,000 OSH officials working in enterprises and units per year;
- Disseminate appropriate information on OSH to over 10,000 households, cooperative groups, 1,000 craft villages, 5,000 cooperatives, 30,000 SMEs, 2 million farmer members;
- More 200 enterprises apply criteria to build OSH culture every year;

- Over 70% of occupational accidents due to technical reasons are addressed to ensure not to occur again in the fields of mining, electricity and construction;
- Promote the participation of trade unions at all levels, especially at local level, in the OSH management system in production and business units, gradually build up the safety culture in enterprises; provide training for 70% of union officials who are in charge of labour protection from local or higher level;
- Ensure that 100% of OSH members have access to information about methods and operational skills; develop the network of OSH members to reach 180,000 people; support training for 5% of total OSH members;
- Make sure the quality of and complete the OSH training curriculum to be delivered in universities, colleges and technical schools by 80%;
- Improve teaching materials on OSH to be suitable with learners: 100% for schools and institutions training scientific and technical staff, 80% for specialized schools which have little relation to labour protection, OSH, 40% for schools which deliver labour protection and OSH in different degrees and different forms;
- 50% of trainers of labour protection, OSH in universities, colleges and technical schools are trained and fostered with appropriate contents and teaching methods.

e. Main activities:

- Overall activities to raise awareness and responsibilities of employers and workers on OSH:
 - + Build capacity for communication, propaganda and training on labour protection, OSH including: provision of equipment, construction and upgrading of OSH training centers; standardization of trainers, training programme and materials; upgrading and expanding communication tools; supporting network of OSH trainers, communicators; collaboration with Project 1 to build incentives for socializing communication, propaganda, training activities;
 - + Deploy training, advocacy for employers and workers at the workplace, including: designing and printing of media publications (brochures, posters, books...); organizing and supporting OSH training; supporting activities in response to National Safety Week; organizing seminars, conferences, talk shows; holding OSH contest; building electronic database on OSH of Viet Nam and ASEAN; operating national information network;
 - + Arrange information and propaganda activities on mass media: developing and broadcasting in radio and television Programmes; ...
- Communication, propaganda, consultancy and technical assistance for particular groups of targets:
 - + The consultancy, technical assistance to improve working conditions and reduce occupational accidents in enterprises in hazardous sectors such as mining, steel production, chemical production, construction, construction materials manufacturing and exploring...
 - + Propaganda and training exclusively specialized for enterprises processing agricultural, forestry and fishery products, rural occupations and agricultural areas;
 - + OSH training for farmers by the participatory action oriented methodology;

- + Consultancy, technical assistance to improve working conditions and reduce occupational accidents in the defense sector;
- + Information, propaganda, training, consultancy to enhance the quality of OSH in SMEs which are members of VCCI;
- + Propaganda, training, counseling to improve the quality of OSH in union of cooperatives, cooperative groups which are members of the VCA.
- Activities to promote mass movements on labour protection in the period of industrialization and modernization; training and expanding OSH members; building corners of labour protection; organizing labour protection clubs...
- Strengthening OSH education, building green and clean environment in schools and education institutions: Integration of OSH in teaching curriculum and materials; composing teaching materials on OSH to be appropriate with different educational levels, fields of study.

Project 4. Study and application of science and technology of OSH

a. Executing agency: VGCL.

b. Implementing agencies: VGCL, MOLISA, MOH, MOIT, MOC, MARD, and Ministry of National Defense.

c. Coordinating agencies: MOET, Ministry of Transport, VCCI, VOSHA, VOHA, corporations, economic groups, and other related agencies and localities.

d. Objectives by 2015:

- Improve and upgrade at least 2 special – used laboratories to assess the risks of occupational hazards, develop safety indicators and solutions to improve the working environment with a view to reduce diseases and improve workers' health.
- Propose and apply a number of technical solutions to deal with pollution and improving work environment in order to minimize risks of occupational diseases for workers in certain hazardous occupations.
- Propose and make some pilot tests of a number of management solutions and safety techniques to reduce occupational accidents for workers in some hazardous industries. These solutions and techniques must be in conformity with international practice and the actual condition of production in Viet Nam.

e. Mai activities:⁵

- Capacity building for scientific research on the application of OSH technology:
 - + Improve and upgrade special-used laboratories: for pollution of thermal, dust and toxic gas in working environment to ensure OSH, prevention of occupational hazards and upgrading workers' health; physically harmful elements in the working environment (noise, vibration, harmful radiation ...);
 - + Propose and apply some technical solutions to deal with working environment for hazardous industries to reduce occupational diseases (such as production of construction materials, coal – minerals mining, ship building and repairing, processing of agricultural and forestry products);

⁵ Ministries will be implementing Project 4 accordingly to their respective management fields.

- + Propose and implement some safety solutions to limit occupational accidents for workers working with assembly line, high-risk machineries (such as construction, mechanics, metallurgy, coal – minerals mining, ship building, pressure equipment, electronic devices, ...);
- + Research and apply science, technology to reduce occupational accidents in mining, steel and chemical production, construction, construction materials production and exploring.
- Research and apply scientific and technological solutions to improve the working environment, preventing occupational accidents and diseases in agriculture and rural occupations.
- Apply scientific and technological solutions to improve working conditions, preventing occupational accidents and diseases in the national defense sector.
- Support the research of scientific and technological applications for the safety of Ministry of Labour - Invalids and Social Affairs, Ministry of Health, Ministry of Industry and Trade, Ministry of Construction to prevent occupational accidents and diseases, and handle the pollution of working environment.

V. PRODUCTS – BENEFICIARIES

1. Products of the Programme

a. Values brought by the Programme:

- Well implementation of the Programme objectives, more and more workers will be working in a safe and guaranteed environment, at the same time it will present a civilized society appreciating and protecting people. Besides, the loss of life, the negative impact to workers' health, as well as economic losses in the remedial of occupational accidents and occupational diseases are reduced therefore it will contribute to increasing labour productivity, production efficiency, and focus investment capital on social welfare. It is estimated that if the objectives of reducing occupational accidents and diseases are fulfilled, the Programme will save over 200 billion VND each year.
- Improved working condition and environment will contribute significantly to reducing the pollution of ecological environment in general, especially the dangers of atomic radiation, ionizing radiation, toxic gas, noise, electromagnetic fields... With a safe working environment and sanitation, workers will reduce psychological stress, fear of getting occupational diseases and accidents, and increase productivity, labour quality and improve workers' income and welfare.
- Participating enterprises have good OSH performance, improve working conditions, meet international standards with regard to working conditions will enhance their reputation and competitiveness on domestic and international market.
- The capacity of labour protection and OSH officials will be improved in terms of knowledge and professional work through training activities, experiences with other countries thanks to the budget of the Programme in accordance with the mechanisms, appropriate policies, multisectors, multi-forms, multi-local activities in the work of

labour protection, OSH. The staff from central to local level will quickly meet the requirements of domestic management and international integration.

b. Outcomes:

- The organizational structure of State management on OSH work will be applied: The division among Ministry of Labour - Invalids and Social Affairs, Ministry of Health and other ministries; management model by vertical line in field of labour, health care; management model for each key sector to prevent occupational accidents and diseases in the fields of trade and industry, construction, agriculture; prevention model of occupational diseases; management model of OSH in enterprises, craft village, cooperatives ...;
- The system of legal documents on OSH will be amended and supplemented, particularly standards, technical regulations on labour safety, policies, regimes for workers working in hard, hazardous and dangerous jobs, SMEs and OSH Act;
- Database system on the organization and management of labour protection, working conditions, occupational accidents and diseases in period 2011 - 2015;
- The system of medical clinics for examining occupational diseases, monitoring and supervising working environment, workable rehabilitation hospitals, OSH training centers will be upgraded and supplemented with equipment;
- The system of information, advocacy, training materials, results of propaganda, training, books and research materials, reference of OSH will be developed and printed;
- The specialized laboratories will be upgraded and built: Laboratories for pollution of thermal, dust and toxic gas in working environment; the laboratories for prevention of physically harmful elements in the working environment (noise, vibration, and harmful radiation...);
- The scientific studies and application of technical solutions for handling working environment in some hazardous industries to reduce occupational accidents and diseases will be carried out;
- The programmes of international cooperation will be built, deployed and brought results.

2. Beneficiaries of the Programme

a. Beneficiaries of the Programme

- Workers;
- Employers;
- OSH officers;
- Educators, teachers, trainers, students, pupils from the school to university;
- State management agencies;
- Resident communities.

b. Beneficiaries of the Projects

Project	Direct beneficiaries
Project 1	<ul style="list-style-type: none"> - The State management agencies on OSH; - The staff working in state management on OSH; - The employers and workers in some key hazardous industries which need to prevent occupational accidents and diseases;
Project 2	<ul style="list-style-type: none"> - The central medical institutes, the local health care agencies; - The employers, medical officials, workers in occupations at high risk of occupational diseases.
Project 3	<ul style="list-style-type: none"> - The agencies and organizations involving in the field of communications, training; - The employers, OSH member network, workers in enterprises, production and business units; - Educators, teachers, trainers, students, pupils from schools to universities; - The general public.
Project 4	<ul style="list-style-type: none"> - Agencies will benefit from the investment in upgrading the laboratories; enterprises, units and workers enjoy the application of scientific and technological solutions.

VI. PROGRAMME BUDGET

Total budget for the Programme is 1,466 billion VND⁶, of which:

Unit: billion VND

	Content and Activities of Projects	Executing and Implementing agencies	State budget	Local budget	Contribution of enterprises	Contribution of international organizations	Total
1	Project 1. Improved capacity and efficiency of State management on OSH	<p>Executing agency: Ministry of Labour, Invalids and Social affairs (MOLISA).</p> <p>Implementing agencies: MOLISA, MOIT, Ministry of Construction (MOC), Ministry of Agriculture and Rural</p>	140	10	30	8	188

⁶ See Annex 2

		Development (MARD), Ministry of National Defense (MOND) and cities/provincial People's Committees.					
a	Overall activities to build capacity of State management and activities of labour, invalids and social affairs sector	MOLISA, city/provincial People's Committees	129,1	10	30	8	
b	State management on OSH in particular sector of construction	MOC	3,15				
c	State management on OSH in particular sector of industry and commerce	MOIT	2,45				
d	State management on OSH in particular sector of agriculture	MARD	2,65				
e	State management on OSH in particular sector of national defense	Ministry of National Defense	2,65				
2	Project 2. Prevention of occupational diseases and taking care of workers' health	Executing agency: Ministry of Health	114	10	115	28	267
a	Overall activities to prevent occupational diseases and take care of worker's health	MOH, city/provincial People's Committees	65	10	110	23	

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b	Upgrade rehabilitation facilities managed by sector of labour, invalids and social affairs for workers with occupational accidents	MOLISA	15			5	
c	Activities to improve working conditions, minimize occupational diseases, especially infections of TNT in sector of national defense	Ministry of National Defense	30				
d	Other preventive activities related to the particular occupations in agricultural production.	MARD	4		5	0	
3	Project 3: Propaganda, education, training, consultancy and support for the application of OSH technical measures.	Executing agency: MOLISA	341	30	419	76	866
a	Overall activities to raise awareness and responsibilities of employers and workers on OSH	MOLISA and city/provincial People's Committees	144	30	174	76	

b	Communication on mass media	Ministry of Information and Communication, MOLISA	48				
c	Training, consultancy, technical assistance to improve working conditions and minimize occupational accidents in enterprises of mining, steel manufacturing, chemical production	MOIT	25		75		
d	Training, consultancy, technical assistance to improve working conditions and minimize occupational accidents in enterprises of construction, construction materials exploring and manufacturing	MOC	33		98		
e	Propaganda, training exclusively for enterprises of processing agricultural, forestry and fishery products and farming	MARD	15		20		
f	Training on OSH for farmers by Participatory action oriented training (PAOT) methodology	Viet Nam Farmers' Union	10				

g	Consultancy, technical assistance to improve working condition and minimize occupational accidents for enterprises of national defense sector.	Ministry of National Defense	8				
h	Activities to promote mass movements on labour protection in the period of industrialization and modernization	VGCL	15		10		
i	Propaganda, training and counselling to increase quality of OSH in VCCI-member – SMEs.	VCCI	12		18		
J	Information, propaganda, training and counselling to increase quality of OSH in VCA – member cooperatives.	VCA	16		24		
k	Strengthening education on OSH and develop green environment in schools and educational institutions	MOLISA, MOET	15		0		
4	Project 4. Study to apply science and technology of OSH	Executing agency: VGCL	55		50	10	115

a	Capacity building for scientific research on the application of OSH technology	VGCL	40		40	10	
b	Research and application of scientific and technological solutions to improve the working environment, preventing occupational accidents and diseases for workers in agriculture and rural industries.	MARD	5		5		
c	Applying scientific and technological solutions to improve working conditions, preventing occupational accidents and diseases in defense sector.	Ministry of National Defense	5				
d	To support the research of scientific and technological applications for the safety to prevent occupational accidents and diseases, and handle the pollution of working environment.	MOLISA, MOH, MOIT, MOC	5		5		

5	Supervision and management of the Programme	Executing agency: MOLISA Implementing: MOLISA, Project's implementing agencies and other related bodies	30				30
			680	50	614	122	1,466

VII. SOLUTIONS FOR PROGRAMME IMPLEMENTATION

1. Solutions for mobilizing capital and fundings:

a. Mobilization structure:

- State budget: 730 billion VND;
- Enterprises and businesses: 614 billion VND;
- International aids: 122 billion VND

b. Mobilization methods:

- State budget of 730 billion VND is mobilized as follows:
 - + The central budget allocates 680 billion VND (of which, 50 million DKK – e.g. nearly 180 billion VND – is granted by Danish Government in the form of non-refundable aids). The central budget shall fund Programme's tasks implemented by Ministries and central agencies in the annual budget estimate which is approved by the competent authorities and provides support on the basis of targets for the localities.
 - + The local budget is 50 billion VND. Local budget ensures the funding for implementation of the Programme by local agencies and units as assigned by the State Budget Law.
- Funds raised from enterprises, business units shall be calculated on their expenses, payment when they participate in specific activities in the Programme. Project management units will not collect any fees from enterprises, units when they get involved in the Programme, for specific examples:
 - + For the training activities: The Programme funds the organization of training (trainers, documents ...); enterprises cover per diem, wages for their workers during training days;
 - + For the contests of OSH: the Programme covers the costs of organizing the contest (marking, awards ...), enterprises pay for self-practice, and wages for workers during the competitions.
 - + For consultancy and guidance on applying OSH management models: the Programme pays to hire consultants (wages for overtime work, per diem as prescribed by the State), supports partial funding for enterprises to pilot (providing additional

equipment and basic necessities such as OSH fire extinguisher, corners of Labour protection, documents ...); enterprises pay costs of improving labour conditions, operating the system on the basis of expert's advice.

- Financial support from the international organizations is 122 billion VND. This amount is raised from the ILO, WHO ... and countries such as Japan, South Korea for the activities under each specific Project⁷.

2. Solution on personnel and management

a. Personnel:

Staff, national experts to be in charge of management and administration for the Programme and Project will be mobilized. Each project will have at least 01 staff working on a full-time basis, 01 staff on a part-time basis. For Programme consultancy and evaluation, depending on the specific activities, short- time experts and professionals will be hired on the basis of wage and per diem as prescribed by the State.

b. Management and operation:

- Ministry of Labour - Invalids and Social Affairs will establish Programme Steering Committee which is composed of representatives of Ministries of Labour - Invalids and Social Affairs; Health, Agriculture and Rural Development, Industry and Trade, Construction, Education and Training, National Defense, Information and Communication, Public Security, Planning and Investment and Finance to provide advice the Minister of Labour - Invalids and Social Affairs to execute, direct, inspect and guide respective ministries, branches and localities to implement the Programme's activities;
- Minister of Labour - Invalids and Social Affairs will set up a Secretariat Board to assist the Programme Steering Committee; and provide guidance to the establishment of local Programme management division at the localities;
- Executing agencies will form Project Management Board;
- Participating enterprises prepare programme and plans for labour protection and OSH in annual plans in accordance with their characteristics of operation and production.

3. Solution on policy and mechanism

a. Policy

- Continue to implement, institutionalize guidelines and direction on OSH of the Communist Party and State;
- Develop policies to encourage enterprises to implement activities for improving work conditions and health care for workers; support enterprises and establishments to engage in the pilot and apply OSH management systems and build the safety culture at workplace;
- Research to complete reward and punishment mechanism in relation to performance of OSH;

⁷ See Annex 2

- Encourage the development and socialization of OSH consulting services, testing, and training.

b. Mechanism

- *The mechanism for resource mobilization:* encourage and create favorable conditions for businesses, organizations and individuals inside and outside country and other countries to get involved in and support for mobilizing resources of the Programme.
- *The mechanism of coordination:* increase the participation of people and organizations in all activities of the Programme, from planning, implementing, resource management, monitoring and evaluation to benefiting from the Project's results; strengthen the coordination between State agencies which are assigned with tasks and businesses, organizations and individuals which are involved in Programme implementation. Projects will be in coordination with each other in implementing activities of the same nature (such as training activities, communication, modeling ...) on the basis of clearly defining the scope and subjects and content of communicated information for each project. For activities with the same operation mode of implementation, subjects, but different in the communicated contents (such as workers in SMEs in hazardous sectors ...), the above contents will be integrated in a single activity with specified executing agency in accordance with the laws. The Steering Committee and Programme Management Board will be reviewing and adjusting periodically in order to meet the practical requirements of management, avoid duplication, wasting time and funds.
- *The mechanism of integration:* The contents of Projects in the Programme will be integrated with the activities of other Programmes, projects with same nature, subjects and effect, or same implementing agency such as programme on employment, poverty alleviation, HIV-AIDS prevention in the workplace, programme on climate change, environmental protection programme. For example: coordinating OSH training with vocational training programme for rural workers; integrating HIV-AIDS programme into OSH training for workers at the workplace; integrating OSH training for workers before going to work oversea; integrating OSH communication in education programmes on science, agriculture, forestry, national security on TV ...
- *The mechanism of monitoring and evaluation:*
 - + Promote uniformed monitoring and evaluation system: self-monitoring and evaluation of the executing ministries and branches; monitoring and evaluation of state agencies by overall theme or Programme; monitoring and evaluation with independent consultancy and scientific organizations; monitoring and evaluation from the representative of employers and workers' organizations;
 - + Monitoring and evaluation of input and impact of the Programme will be undertaken through the implementation of projects' activities and indicators.
- *Mechanisms of ordering and bidding* will be applicable to all projects to ensure the efficiency and transparency (such as provision of training equipment, investment in upgrading facilities to recover workability, examination of occupational diseases ...).

4. Solution on information and communication

It will be necessary to enhance the communication to all levels, sectors, provinces, enterprises, units, socio-political organizations, socio-professional organizations, communities, firstly for

employers and workers to make them more aware of the importance of their responsibilities in participating in the Programme. Besides, it will be required to have innovation and further improvement for annual National Safety Week every year. Additionally, it needs to strengthen and diversify the communication activities, professional training on OSH to change from the awareness to behaviour, create safe working habits, contributing to sustainability of Programme's results.

5. Solution on international cooperation

It will be essential to strengthen and expand international cooperation in the field of education, training, exchange of experts in order to improve the qualifications of OSH officers, experts. Along with that, international cooperation should be taken best advantage in supporting equipment for health care, rehabilitation, examination and treatment of occupational diseases.

6. Solution on science and technology

It will be strengthening research and application of scientific and technical advancement on OSH in all ministries, branches and enterprises in order to complete the laboratory system and testing equipment, risk assessment of occupational accidents and diseases in the production, quality assessment on personal protective devices; evaluation and proposal of measures to prevent the new risks of OSH due to structural forms of imported machinery and equipment which are not suitable with the height, the health of Vietnamese and the ability to master the technology of Vietnamese workers; solutions to curb occupational accidents for workers working with high-risk equipment and machineries; ...

VIII. MONITORING, SUPERVISING AND EVALUATING THE PROGRAMME

1. Monitoring and evaluation system

Promoting synchronously the system of monitoring and evaluation: self-monitoring and evaluation by the Ministries and Project executing and implementing agencies; monitoring and evaluation of State agencies by theme (not by Project) or overall Programme; independent monitoring and evaluation of the consultancy and scientific organizations; monitoring and evaluation from organizations representing employers, workers.

2. Criteria and indicators for monitoring and evaluation

The monitoring and evaluation of inputs, activities and impact will be conducted through the activities of each Project and the specific criteria⁸. The set of evaluation criteria will be periodically revised.

⁸ See details in Annex 3

3. Reporting⁹

The periodic reports shall be made every six months, annually, at midterm and final term of the Programme. In addition, it is up to the requirement of each period, each project, theme (i.e. information, communication, training, State management ...) there will have extraordinary reports.

The Project executing agencies, localities will be making reports on the implementation of the Programme to Programme Management Unit (PMU); PMU will generate and report to the National Programme Steering Committee.

Ministry of Labour - Invalids and Social Affairs annually reports to the Government on the implementation of the Programme;

All performance and products of the Projects, Programme will be recorded into the reports and recorded by Ministry of Labour - Invalids and Social Affairs and PMUs as prescribed.

4. Plan for monitoring, supervising and evaluating the performance of the whole Programme

Annually, PMUs will plan to monitor and supervise the implementation of the Project (in which specifying the location, timing, content of monitoring, deployment mode), then get approval by the National Programme Steering Committee to ensure the uniform implementation throughout the country in all Programme themes and content, avoiding the duplication, increasing the efficiency of monitoring, saving money and time.

The evaluation shall be conducted regularly and irregularly (when needed). Periodic evaluation is conducted at two main stages: mid-term at the 3rd year of the Programme implementation (2013) to review the process from the start and propose necessary adjustments; final term at the end of Programme implementation (2015, 2016) to review the achieved results, summarize the whole performance, draw the lessons learned and prepare final report of the Programme.

For each result of activity and product achieved by Project and entire Programme, there will be a Scientific Council which is set up by the Programme or Projects, to evaluate and approve.

IX. IMPLEMENTATION

1. Programme Steering Committee

The work of labour protection, OSH is characterized with interlinking nature. So, to be implemented effectively, the Programme must have an interlinked operation mechanism through a focal point as the National Programme Steering Committee which is competent enough to support the Prime Minister to direct, inspect, guide and supervise Ministries, branches and provinces coordinate all Programme's activities. The composition of National Programme Steering Committee includes:

⁹ See details in Annex 4

- Chairperson: Minister of Labour - Invalids and Social Affairs;
- The Vice Chairpersons: Deputy Minister of Labour - Invalids and Social Affairs as standing Vice Chairperson; representatives of leaders of Viet Nam General Confederation of Labour and Ministry of Health as Vice Chairpersons;
- Members: Representatives of leaders of Ministries of Planning and Investment, Finance, Defense, Public Security, Science and Technology, Agriculture and Rural Development; Industry and Trade, Construction, Transport, Education and Training, Information and Communications, Foreign Affairs, Home affairs.

Leader representatives of Viet Nam Cooperative Alliance, Viet Nam Chamber of Commerce and Industry, Viet Nam Farmers' Union, Scientific and Technical Association of OSH are invited to be members of the Steering Committee.

Representative of the Embassy of Denmark will be invited to act as an observer in the Programme Steering Committee.

At the provinces, the local Programme Steering Committee will be established by the Chairperson of the Provincial People's Committee. The head of the local Committee will be leader of provincial-level People's Committees. Members of the local Steering Committee are representatives of the relevant provincial authorities. Standing member is leader of local Department of Labour - Invalids and Social Affairs. The operation regulation of the local Steering Committee will be determined by the Chairperson of the Provincial People's Committee. The local Programme Steering Committee shall have the responsibility to direct, manage and administer the implementation of the Programme across the province/city.

2. Programme, Project Management Unit (PMU)

- Minister of Labour - Invalids and Social Affairs decides to establish the Secretariat Board to support the Programme's National Steering Committee; and sets up a Programme Management Office (under the Bureau for Safe Work, of Ministry of Labour, Invalids and Social Affairs) with the assigned task to assist MOLISA to manage, monitor the Programme. The operational regulation of PMU and Programme Management Office will be made by Minister of Labour - Invalids and Social Affairs.
- Depending on the nature of each component project within the Programme, the assigned agency may establish a Project Management Unit and allocate sufficient human resources to implement the Project; the head of implementing agency will decide this task.

3. Assigned tasks to implement the Programme

3.1 Ministry of Labour - Invalids and Social Affairs is responsible to:

- a. Coordinate with relevant agencies to build comprehensive plan, annual plan and guide the implementation of the Programme;
- b. Provide guidance to inspect, monitor the implementation of the Programme;
- c. Implement assigned Projects;

- d. Propose and recommend to the Prime Minister to direct ministries, central agencies and localities to implement rightly the Programme's goals and contents;
- e. Annually or extraordinarily generate and report to the Prime Minister and the competent authorities of the Programme's implementation.

3.2. Ministry of Planning and Investment shall:

- a. Balance the budget to implement the Programme;
- b. Guide localities to integrate National Programme on OSH into other relevant Programmes.

3.3. Ministry of Finance is responsible to:

- a. Allocate funding to implement the Programme in the annual budget estimates of the central agencies and localities in accordance with the law on State budget;
- b. Guide the management and usage of funds to implement the Programme; coordinate with the Ministry of Labour - Invalids and Social Affairs to check and supervise the implementation of the Programme.

3.4. Project executing ministries and central agencies will bear the following responsibility:

- c. Propose and approve the Project after consulting MOLISA;
- d. Annually, on the basis of proposals by Project's implementing agencies, plan, estimate cost and propose measures to implement Project, then submit to ministries of Planning and Investment, Finance, Labour - Invalids and Social Affairs;
- e. Manage the implementation of Project; annually or extraordinarily report on the implementation of the Project to the Ministry of Labour - Invalids and Social to review and report to Prime Minister.

3.5. VGCL, VCCI, VCA, Viet Nam Farmers' Union, and VOSHA will be required to participate and coordinate to implement the Programme.

3.6. People's Committees of provinces and cities shall:

- a. Based on the objectives and contents of the Programme, develop OSH programme for the respective location in period of 2011 - 2015;
- b. Actively coordinate with other related ministries and agencies to carry out Projects and activities of the Programme;
- c. Manage the implementation of the Programme at the location; annually or extraordinarily report of the implementation to MOLISA.

ANNEX 1

BASIS FOR PROPOSING OBJECTIVES OF THE PROGRAMME

No.	Objectives of period 2011- 2015	Basis (primary data, possibility of implementation)	Notes
1	Reduce annually by 5% of fatal accident frequency rate in hazardous sectors of mining, construction, use of electricity use, metal and chemical production.	Based on the results of implementation in period of 2007 - 2010, the reduction in the frequency rate of fatal occupational accidents by 5% per year is feasible; On the basis of experiences in preventing occupational accidents in some jobs, it is now expanding to some hazardous sectors including chemical production, metal production.	Main objective
2	Increase annually by 5% of medical units providing periodical medical check-ups for workers, increase by 5% number of workers who are examined to detect occupational diseases, and increase by 3% number of units having work environment monitored and supervised.	Based on the results of implementation of the First Programme in period of 2007 - 2010, the target of ensuring 80% of workers who are exposed to risks of occupational disease is not reachable. So this goal is replaced with the number of workers who are examined to detect occupational diseases. Occupational diseases are caused by the long-term exposure to pathogens in the working environment. Workers with current occupational diseases are suffered from pollution of working environment for many years ago. Therefore, the indicator of reducing occupational disease is not presenting the instantaneous efficiency of the solutions, it hence is replaced by “increasing number of units having work environments are monitored and supervised” (occupational diseases are prevented at source) and improving examination and treatment of occupational diseases (deal with the consequences).	Objective supporting to achieve the main ones
3	Increase by an average of 2,000 small and medium enterprises (SME) which apply effectively the OSH management system per year.	According to a 2009 survey, less than 20% of SMEs had OSH management system. The OSH management models have been built in the period 2008 - 2010, but only stopped at the pilot phase; it was hardly duplicated due to lack of funding for dissemination and training. This goal is aimed to build the safety culture at the workplace to ensure sustainable development of the Programme.	Objective supporting to achieve the main ones

4	Provide annually OSH training to an average of more than 40,000 people who are working in occupations, jobs with strict OSH requirements; to 10,000 people who are doing hard, hazardous or dangerous occupations and jobs and to 40,000 OSH officials in enterprises.	The objective is designed to directly impact to vulnerable and/or professional groups who are more likely prone to occupational accidents and diseases, or make decision to OSH in enterprises and establishments. Based on the results of the First Programme in period of 2007 - 2010, it is estimated that each year training and support of training can cover over 29,000 workers who work in occupations and jobs with strict requirements on OSH; 26,000 OSH officers, it equates to be over 70% of people who work in jobs with strict requirements on OSH, over 70% of OSH officers in SMEs. The increase to 40,000 persons can be estimated to support over 80% of subjects who need OSH training. Sample-based survey in 2009 showed that the number of workers working in hard, hazardous and dangerous jobs who were trained with OSH training in household business sector, craft villages, and cooperative sector (where industrial relations are not clear) was very low, below 40%.	Objective supporting to achieve the main ones
5	Disseminate appropriate OSH information to over 1,000 craft villages, 5,000 cooperatives, 30,000 SMEs by 2015.	The objective is designed to raise awareness of employers, workers in SME sector, cooperatives, craft villages, thereby supporting the implementation of main objectives. The sample-based survey in 2009 showed that over 70% of employers were disseminated with OSH during the period 2006-2008. However, less than 20% said the information was appropriate and applied effectively. The objective is developed to sustain the result achieved in period of 2006 - 2010.	Objective supporting to achieve the main ones Main objective
6	100% of workers certified with occupational accidents and diseases are provided with health care and rehabilitation in line with laws.		Main objective
7	100% of fatal occupational accidents are investigated and handled in compliance with laws.	The objective is designed to maintain the results achieved in the period of 2006-2010. According to regulation, 100% of occupational accidents must be investigated and handled. However, the fact showed that many are hidden and not declared.	Main objective

ANNEX 2

ESTIMATED COST OF PROJECTS (FUNDINGS FROM STATE BUDGET ALLOCATED BY YEAR)

No.	Project Name	2011	2012	2013	2014	2015	Total	Note
I	Project 1. Improved capacity and efficiency of State management on OSH	13,19	36,16	34,9	30,505	25,242	140	Executed by MOLISA
<i>I</i>	<i>Review, amend, supplement legal documents on OSH</i>	<i>0,18</i>	<i>1,24</i>	<i>4,45</i>	<i>4,355</i>	<i>1,855</i>	<i>12,08</i>	
1.1	Study and complete the State management system on OSH	0	0,1	0,6	0,7	0	1,4	
a	Study and complete regulations on the assignment of State management among ministries and branches	0	0,1	0,2	0,1	0	0,4	MOLISA
b	Study and complete the regulation on the OSH apparatus of labor, invalids and social affairs sector) (estimated to be 200 million vnd/model; cost for piloting: 100 million vnd/location x 3 locations)	0	0	0,2	0,3	0	0,5	MOLISA
c	Study and complete the regulation on the OSH apparatus of sectors of industry and commerce, construction, agriculture, transport, national defense (estimated to be 100 million vnd/sector) from related ministries, branches to locations	0	0	0,2	0,3	0	0,5	MOIT, MOC, MARD, MOT
1.2	Review, amend, supplement regulations on schemes, policies of labour protection	0,18	0,44	2,35	2,155	0,555	5,68	MOLISA
a	Review, amend, supplement schemes, policies for those who work in hard, hazardous and dangerous jobs	0,1	0,39	1	1,055	0,355	2,9	
	Scientific study on hard, hazardous and dangerous jobs (coordinated with Project 4)	0	0	0,4	0,4	0,4	1,2	
	Organize symposium	0,1	0,05	0,1	0,09	0,06	0,4	
	Coordinate with ministries, sectors to survey and assess the effect of and develop the policies and schemes for those who work in hard, hazardous and dangerous jobs	0	0,14	0,15	0,15	0,15	0,59	
	Print the guidance for the policies, schemes for those who work in hard, hazardous and dangerous jobs	0	0,15	0	0,2	0	0,35	
	Develop related legal documents	0	0	0,015	0	0,045	0,06	

b	Review, amend, supplement the regulations on time of work and time of rest	0	0,05	0,735	0,615	0,1	1,5	
	Scientific study on time of work and time of rest (coordinated with Project 4)	0	0	0,3	0,3	0	0,6	
	Organize symposium	0,15	0,05	0,2	0,1	0,1	0,6	
	Survey and assess	0	0	0,2	0,2	0	0,4	
	Develop related legal documents	0	0	0,035	0,015	0	0,05	
c	Review, amend, supplement schemes, policies for those who suffer from work accidents, occupational diseases and reduced workability	0,08	0	0,615	0,485	0,1	1,28	
	Scientific study (Coordinated with Project 4)	0	0	0,2	0,2	0	0,4	
	Organize symposium	0,08	0	0,1	0,07	0,1	0,35	
	Survey and assess	0	0	0,3	0,2	0	0,5	
	Develop related legal documents	0	0	0,015	0,015	0	0,03	
1.3	Review documents on organizing health care for workers and prevention of occupational diseases (Coordinated with Project 2 of the Program).	0	0	0	0	0	0	MOH
1.4	Review and develop code of technical practices on OSH	0	0,5	1	1	1	3,5	
	National standards on OSH							
	Code of Practices							
1.5	Review, amend, supplement regulations on the management of product quality with particular features of occupational safety	0	0,2	0,5	0,5	0,3	1,5	
2	Providing training and installing equipments to improve the capacity of testing, product quality control, inspecting, checking and supervising on OSH	4	15,5	15,5	12	8,5	55,5	
2.1	Provide training to upgrade the State management skills on labor protection, OSH from central to local level (on average, 120 classes/year, 28 million vnd/class)	3	3	3	3	2	14	
2.2	Train to upgrade capacity of testing, checking product quality	1	1	2	1	1	6	
2.3	Provide and install equipments for State management agencies of OSH at central level	0	1	1,5	1	0,5	4	

2.4	Provide and install equipments for officials of labor, invalids and social affairs sector, on average 600 million vnd/agency x 63 DoLISAs	0	10	6	4	2	22	
2.5	Provide and install equipments for testing units	0	0,5	3	3	3	9,5	
3	Complete the database of OSH: survey on work – related accidents, occupational diseases, working environment; collect data, develop National Profile of OSH; develop software of OSH	6,213	8,45	3	2,8	4,607	25,07	MOLISA, MOIT, MOC, MARD, MOND, MOT
3.1	Organize survey, get statistics	6,213	6,25	1	2,8	3,707	19,97	
a	Survey on OSH	0	1,5	0	1	1	3,5	MOLISA
b	Survey and get statistics of the work – related death cases from communes/wards, towns (from 2012- 2015: 1.800 questionnaires x100.000 vnd/questionnaire	3,5	1	0,4	0,4	0,4	5,7	MOLISA
c	Survey on work- related accidents in economic sectors	0	1	0	0	1	2	MOLISA and other specialized ministries
d	Survey on work accidents sufferers examined and treated in big hospitals	0,35	0,3	0,1	0,3	0,1	1,15	MOLISA
e	Survey on work accidents, occupational diseases from social insurance agencies	0	0,6	0	0	0,6	1,2	MOLISA
g	Survey on communication and training	0	0,85	0	0,6	0	1,45	
h	Other surveys	2,363	1	0,5	0,5	0,607	4,97	
3.2	Develop software on OSH State management	0	1	0,6	0	0,3	1,9	MOLISA
a	Statistic software on OSH	0	0,3	0	0	0	0,3	
b	Statistic software on declaring work accidents	0	0,5	0,3	0	0	0,8	
c	Other software	0	0,2	0,3	0	0,3	0,8	
3.3	Develop National Profile on OSH	0	0	0,6	0	0,6	1,2	MOLISA
3.4	Pilot to increase capacity of getting statistics and reporting on OSH	0	1,2	0,8	0	0	2	
4	Develop and deploy the management model of OSH in enterprise:	1	7,8	8,1	7,5	7,3	31,7	MOLISA and locations

4.1	Compose and print documents	0,65	0,6	0,5	0,7	0,6	3,05	
4.2	Organize training	0,35	7,2	7,6	6,8	6,7	28,65	
a	For single enterprise: training to extend the model to cover 30,000 enterprises every year (coordinated with Project 3); consult directly more than 2000 enterprises to apply the model every year (2 million vnd/enterprise, including per diem and consultancy for expert); provide training to instruct the model (120 classes/year x 25 million vnd/class); support directly more than 25 enterprises every year to apply the model (60 million vnd for basic contents in the model such as: corners of labor protection; fire control devices at workplace; ventilation system...) Total = 30 enterprises x 60 million vnd x 5 years + 14 documents x 150 million vnd/document + 2000 enterprises x 1 million vnd x 5 years +80 classes x 20 million vnd/class x 5 years = 27,5 billion vnd/ 5 years;	0	5,2	5,6	5,3	5,2	21,3	
b	For enterprises in craft villages and industrial zones	0,35	2	2	1,5	1,5	7,35	
5	Study to develop law on OSH	0	0,5	0,5	0,5	0	1,5	MOLISA
5.1	Study and write particular themes	0	0,1	0,05	0,05	0	0,2	
5.2	Organize symposium	0	0,15	0,25	0,28	0	0,68	
5.3	Survey and assess the situation and impact	0	0,1	0,18	0,15	0	0,43	
5.4	Translate and print related documents	0	0,15	0,02	0,02	0	0,19	
6	Make socialization policies	0	0,2	0,35	0,35	0,1	1	MOLISA
6.1	Survey and assess the situation of providing OSH services	0	0,15	0,1	0,1	0	0,35	
6.2	Organize symposium	0	0,05	0,1	0,1	0,1	0,35	
6.3	Study and write related themes, and projects	0	0	0,1	0,1	0	0,2	
6.4	Develop related policies and proposals of legal documents	0	0	0,05	0,05	0	0,1	
7	Establish Compensation Fund for work accidents and occupational diseases	0	0,17	0,4	0,4	0,18	1,15	MOLISA
7.1	Survey to collect statistics on compensation and subsidies (coordinated with activity 3).	0	0,05	0,15	0,15	0	0,35	
7.2	Organize symposium	0	0,12	0,1	0,1	0,08	0,4	

7.3	Study the operation mechanism of the Fund; the contribution and benefits of contributors by group of sectors and fields.	0	0	0,1	0,1	0,05	0,05	0,25	
7.4	Identify the investment rate of preventing work accidents and occupational diseases in the Fund's structure	0	0	0,05	0,05	0,05	0,05	0,15	
8	Develop and deploy international cooperation Programmes to improve State management capacity	1,2	1,7	2	2	2,1	9	9	Executed by MOLIS; other involved ministries
8.1	Organize missions in and out to coordinate the development and implementation of National Profile and National Program on OSH in ASEAN-OSHNET and experience exchanges	0,9	1,2	1,5	1,5	1,5	6,6		
8.2	Support international conferences organized in Vietnam on OSH	0,3	0,5	0,5	0,5	0,6	2,4		
II	Project 2. Prevention and control occupational diseases and provide health care for workers	11	23	29	28	24	115	115	Executed by MOH
I	Overall activities to prevent occupational diseases and provide health care for workers	4,50	14,00	16,00	17,00	13,50	65	65	MOH
1.1	Control the working environment and apply effectively the model to prevent common occupational diseases in risky working establishments	2	5	5	6	5	23		
1.2	Improve the quality of examination, diagnosis, treatment of occupational diseases at provinces, districts, ministries and branches throughout of the country	2	5	5	5	5	22		
1.3	Study, complete and supplement legal documents related to work medicals, add new occupational diseases into the list to be secured by social insurance in accordance with the development situation of the country in the new period	0,3	2	3	3	1,7	10		
1.4	Supervise, operate and increase the effect of management in program of occupational diseases prevention	0,2	2	3	3	1,8	10		
2	Invest to upgrade the rehabilitation network for workers who suffer from work accidents and occupational diseases in labor, invalids and social affairs sector	0,5	0	5	5	5	15,5	15,5	MOLISA
3	Activities to reduce occupational diseases, especially TNT-infected diseases in defense sector	5,50	8,30	6,90	4,80	4,50	30	30	Ministry of National Defense

3.1	Survey, assess to classify working environment and examine TNT infection	2,00	2,00	1,00	1,00	1,00	1,00	7	
3.2	Study and apply technical solutions to limit the exposure to the gas and TNT-disintegrated products	0,20	0,80	0,40	0,30	0,30	0,30	2	
3.3	Raise the awareness	0,30	0,50	0,50	0,50	0,20	0,20	2	
3.4	Support the treatment for TNT-infected diseases, improve working condition in technically-qualified units	3	5	5	3	3	3	19	
4	<i>Prevent occupational diseases in agriculture and rural industries</i>	0,5	1	1	1	0,5	0,5	4	MARD
III	Project 3. Propaganda, education, training, consultancy and support for the application of OSH technical measures	45,8	71,9	97,5	76,3	49	49	340,5	Executed by MOLISA
I	<i>Overall activities to increase the OSH awareness of levels, branches, organizations and individuals</i>	18	28,8	46,5	32,5	18,2	18,2	144	MOLISA
1.1	Develop, upgrade and support training equipments	0	0,8	15,5	10,5	3,2	3,2	30	
a	Upgrade and renovate centers for OSH training of labor, invalids and social affairs sector	0	0,5	15	10	3	3	28,5	
b	Support equipment to train for some provinces and training centers	0	0,3	0,5	0,5	0,2	0,2	1,5	
1.2	Deliver training in OSH	11,2	15,9	16,7	12,7	8,3	8,3	64,8	
a	Develop and complete documents, materials, curriculum and contents for the training: 40 copies x 200 million vnd/copy = 8 billion vnd	1,5	3,5	2,5	0,5			8	
b	Training of trainers: 40 million vnd/class x 10 classes/year	0,2	0,6	0,6	0,4	0,2	0,2	2	
c	Pilot training: every year in one location: 4 classes of workers (20 million vnd/class, 50 trainees/class); 2 classes of employers, OSH members x (20 million vnd/class, 50 trainees/class); Total = 6 classes x 63 locations x 5 years x 20 million vnd = 37,8 billion vnd	6,3	7	8	7	6,5	6,5	34,8	

d	Support for training courses delivered by trainers and enterprises with the assistance of materials and trainers from the Program: 15,000 persons working in jobs with strict OSH requirement; 5,000 persons working in hard, hazardous and dangerous jobs; 30,000 employers and OSH members with focus on SMEs, non-state enterprises; each person will be supported with material and trainer, estimated 80,000 vnd/person; (50,000 persons x 80,000 vnd/person) x 5 years = 20 billion vnd	3,2	4,8	5,6	4,8	1,6	20	
1.3	Carry out propaganda activities to raise the awareness on OSH at workplace	6,80	12,10	14,30	9,30	6,70	49,20	
a	Provide training for resourced communicators: 30 million vnd/class x 50 classes for 5 years	0,09	0,36	0,42	0,36	0,27	1,5	
b	Develop and circulate communication publications to more than 10,000 households, 1400 craft villages, 1.000.000 workers in SMEs will be directly disseminated with appropriate information of OSH: leaflet, poster, other publications	3	5	6	3	3	20	
c	Hold competitions on OSH	2	3	3	2	1	11	
d	Organize symposium, workshops, seminars on particular themes	0,2	0,5	0,6	0,6	0,3	2,2	
e	Maintain website on OSH	0,11	0,24	0,33	0,29	0,23	1,2	
f	Strengthen activities of national information network on OSH	0,2	0,2	0,4	0,2	0,2	1,2	
g	Propagate and advocate in press, magazines and bulletins	1	2,5	3,2	2,5	1,4	10,6	
h	Study, exchange experience in OSH training and communication.	0,2	0,3	0,35	0,35	0,3	1,5	
2	Communication in mass media: developing and broadcasting programs on radio and television	8,5	9,8	12	9,8	7,9	48	MOLISA, Ministry of Information and Communication
2.1	Organize television programs on OSH on Vietnam Television and local televisions	7	7	8	7	6	35	
2.2	Develop and broadcast special topics on Vietnam Television and local radios	1,5	2,8	4	2,8	1,9	13	

3	Training, consultancy and technical support to improve working conditions, reduce work accidents in enterprises of mining, steel production and chemical production	3	6,5	6,6	5,5	3,4	25	MOIT
4	Training, consultancy and technical supports to improve working condition, reduce work accidents in enterprises of construction, construction materials exploitation and production	5	6,9	9,1	7,3	4,7	33	MOC
5	Communication, training on special topics in enterprises of fishery, forestry and agricultural products, rural industries and farming production	1,4	3,6	4,6	3,1	2,3	15	MARD
6	Training on OSH for farmers in the form of action- based methodology: Every year, directly train 30 classes for farmers (50 persons/class, 30 million vnd/class); Provide training for 10,000 farmer members (30 million vnd /class x 30 classes + 10,000 x 100,000 vnd/farmer) x 5 years = 9.5 billion vnd	0,5	2	3	3	1	9,5	Vietnam Farmer's Union
7	Training, consultancy and technical support to improve working condition and reduce work accidents in sector of defense	1	2	2	2	1	8	Ministry of Defense
8	Strengthen the mass movements in labor protection in period of industrialization and modernization	1,5	3	3,5	3,5	3,5	15	VGCL
9	Communication, training to raise the awareness on the importance of OSH, especially in the process of international integration for SMEs which are members of VCCI	1,5	2,4	2,4	3,5	2,2	12	VCCI
10	Communication, training to raise the awareness on the importance of OSH, especially in the process of international integration for cooperatives which are members of VCA	2,4	3,3	4	3,5	2,8	16	VCA
11	Strengthen education on OSH to set up green, clean environment in schools and educational institutions.	3	3,6	3,8	2,6	2	15	MOET
IV	Project 4. Study on the scientific application on OSH	8,3	19,6	13,7	8,1	5,3	55	
I	Build up research capacity for applying science and technology in OSH	7,3	16,1	8,7	5,1	2,8	40	VGCL

2	<i>Study and apply extensively scientific and technological solutions to improve the working conditions, prevent work accident and occupational diseases for workers in sector of agriculture and rural industries</i>	0,5	1,5	1,5	1	0,5	5	MARD
3	<i>Apply scientific and technological solutions to improve working conditions, prevent work accidents and occupational diseases in particular sector of defense</i>	0,5	1	1,5	1	1	5	Ministry of Defense
4	<i>Support research activities for the application of scientific and technological solutions of other ministries, branches and locations to prevent work accidents and occupational diseases and settle the pollution of working environment</i>	0	1	2	1	1	5	MOLISA, MOIT, MOC, MOH
V	Programme Management – Supervision	5	4,5	5	6	9,5	30	MOLISA
	Management – Execution	1	2	1	1	2	7	
	Supervision - Assessment on the performance	4	2,5	4	5	7,5	23	
	TOTAL	83,29	155,46	180	148,71	112,54	680	

ANNEX 3. INDICATORS EVALUATING THE PERFORMANCE OF PROGRAMME OBJECTIVES

No.	Programme objectives	Indicators of Input and Output	Indicators of evaluating the impact	Monitoring method and data collection for evaluation
1	<p>Objective 1: Reduce annually by 5% of fatal accident frequency rate in hazardous sectors of mining, construction, use of electricity use, metal and chemical production.</p>	<ul style="list-style-type: none"> - The average number of workers have job annually; - The increasing of workers over the years; - The number of people suffering from occupational accidents; - The increasing of number of cases, number of people with occupational accidents. 	<ul style="list-style-type: none"> - Frequency rate of occupational accidents in the population. - Cost savings due to occupational accidents and diseases. - The situation of health of workers 	<ul style="list-style-type: none"> -Statistical report on occupational accidents prepared by DOLISAs; social insurance agencies - Sample-based survey (using questionnaires, monitoring and collecting statistics for consecutive 6 months in the sampled units/ establishments). - Statistics of death due to occupational accidents in the community (from communes) - Statistics of victims of occupational accidents examined and received emergency treatment at central hospitals. <p>-----</p> <p>The frequency of fatal occupational accidents: the number of occupational accidents per 100,000 people employed in a year: $K = (n \times 100,000) \div N$ Of which: n: Number of people with occupational accidents calculated for a unit, local, industry or country N: Total number of workers respectively K: is the coefficient of frequency of fatal occupational accidents if n is the number of fatal occupational accidents.</p>

2	<p>Objective 2: Increase annually by 5% of medical units providing periodical medical check-ups for workers, increase by 5% number of workers who are examined to detect occupational diseases, and increase by 3% number of units having work environment monitored and supervised.</p>	<ul style="list-style-type: none"> - The total number of establishments/units having work environments monitored and supervised; - The total number of establishments/units organizes periodic health examination; - The number of workers are examined to detect occupational diseases. 	<ul style="list-style-type: none"> - The new incidence of workers with occupational disease out of total number of worker with risks. - Number of workers are checked health and the health situation 	<ul style="list-style-type: none"> - Statistical report on the examination of occupational diseases; periodic health examination. - Sample-based survey (by questionnaire and examination of occupational diseases for sampled establishments)
3	<p>Objective 3: Increase by an average of 2,000 small and medium enterprises (SME) which apply effectively the OSH management system per year.</p> <p>Focus on high-risk groups:</p> <ol style="list-style-type: none"> 1. Mining 2. Textiles, leather, apparel and related products 3. Wood processing and manufacturing of wood products, paper; printing and print 	<ul style="list-style-type: none"> - The systems are studied and applied (number of establishments/units apply; efficiency) - The number of enterprises are trained on OSH management models. - The number of businesses applies the model and obtains efficiency in OSH (health care, improve working conditions ...) 	<ul style="list-style-type: none"> - Efficiency in investment cost thanks to reduction of occupational accidents and diseases 	<ul style="list-style-type: none"> - Report of the implementation of model building; - Sample-based survey to assess the current situation (using questionnaires): select at least 10% of samples (1000 enterprises to investigate; of which 20% have been trained, 80% are supported through counseling, delivery of document) <p>Identifying key indicators:</p> <ul style="list-style-type: none"> - Number of enterprises have adopted the model / total number of surveyed businesses/ establishments. - Number of enterprises are adopting the model / total number of surveyed businesses/ establishments.

	<p>4. Manufacturing of coke, oil, chemicals, pharmaceuticals, rubber and non-metal minerals</p> <p>5. Manufacturing of metal, prefabricated metal products (except machinery and equipment)</p> <p>6. Manufacturing of electronic, computer, optical and electrical equipments</p> <p>7. Manufacture of machinery and other equipment</p> <p>8. Manufacturing of motor vehicles, trailers and transport means</p> <p>9. Manufacture of furniture and other processing industry</p> <p>10. Maintenance and installation of industrial machinery and equipment</p>	<p>Performance indicators:</p> <ul style="list-style-type: none"> - Building 14 management model with 14 sectors; - Direct training for 5000 SMEs every year; - Supporting training (delivering free materials to 30,000 SMEs per year) 	<ul style="list-style-type: none"> - The number of businesses are introduced with models / total number of surveyed businesses/ establishments. - Number of enterprises are adopting / number of enterprise are introduced with models. - The number of businesses evaluate the effectiveness of the models specific socio-economic benefits
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4	<p>11. Supply and distribution of water, gas, water, steam, air-conditioner, management and treatment of wastewater, waste</p> <p>12. Construction of all kinds of housing, civil engineering, specialized construction</p> <p>13. Railway transport, road, river, waterway, warehousing and supporting activities</p> <p>14. Wholesale, retail and repair of cars, motorcycles and other motor vehicles</p>	<p>Number of workers trained; with focus on SMEs, informal sector and non-state sector</p> <p>-----</p> <p>Performance indicators:</p> <ul style="list-style-type: none"> - Direct training for 5,000 people working in hard, hazardous and dangerous jobs, 15 people working with strict OSH requirements, 15,000 OSH staff (coordinated with indicator 3). 	<p>Rate of people trained out of total demand (estimated to be more than 80%).</p>	<ul style="list-style-type: none"> - Training reports. - Sample-based survey on training <p>Identifying key indicators:</p> <ul style="list-style-type: none"> - Number of trained people/total surveyed ones - Rate of correct understanding of trained knowledge (based on a checklist) - Rate of applying trained knowledge - Rate of occupational accidents, diseases in trained groups/non-trained groups.
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5	<p>Objective 5: Disseminate appropriate OSH information to over 1,000 craft villages, 5,000 cooperatives, 30,000 SMEs by 2015.</p>	<ul style="list-style-type: none"> - Number of craft villages, cooperatives, SMEs are disseminated with information (brochures, posters, training materials, media ...) on OSH from the Programme. - Percentage of people at the establishments grasps the basic knowledge of OSH and applies to their daily work. <p>-----</p> <p>Performance indicators:</p> <ul style="list-style-type: none"> - Weekly, monthly communication on the local mass media with the themes suitable with the production of the location. - Each year print and deliver free over 30,000 documents to more than 1,000 businesses and households (coordinated with indicator 3, 5); 200,000 posters and 2 million leaflets will be distributed to enterprises, establishments and workers. 	<p>- Apply knowledge of OSH into work</p>	<ul style="list-style-type: none"> - Report on the communication activities - Report from the establishments/units benefiting from the communication activities; - Statistical survey based on the sample to assess the effects (combined to survey's indicators of 3,5) <p>-----</p> <p>Identifying key indicators:</p> <ul style="list-style-type: none"> - Number of people / number of establishments are disseminated with basic knowledge of OSH / total number of surveyed ones. - Number of people who have applied / total number of surveyed ones - Number of people review as effective, with specific evidence
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6	<p>Objective 6: 100% of workers certified with occupational accidents and diseases are provided with health care and rehabilitation in line with laws.</p>	<ul style="list-style-type: none"> - Number of people confirmed and certified with occupational accidents, diseases. - Number of workers who are treated, cared and rehabilitated. 	<p>Number of workers with occupational accidents, diseases returns to work</p>	<ul style="list-style-type: none"> - Statistical report from DOLISAs, social insurance agencies, health care agencies. - Sample-based survey <p>Identifying key indicators:</p> <ul style="list-style-type: none"> - Number of people receiving social insurance/ total of reported cases with work accident - Rate of recovered workability cases/number of treated cases
7	<p>Objective 7: 100% of fatal occupational accidents are investigated and handled in compliance with laws.</p>	<p>Number of fatal occupational accidents investigated according to the report of DOLISA;</p> <p>Number of actual fatal occupational accidents from the investigation ---</p> <p>Performance indicators: at present over 90% cases are investigated</p>	<p>Prevent from occurring again causes of occupational accidents.</p> <p>Number of letters of complaint on fatal occupational accidents reduces.</p>	<ul style="list-style-type: none"> - Report from Labour agencies, public security and police. - Report of fatalities due to occupational accidents <p>Key indicators:</p> <p>Rate of fatalities due to occupational accidents according to the report/number of deaths due to occupational that is based on the investigation.</p>

Second National Programme
on Occupational Safety and Occupational Health
Period of 2011-2015

Supported by ILO/Japan project on OSH
RAS/08/07M/JPN

ILO Country Office for Viet Nam
48-50 Nguyen Thai Hoc street
Ba Dinh District, Ha Noi, Viet Nam
Tel: 84-4-37340902
Fax: 84-4-37340904
Email: ilohn@ilo.org