



Lao People's Democratic Republic

Peace Independence Democracy Unity and Prosperity

2nd National Occupational Safety and Health (OSH)

Programme year 2011- 2015

Ministry of Labour and Social Welfare

Supported by International Labour Organization



International Labour Organization

**2nd National Occupational Safety
and Health (OSH)
Programme year 2011- 2015**

Ministry of Labour and Social Welfare

June 2011

Preface

Labour Management Department, Ministry of Labour & Social Welfare is one part of the Ministry and its tasks deal with protection & prevention on Occupational Safety & Health, which inhabiting with Lao Federation of Trade Unions on behalf of representing of employees, Lao National Chamber of Commerce and Industry which is the representing of employers in Lao PDR. Herein called **“Tripartite Organization”** which is the main counterpart of Labour Management Department. Apart from those, there is still got relevant sectors which are from the Central to Local Authority for instance: Ministry of Public Health, Ministry of Industry and Commerce, Ministry of Public Works & Transportation, Ministry of Energy & Mine, Ministry of Education, Water Resources & Environmental Organization, Tripartite Organizations of Provincial Level from Savannakhet, Champasack, Luang Prabang, Vientiane and Khammouan also joined.

We together mutual revised on implementation the First National Occupational Safety & Health Programme (2005-2010) of Lao PDR which is already set on 1st Phase. From the 5 years output of the 1st phase implementation on National Occupational Safety & Health Programme. And currently the 2nd phase of OSH Programme has been set up again which is from 2011-2015. Those Programme overall now has been approved by all sectors relevant.

Labour Management Department and its stakeholder have been analyzed and reviewed on 2nd OSH Programme. This Programme must be the best reference on determination of policy and its descriptions of Occupational Safety & Health. Including OSH administrative, implementation and making a move efficiency of 5 years programme. Moreover, this programme also be a good reference for determination of its roles and functions on OSH. Beside that it also determined the mechanism system including internal coordination and external cooperation. In term of making this programme get fulfilled and more efficiency .

This programme got good elaborations from top variety organizations and sectionals that stated above. Moreover we also got a good supports from International Labour Organization (ILO) Sub-regional Office for East Asia and Korea Occupational Safety & Health Agency (KOSHA), not only funds supported but, also the technical assistance. All the things that Labour Management Department, Ministry of Labour & Social Welfare would like to express the sincere gratitude to all partners for their good deeds and supported. I do hope that we together keep cooperating in term of extending the efficiency implementation on 2nd National OSH Programme.

Director General of Labour Management Department

**2nd National Occupational Safety and Health (OSH)
Programme (2011 - 2015)**

Vision:

All Workplaces, workers and employers have created and promoted on preventative Occupational Safety and Health Culture in Lao People's Democratic Republic.

Mission:

- Developing the mechanism of policy and legislative framework to support employers' and workers' efforts to make advance progress on occupational safety and health at workplace;
- Promoting and providing OSH protection and training to all workers;
- Assisting all workers to create the mechanism system on OSH administration and management effectively.

Table of Contents

Preface	i
Vision and Mission	ii
Table Content	iii
Introduction	1
Establish Occupational Safety and Health Organizations at Provincial Level	4
Enact Essential Occupational Safety and Health (OSH) Legislation	5
Capacity Building for Occupational Safety and Health Staff	5
Strengthen Occupational Safety and Health Inspection	6
Improve Work Accident and Occupational Diseases Reporting Systems	6
Occupational Safety and Health Research and Development	7
Control and Prevention Work Accidents and Occupational Diseases	8
Occupational Safety and Health Promotion and Dissemination	9
Study and Research for Establish Occupational Safety and Health Institute	10

Introduction

Currently the economy of Lao People 's Democratic Republic has been growing, It has been building infrastructure, create lots of employment. Therefore majority of workers are facing of high risk work injury and occupational deceases at the workplaces. So Ministry of Labour and Social Welfare of Lao PDR through Department of Labour Management in cooperation of Lao Federation of Trade Unions, Lao National Chamber of Commerce and Industry, tripartite at provincial level and other related agencies has developed the 2nd National Occupational Safety and Health (OSH) Programme (2011 - 2015) for promotion and improving OSH and ensuring better working conditions and safe workplaces for all workers.

The 2nd five year occupational safety and health programme has developed based on achievement of implementation of the first five year OSH programme and positive experiences in OSH in Lao PDR with the technical support of the International Labour Organization (ILO), and has been identified nine priority majors activities.

1. Establish Occupational Safety and Health Organizations at Provincial Level.

- 1.1. Set up a Vientiane Capital OSH committee.
- 1.2. Set up a provincial OSH Committee in Savannakhet Province.
- 1.3. Set up a provincial Champasack Province.
- 1.4. Set up a provincial OSH committee in Louangprabang Province.
- 1.5. Set up a provincial OSH committee in Khammoune Province.
- 1.6. Set up a provincial OSH committee in Vientiane Province.

2. Enact Essential Occupational Safety and Health (OSH) Legislation.

- 2.1. Develop OSH decree or regulations and labour protection decree to address key OSH issues such as inspection, injury reporting systems, OSH in construction, or OSH committees.
- 2.2. Promote ratification of OSH Convention C187 and C155.

3. Capacity Building for Occupational Safety and Health Staff.

- 3.1. Occupational Safety and Health for small and medium enterprises.
- 3.2. Occupational Safety and Health for Construction Site.
- 3.3. Occupational Safety and Health for Agriculture Section.
- 3.4. Occupational Safety and Health for Informal section and home workers.
- 3.5. Chemical hazardous used at workplace which harm to worker's health such as: Asbestos, white lead ...etc.

4. Strengthen Occupational Safety and Health Inspection.

- 4.1. Establish coherent recruitment and training inspectors.
- 4.2. Strengthen inspection tools such as the checklist and reporting format.
- 4.3. Provide the equipment/ instruments to inspectors.
- 4.4. Analyze and publish inspection results.

5. Improve Work Accident and Occupational Diseases Reporting Systems

- 5.1. Strengthen injury and occupational diseases reporting systems.
- 5.2. Set up the networking system on OSH.

5.3. Set up the data base in order to develop OSH's work.

5.4. Producing data information and dissemination to public.

6. Occupational Safety and Health Research and Development.

6.1. Research work accident and occupational diseases for industry section.

6.2. Research work accident and occupational diseases on different groups of workers.

6.3. Research work accident and occupational diseases for construction site.

7. Control and Prevention Work Accidents and Occupational Diseases.

7.1. Work accident prevention plan.

7.2. Occupational disease prevention plan.

7.3. Set up monitoring mechanism scheme on OSH inspection.

7.4. Promote cooperation between OSH and HIV/AIDS activities.

8. Occupational Safety and Health Promotion and Dissemination.

8.1. Campaign for OSH implementation.

8.2. Organize OSH meeting (safety week).

8.3. Instill the OSH attitude for employees and employers.

8.4. Award certificate to Enterprises.

9. Study and Research for Establish Occupational Safety and Health Institute.

9.1. Study on possibility to establish the OSH training center or OSH institute.

2nd National Occupational Safety and Health (OSH)

Programme: 2011-2015

Major Plan	Sub-plan	Indicator	Implementing
1. Establish Occupational Safety and Health Organizations at Provincial Level.	1.1. Set up a Vientiane Capital OSH committee. 1.2. Set up a provincial OSH Committee in Savannakhet Province. 1.3. Set up a provincial OSH committee in Champasack Province. 1.4. Set up a provincial OSH committee in Louangprabang Province. 1.5. Set up a provincial OSH committee in Khammoune Province. 1.6. Set up a provincial OSH committee in Vientiane Province &	The Provincial Labour and Social Welfare Department (PLSWD) is the focal point coordinator to all stakeholder to put in the committee. The members of the committee will be nominated by the Governor of the province.	<ul style="list-style-type: none"> - Provincial Department of Labour and Social Welfare (DLSW); - Provincial Federation of Trade Unions (FTU); - Local Chamber of Commerce & Industry Province (LCCI); - Provincial Public Health Department (PHD); - Provincial Industrial and Trade Department (ITD); - Provincial Public Work and Transportation Department (PWTD); - Provincial Energy and Mine Department (PEMD); - Provincial Education Department (ED); - Local Water Resource and Environment Administration of province (WREAP); - Committee's Office, Provincial Labour Protection Section.

Major Plan	Sub-plan	Indicator	Implementing
2. Enact Essential Occupational Safety and Health (OSH) Legislation.	2.1. Develop OSH decree or regulations and labour protection decree to address key OSH issues such as inspection, injury reporting systems, OSH in construction, or OSH committees.	<ul style="list-style-type: none"> - To draft documents base on the ILO OSH standards and instruments; - Organize meetings; - Summary and improving; - Propose to Minister for approving. 	<ul style="list-style-type: none"> - Labour Management Department (LMD), Ministry of Labour and Social Welfare (MLSW); - Lao Federation of Trade Unions (LFTU); - Lao National Chamber of Commerce and Industry (LNCCI); - Central Committee on Occupational Safety and Health (CC-OSH).
	2.2. Promote ratification of OSH Convention C187 and C155.	<ul style="list-style-type: none"> - Organize meeting, experts from ILO explain the detail and the meaning of conventions C155 and C187; - Research and study conventions C155 and C187and compare with Lao regulations; - Organize tripartite consultation meeting on ratification; - Propose to high level to considering. 	
Major Plan	Sub-plan	Indicator	Implementing
3. Capacity Building for Occupational Safety and Health Staff.	3.1. OSH/Small and medium enterprises.	<ul style="list-style-type: none"> - Print Manual on small and medium business, construction section, agriculture and informal section and home workers; - Training of Trainer (TOT); - Training representative of employers and workers from enterprises; - OSH committees; - Print OSH posters. 	<ul style="list-style-type: none"> - MLSW; - LFTU; - LNCCI; - Ministry of Public Health (MPH); - Ministry of Industry and Trade (MIT); - Ministry of Forestry and Agriculture (MFC); - Other concerning sections.
	3.2. OSH/Construction Site.		
	3.3. OSH/Agriculture Section.		
	3.4. Informal section and home workers.		
	3.5. Chemical hazardous used at workplace which harm to worker's health such as: Asbestos, white		

Major Plan	Sub-plan	Indicator	Implementing
4. Strengthen Occupational Safety and Health Inspection.	4.1. Establish coherent recruitment and training inspectors.	- Review the current status of inspection referring to ILO Labour Inspection Convention (C81).	<ul style="list-style-type: none"> - MLSW; - MPH; - MIT; - Ministry of Public Work and Transportation (MPWT); - Water Resource and Environment Administration (WREA); - LFTU; - LNCCI; - Other sections.
	4.2. Strengthen inspection tools such as the checklist and reporting format.	- Develop checklist (Inspection form); - Develop work injury and deceases reporting format.	
	4.3. Provide the equipment/ instruments to inspectors.	- Light Meter; - Noise Dosimeter; - Multi-Gas Meter; - Dust Meter; - Chemical Metter; - And	
	4.4. Analyze and publish inspection results.	- Analyze different section; - Publish the result of inspection.	
Major Plan	Sub-plan	Indicator	Implementing
5. Improve Work Accident and Occupational Diseases Reporting Systems	5.1. Strengthen injury and occupational diseases reporting systems.	- Draft a report; - Training workshop; - Improving and printing a report form.	<ul style="list-style-type: none"> - LMD, Social Security Department (SSD), Social Security Organization (MLSW); - Hygiene and Prevention Department, MPH; - Industry Department, MIT; - Electricity and Mine Departments, Ministry or Energy and Mine (MEM); - Road & Bridge Department (RBD),
	5.2. Set up the networking system on OSH.	- Training to official staff concerned; - Training to enterprises staff on reporting method; - Reporting.	

Major Plan	Sub-plan	Indicator	Implementing
	5.3. Set up the data base in order to develop OSH's work.	<ul style="list-style-type: none"> - Set up the data base at Central level - Set up the data base at Provincial level - Set up the data base at District level - Set up the data base at Enterprise level 	Housing & Urban Planning Department (HUPD), MPWT; - Ministry of Information and Culture (MIC); - LNCCI; - LFTU; - Provincial DLSW and District office of - Labour and Social Welfare (OLSW); - Enterprises; - Other Concerning sections.
	5.4. Producing data information and dissemination to public.	<ul style="list-style-type: none"> - Dissemination at meeting; - Advertizing through media; - Brochure. 	
Major Plan	Sub-plan	Indicator	Implementing
6. Occupational Safety and Health Research and Development.	6.1. Research work accident and occupational diseases for industry section.	<ul style="list-style-type: none"> - Analysis of industries having a high accident rate with emphasis on machinery safety, electrical safety, chemical safety and working environment; - Conclusions and recommendations for prevention. 	<ul style="list-style-type: none"> - MLSW; - LFTU; - LNCCI; - MPH; - OSH Committee; - Provincial LSWD and district OLSW.
	6.2. Research work accident and occupational diseases on different groups of workers.	<ul style="list-style-type: none"> - The workers have the good prevention systems; - The workers don't have prevention system; - Include women and child workers; - Conclusion and recommendations. 	
	6.3. Research work accident and occupational diseases for construction site.	<ul style="list-style-type: none"> - Research and analyze work injury for small, medium and large construction sites. - Conclusion and recommendations. 	

Major Plan	Sub-plan	Indicator	Implementing
7. Control and Prevention Work Accidents and Occupational Diseases.	7.1. Work accident prevention plan.	<ul style="list-style-type: none"> - Collection of works accident data; - Data analysis and priority setting; - Define guidelines and strategies for accident prevention at three level: <ol style="list-style-type: none"> 1). Enterprise level: enterprises set their achievable annual targets for accident reduction; 2). Regional/Provincial level: Regional or provincial level authorities set the regional or provincial target for annual accident reduction; 3). National level: setting the national targets for annual accident reduction. - Organize meetings to inform related stakeholders on strategies or measurement for accident prevention and their efficiency implementation; - Establish networking between government and private sector to support the achievement of goals. 	<ul style="list-style-type: none"> - LMD, SSD, SSO, MLSW; - Hygiene and Prevention Department, MPH; - Industry Department, MIT; - Electricity Department, Mine Department, MEM; - RBD, HUPD, MPWT; - LFTU; - LNCCI; - Provincial LSWD and District OLSW; - Enterprises; - Other Concerning sections.
	7.2. Occupational disease prevention plan.	<ul style="list-style-type: none"> - Organize the meetings between representatives from each authority and the task force to define the roles and function of central and regional officials for cooperation, planning, implementing and evaluation; - Determination the occupational diseases; - Training of government officials and enterprises on safety for implementation of decease prevention and control programmes. 	

Major Plan	Sub-plan	Indicator	Implementing
	7.3. Set up monitoring mechanism scheme on OSH inspection.	- Training of OSH inspectors; - Monitoring local official on OSH inspection.	
	7.4. Promote cooperation between OSH and HIV/AIDS activities.	- Forming the OSH, HIV/AIDS and other deceases committees at enterprises and preventive mechanism at the workplace; - OSH, HIV/AIDS and other deceases activities can make synergy by helping each other at the workplace level.	
Major Plan	Sub-plan	Indicator	Implementing
8. Occupational Safety and Health Promotion and Dissemination.	8.1. Campaign for OSH implementation.	- Establish OSH promotion programme for accident prevention; - Disseminate practical OSH information through newspapers, TV, radio, and web &....; - Cooperation & help enterprises for prevention accident, HIV/AIDS & other diseases; - Enterprises OSH implementation achievement campaign; - Zero accident campaign.	- LMD, SSD, SSO, MLSW; - Hygiene and Prevention Department, MPH; - Industry Department, MIT; - Electricity Department, Mine Department, MEM; - RBD, HUPD, MPWT; - MIC; - LFTU;
	8.2. Organize OSH meeting (safety week).	- National meeting and OSH exhibition; - Conducting annual meeting to the good performance enterprise and award the merit certificate; - Promote to the private sector to take a part in conduct OSH meeting (safety week); - Promote to the enterprise, workers and institutes to take part in OSH meeting (safety week); - Promote enterprise to performance OSH standard accordingly.	- LNCCI; - Provincial LSWD and District OLSW; - Enterprises; - Other Concerning sections.

Major Plan	Sub-plan	Indicator	Implementing
	8.3. Instill the OSH attitude for employees and employers.	<ul style="list-style-type: none"> - Promote enterprises that have workers more than 50 should establish OSH committee; - Establish model factory on OSH; - Training OSH task to workers; - Promote cooperation and contribution from association and NGOs for establish OSH instill in their mind; - Provide OSH guideline to enterprises and other organizations; - Promote dialogue and cooperation between workers and employers. 	<ul style="list-style-type: none"> - LMD, SSD, SSO, MLSW; - Hygiene and Prevention Department, MPH; - Industry Department, MIT; - Electricity Department, Mine Department, MEM; - RBD, HUPD, MPWT; - MIC; - LFTU; - LNCCI;
	8.4. Award certificate to Enterprises.	<ul style="list-style-type: none"> - Set up OSH standard; - Promote and support enterprise to implement the OSH standard; - Inspect enterprise before award the certificate; - Advertise and disseminate enterprises which OSH performance achievement. 	<ul style="list-style-type: none"> - Provincial LSWD and District OLSW; - Enterprises; - Other Concerning sections.
Major Plan	Sub-plan	Indicator	Implementing
9. Study and Research for Establish Occupational Safety and Health Institute.	9.1. Study on possibility to establish the OSH training center or OSH institute.	<ul style="list-style-type: none"> - Conduct survey and analyze works accident and deceases that occur from workplaces; - Annually seek for the needs of enterprise on OSH training. - Find out a proper area to establish OSH center or OSH institute. 	<ul style="list-style-type: none"> - MLSW; - LFTU; - LNCCI; - Other concerning sections.