

Occupational Safety and Health

(Learning OSH Techniques on How to Promote OSH Activities and Foster Safety Culture in Industry Aiming at Developing Policy and Measures)

課題別研修「労働安全衛生（制度構築から具体的対策まで）」

JFY 2025

Course No: 202411573J001



マレーシア

Malaysia

لڤيازى

Country Report

(Situation Analysis Report)

Basic Information



- **Name of Participant: Mohamad Azrul bin Abd Malek**
- **Country: Malaysia**
- **Organization / Department / Title:**
Deputy Director (Operations),
Department of Occupational Safety and Health (DOSH),
Perlis, Malaysia.
- **Work experience (years) in the field of industrial/occupational safety and health:**
 - **Private: Construction (Site Supervisor) - 1 year**
 - **Private: HSE Consultancy (Consultant, Engineer) - 2.5 years**
 - **Government: DOSH Kuala Lumpur - 7 years**
 - **Government: DOSH Perlis - 9 years**

Arctic Ocean

Japan

Pacific Ocean

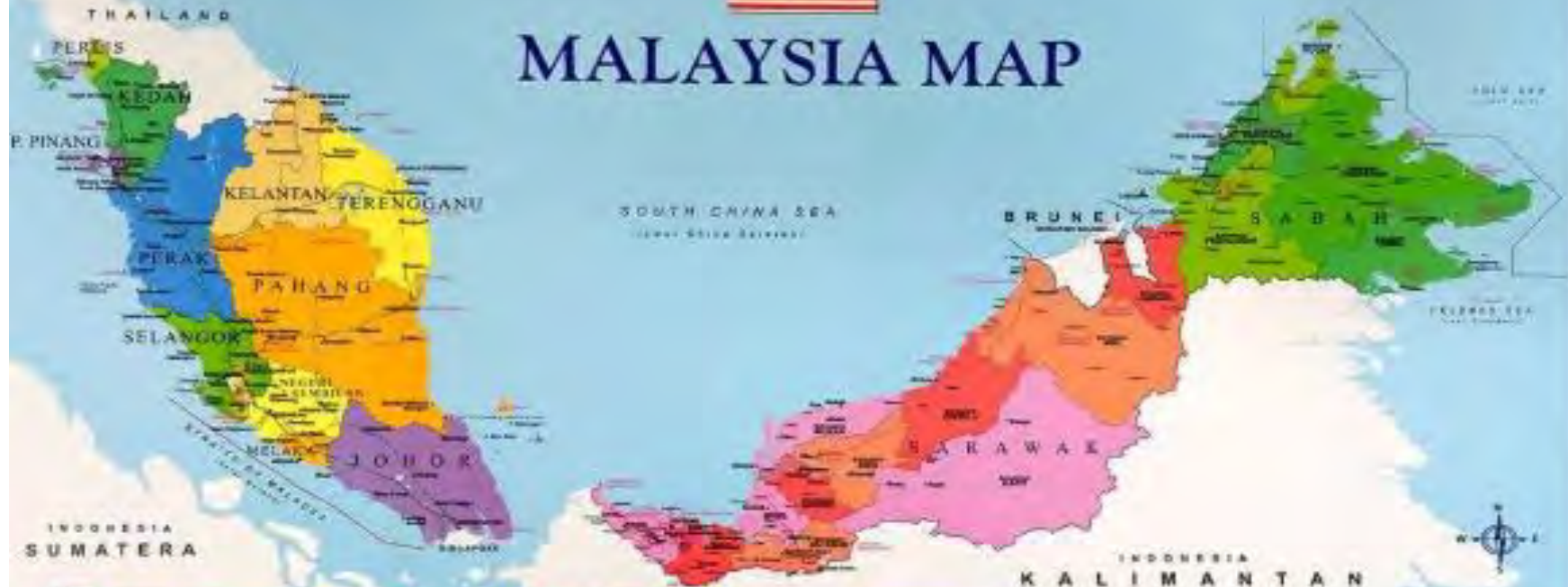
Malaysia

Indian Ocean





MALAYSIA MAP



12 States



PERLIS



KEDAH



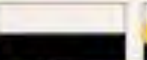
KELANTAN



PENANG



NEGRI SEMBILAN



PAHANG



SELANGOR



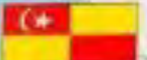
PULAU PINANG



PERLIS



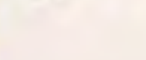
KELANTAN



TERENGGANU



PAHANG



SELANGOR



MELAKA



JOHOR



SARAWAK



SABAH

MALAYSIA PERSEKUTUAN

MALAYSIA PERSEKUTUAN

MALAYSIA PERSEKUTUAN

MALAYSIA PERSEKUTUAN



Organization Chart

MINISTRY OF HUMAN RESOURCES

Department of Labour
Department of Occupational Safety and Health (DOSH) ✓
Department of Skills Development
Department of Manpower
Department of Industrial Relations
Social Security Organisation (SOCSO)
Human Resources Development Corporation (HRD Corp)
National Institute of Occupational Safety and Health (NIOSH)
Malaysian Institute of Labour Market Information and Analysis (ILMIA)

MALAYSIA (GOVERNMENT)



Prime Minister's Department
Ministry of Finance
Ministry of Defence
Ministry of Home Affairs
Ministry of Foreign Affairs
Ministry of Education
Ministry of Higher Education
Ministry of Health
Ministry of Public Works
Ministry of Transport

Ministry of Human Resources ✓

Ministry of Domestic Trade and Cost of Living
Ministry of Entrepreneur and Cooperatives Development
Ministry of Agriculture and Food Security
Ministry of Rural and Regional Development
Ministry of Women, Family and Community Development
Ministry of Local Government Development
Ministry of Natural Resources and Environmental Sustainability
Ministry of Energy Transition and Public Utilities
Ministry of Science, Technology and Innovation
Ministry of Communications
Ministry of Investment, Trade and Industry
Ministry of Economy
Ministry of Tourism, Arts and Culture
Ministry of Youth and Sports
Ministry of Unity
Ministry of Federal Territories
Ministry of Law and Institutional Reform



MALAYSIA

DOSH Offices





DOSH State > Perlis



Director



**Deputy Director
(Operations)**

**Deputy Director
(Technical Services)**

Sections:

- Statutory Inspection (Manu. Fact. & Mach. Cert. Renewal)
- Small & Medium Industries
- Construction
- Enforcement (Exc. Manu. & Const.)
- Industrial Hygiene (+Chemical Safety)
- Occupational Health

Sections:

- Analysis & Process (Fact. & Mach. Cert. Reg.)
- Investigation & Prosecution
- Special Hazards/Major Risk (+Petroleum Safety)
- Promotion & Resources
- Administration



3. Contents (Country overview)

3.1 Occurrence status of industrial/occupational accidents and occupational diseases (including statistics)

OCCUPATIONAL INJURY RATE

2.61/1,000 employees

Target/limit:
2.13/1,000

OCCUPATIONAL FATAL INJURY RATE

2.96/100,000 employees

Target/limit:
2.93/1,000

PERCENTAGE OF WORKPLACE COMPLIANCE WITH THE ACT

3,609/10,500 workplaces

PERCENTAGE OF ACHIEVEMENT OF THE NUMBER OF COMPETENT PEOPLE

115,183



CHIEF MINISTER OF HUMAN RESOURCES
(UNTIL JUNE 2025)



PUNISHMENT ACTIONS INVOLVING PROSECUTION AND COMPOUND CASES

UNTIL JUNE 2025

202 PROSECUTION CASES =
RM3,415,750

75 COMPOUND CASES =
RM173,500

5261 NOTICE

19,836 LETTERS OF INSTRUCTION



3. Contents (Country overview)

3.2 Data collection methods for statistics

i. Mandatory Reporting

- Under the **Occupational Safety and Health Act 1994 (OSHA 1994)** and the **Factories and Machinery Act 1967 (FMA 1967)**, employers are required to report:
 - Occupational accidents
 - Occupational diseases
 - Dangerous occurrences
- Standard forms include: **JKKP 6 (accident)**, **JKKP 7 (disease)**, **JKKP 8 (annual accident & disease record)** reports prepared by the employer.
- Reports are submitted to the **Department of Occupational Safety and Health (DOSH)**.

3. Contents (Country overview)

3.2 Data collection methods for statistics

ii. Site Inspections and Audits

- Regular or surprise inspections by DOSH officers.
- Safety and health audits carried out by the authority.
- Data collected through:
 - On-site observation
 - Interviews
 - Document reviews



3. Contents (Country overview)

3.2 Data collection methods for statistics

iii. Accident and Disease Investigations

- Serious incidents are formally investigated.
- Investigation reports provide data on:
 - Type and cause of incident
 - Root causes
 - Corrective/preventive actions



3. Contents (Country overview)

3.2 Data collection methods for statistics

iv. Electronic Reporting Systems

- Online platforms like **DOSH's e-Reporting** system enable employers to submit incident reports (**MyKKP Portal**)
- Data is centrally stored for monitoring and analysis.



3. Contents (Country overview)

3.2 Data collection methods for statistics

v. Surveys and Questionnaires

- National surveys conducted by:
 - DOSH
 - SOCSO (PERKESO)
 - Other government or academic agencies/Universities
- Topics include:
 - OSH compliance
 - Safety awareness levels
 - Safety culture adoption in workplaces



3. Contents (Country overview)

3.1 Data collection methods for statistics

vi. Secondary Data from Other Agencies

- Data sourced from:
 - SOCSO (PERKESO): compensation claims for workplace injuries/diseases
 - Department of Statistics Malaysia (DOSM): labor force and industry data
 - Ministry of Health (MOH): occupational health data
 - Sectoral agencies: CIDB, MPOB, SPAN, PETRONAS, etc.
- Unreported accident/diseases cases:
 - Reported/cross checking with third parties (**Public Works Dept, Police, Hospital, SOCSO**).
 - The employer will be prosecuted in court under **NADOPOD*** regulations (fined up to RM10,000 or face imprisonment for up to one year, or both)

**NADOPOD: Notification of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease Regulations 2004*

3. Contents (Country overview)

3.1 Data collection methods for statistics

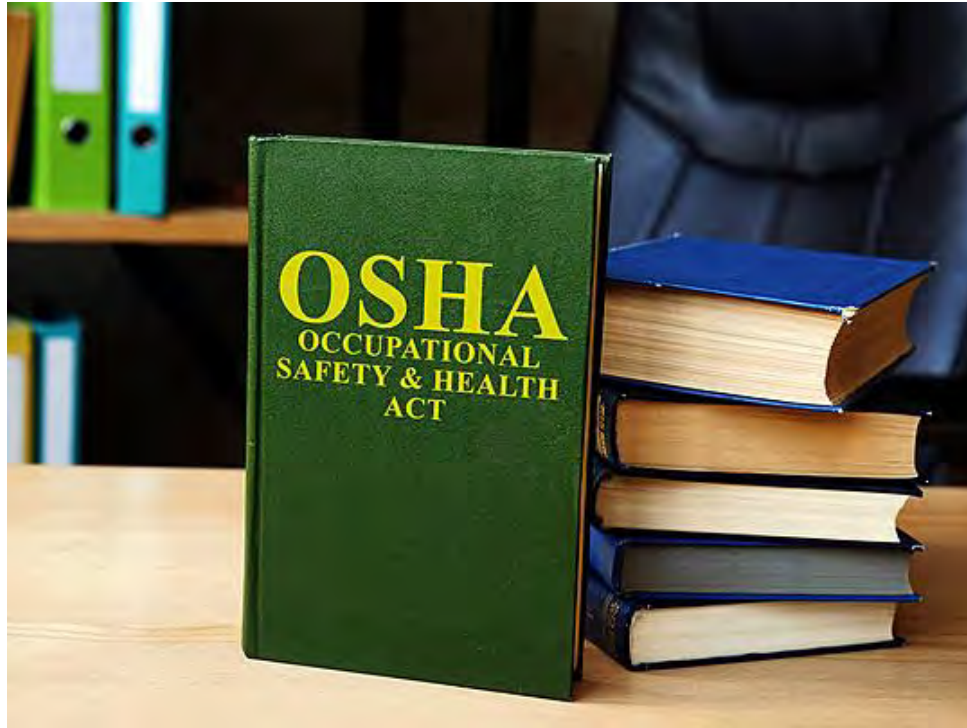
vii. Internal Databases and Analytics Tools

- Historical data compiled by DOSH.
- Used for:
 - Trend analysis
 - Risk hotspot identification
 - Performance metrics (KPIs)
- Example platforms: **MyKKP Portal**



3. Contents (Country overview)

3.3 Safety and Health related Laws and Regulations



Legislation



Act

Regulations

Order

Code of practice

Guidelines

Letter of Order

3. Contents (Country overview)

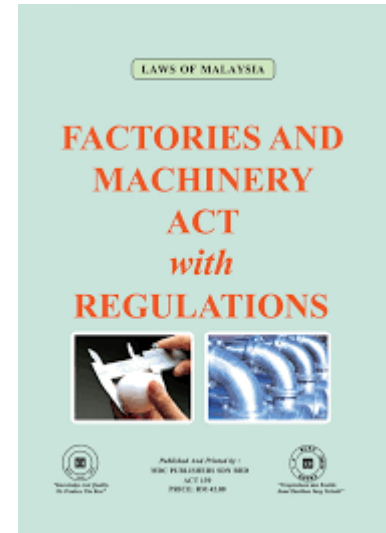
****VALID UNTIL 31st May 2024****

****REPEALED 1st June 2024****

3.3 Safety and Health related Laws and Regulations

- **Factory and Machineries Act 1967 (Act 139)**

- Factories and Machinery (Noise Exposure) (Repeal) Regulations 2019
- Factories and Machinery (Steam Boilers and Unfired Pressure Vessels) (Amendment) Regulations 2017
- Factories and Machinery (Steam Boilers and Unfired Pressure Vessels) Regulations 1970 – Fourth Schedule – Inspecting Authority (Amendment) Regulations 2014
- Factories and Machinery (Persons in Charge) (Amendment) Regulations 2014
- Factories and Machinery (Special Inspection Scheme) (Risk Based Inspection) Regulations 2014
- Factories and Machinery (Noise Exposure) Regulations, 1989
- Factories and Machinery (Mining Dust) Regulations, 1989
- Factories and Machinery (Asbestos Processes) Regulations, 1986
- Factories and Machinery (Operation of Buildings and Engineering Construction Works (Safety) Regulations, 1986
- Factories and Machinery (Black Lead) Regulations, 1984
- Factories and Machinery (Compounding Offences) Regulations, 1978
- Factories and Machinery (Compoundable Offences) Regulations, 1978
- Factories and Machinery (Certificate of Fitness for Examination) Regulations, 1970
- Factories and Machinery (Administration) Regulations, 1970
- Factories and Machinery (Notification, Certificate of Fitness and Inspection) Regulations, 1970
- Factories and Machinery (Electric Lifts for Passengers and Goods) Regulations, 1970
- Factories and Machinery (Fencing of Machinery and Safety) Regulations, 1970
- Factories and Machinery (Safety, Health and Welfare) Regulations, 1970
- Factories and Machinery (Steam Boilers and Fireless Pressure Vessels) Regulations, 1970
- Factories and Machinery (Persons in Charge) Regulations, 1970



3. Contents (Country overview)

****AMENDMENT 2022****
****ENFORCED 1st June 2024****

3.3 Safety and Health related Laws and Regulations

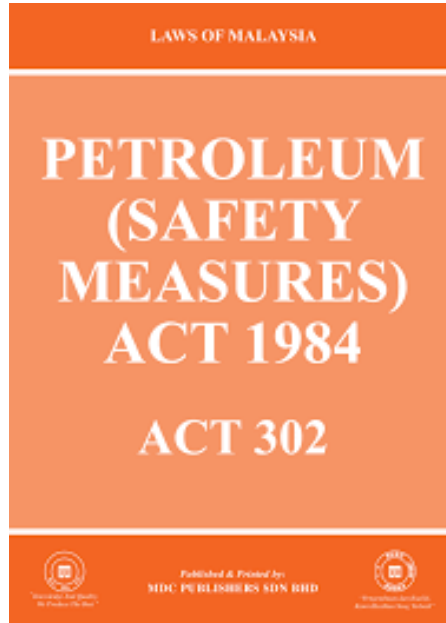
- **Occupational Safety and Health Act 1994 (Act 514)**
 - Occupational Safety and Health (Noise Exposure) Regulations 2019
 - Occupational Safety and Health (Classification, Labelling and Safety Data Sheets of Hazardous Chemicals) Regulations 2013
 - Occupational Safety and Health (Use and Standards of Exposure to Chemicals Hazardous to Health) Regulations 2000
 - Occupational Safety and Health (Safety and Health Officers) Regulations 1997
 - Occupational Safety and Health (Notification of Accidents, Dangerous Occurrences, Occupational Poisoning and Occupational Diseases) Regulations 2004
 - Occupational Safety and Health (Control of Major Accident Hazards in Industry) Regulations 1996
 - Occupational Safety and Health (Classification, Packaging and Labelling of Hazardous Chemicals) Regulations 1997 (Repealed)
 - Occupational Safety and Health (Safety and Health Committee) Regulations 1996
 - Occupational Safety and Health (Statement of General Policy on Safety and Health) Regulations Employers (Exemptions) 1995
 - Occupational Safety and Health (Fees for Competent Persons and Registered Training Providers) Regulations 2024
 - Occupational Safety and Health (Construction Works) (Design and Management) Regulations 2024
 - Occupational Safety and Health (Plants Requiring Certificate of Competence) Regulations 2024
 - Occupational Safety and Health (Special Inspection Scheme) Regulations 2025



3. Contents (Country overview)

3.3 Safety and Health related Laws and Regulations

- **Petroleum (Safety Measures) Act 1984 (Act 302)**
 - Petroleum (Safety Measures) (Transportation of Petroleum through Pipelines) Regulations 1985





3. Contents (Country overview)

3.4 Labor Inspection System

- **Department of Labour:**
 - Inspects labour rights, contracts, wages, leave, worker accommodations
- **Department of Trade Unions Affairs:**
 - Inspects trade unions, constitutions, elections, and financial records
- **Department of Occupational Safety and Health:**
 - Inspects occupational safety and health, machinery, PPE, chemicals, accidents



KPI

DOSH TOP MANAGEMENT

UNTIL JUNE 2025

INDUSTRIAL SAFETY ENFORCEMENT ACTIVITIES

68,119 ACTIVITIES

25%

INDUSTRIAL HEALTH ENFORCEMENT ACTIVITIES

4,779 ACTIVITIES

25%

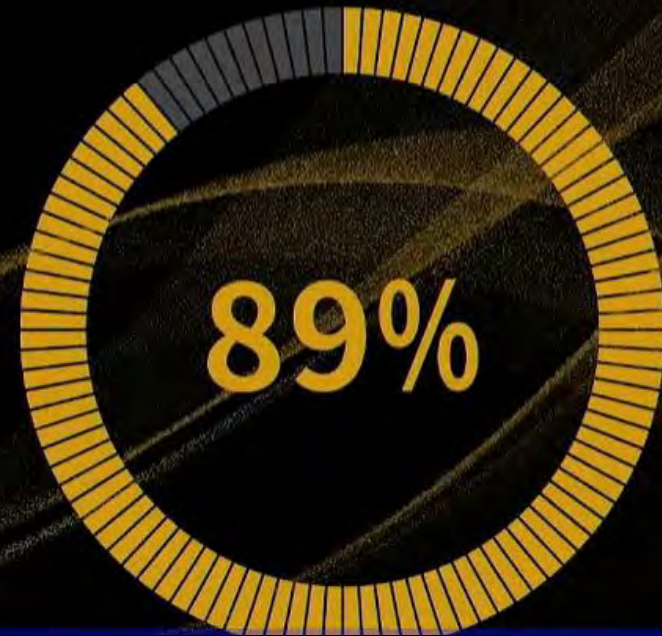
REPORTING OF OCCUPATIONAL ILLNESS AND POISONING

3,536 REPORTS

30%

OSHMP25 CUMULATIVE

ACHIEVEMENTS





ACTIVITY

EFFECTIVE ENFORCEMENT OF OSH IN THE WORKPLACE BY SECTOR

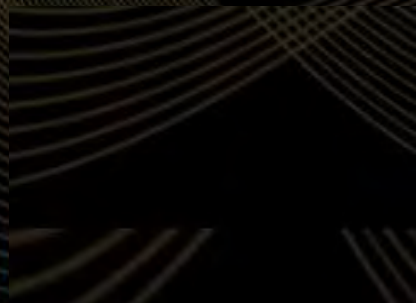
UNTIL JUNE 2025





ACTIVITY

ENFORCEMENT AND PREVENTION
OF OCCUPATIONAL ACCIDENTS AND
DISEASES
UNTIL JUNE 2025



4,736 Effective Enforcement of OSH
in the Workplace activities

2,564 OSH Enforcement activities in
the SME Sector

4,150 Qualified Machinery
Design Approval activities

11,293 Occupational Health
Enforcement and
Inspection activities

115,785 Qualified
Machinery Inspection activities

4 Major Hazard Installation (MHI)
Enforcement activities

141 Non-Major Hazard Installation
(NMHI) Enforcement
activities

13,585 Occupational Safety
and Health Promotion activities



ACTIVITY

OSH ENFORCEMENT IN THE SMALL
AND MEDIUM INDUSTRIAL SECTOR
(SME)

UNTIL JUNE 2025

2,429

ACTIVITY
EFFECTIVE INSPECTION

68

ACTIVITY
COMPLIANCE WORKSHOP

15

ACTIVITY
BEST PRACTICE/SME INNOVATION REPORT



ACTIVITY

OCCUPATIONAL HEALTH ENFORCEMENT AND INSPECTION

UNTIL JUNE 2025

3. Contents (Country overview)

3.5 Workers' accident compensation insurance

Social Security Organisation (SOCSO)



*PER: Pertubuhan (Organisation)

*KE : Keselamatan (Security)

*SO : Sosial (Social)

Applicable Law:

- Employees' Social Security Act 1969 (Act 4)

Coverage:

- Employees earning ≤ RM5,000/month (mandatory), and optional coverage for > RM5,000/month.
- Includes foreign workers (under the Employment Injury Scheme only).

Key Schemes under SOCSO:

- **Employment Injury Scheme:**

Covers accidents arising out of and in the course of employment, including:

- Industrial accidents and occupational diseases
- Commuting accidents (from home to workplace)
- Self-Employment
- Housewife (a woman, whether married/not, who manages the household full-time or not; including a wife, mother, widow or single mother)

3. Contents (Country overview)



3.5 Workers' accident compensation insurance

Social Security Organisation (SOCSO)

Benefits:

- Medical care
- Temporary disablement benefit
- Permanent disablement benefit
- Constant attendance allowance
- Rehabilitation
- Dependants' benefit (in case of death)
- Funeral benefit
- **Invalidity Pension Scheme:**
 - For non-work-related invalidity before retirement age (60)
- **Other Services:**
 - Labour Market Exchange (LMX)
 - Covid-19 Benefit Claim
 - Caring Squad & Social Synergy
 - "MyFuture Jobs" (national employment service provider)

Contribution:

- Employer: must register employees and contribute monthly, contribution between 1.25% – 1.75% of employee wages depending on scheme
- Self-employment: must register themselves, and contribute monthly based on a monthly income schedule or paid for a year at once.
- House wife: must register themselves/by husband/third parties and contribution of RM120 for a period of 12 consecutive months which must be paid in advance

3. Contents (Country overview)

3.6 Safety of equipment and facilities

**Machinery & Plant Equipment,
Registration and inspection by DOSH is required for:**

- Lifting machineries and hoists
- Steam boilers
- Pressure receivers
- High-pressure equipment

Steps:

1. Design Approval (for Permit to Install Application)
1. Beginner Inspection (Machineries Installation, Safety Device Condition & Function)-for Permit to Operate (PTO)/CF issuance
1. Annual Statutory Inspection (Safety Device Condition & Function)-PTO/CF renewal

3. Contents (Country overview)

3.6 Safety of equipment and facilities





EXAMINATION
CERTIFIED MACHINERY
UNTIL JUNE 2025

115,785

**QUALIFIED MACHINERY
INSPECTION**

4,150

APPROVAL OF QUALIFIED MACHINERY DESIGN

3. Contents (Country overview)

3.6 Safety of equipment and facilities > PPE



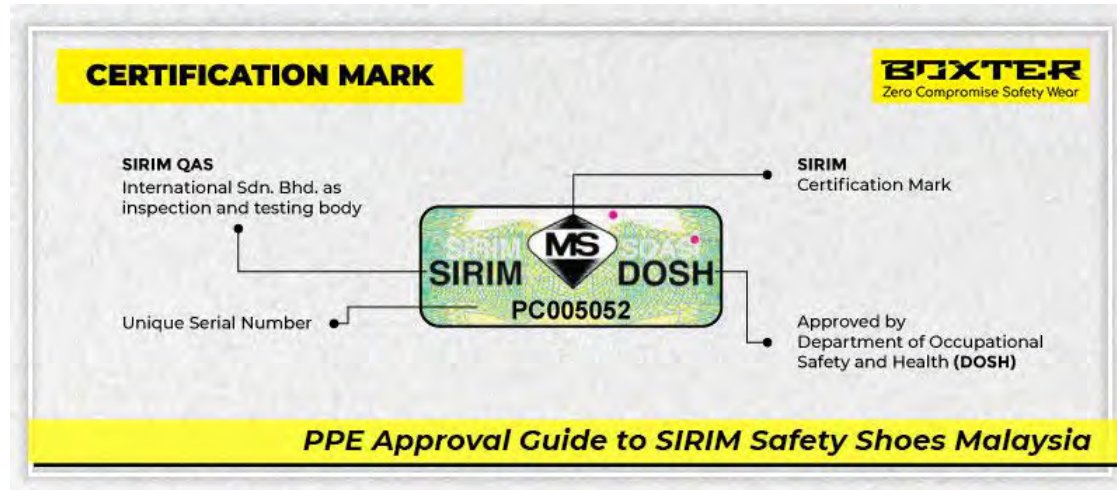
Department of Occupational
Safety and Health Malaysia



Standards and Industrial
Research Institute of Malaysia

3. Contents (Country overview)

3.6 Safety of equipment and facilities > PPE



3. Contents (Country overview)

3.7 Training/Education Programs

National Institute for Occupational Safety and Health (NIOSH)

i. Trainers Programme

- Construction Safety & Health Trainers (CSHT)
- Confined-Space Safety Trainer (CST)
- OSH Train-the-Trainer Competency Based Programme (TTT1)
- Training Management for Business (TTT2)

ii. Regulatory Competency Programme

- Authorised Entrant & Standby for Confined Space (AESP)
- Authorised Gas Tester & Entry Supervisor for Confined Space (AGTES)
- Basic Scaffolder Course (BSC)
- Chemical Health Risk Assessment (CHRA)
- Hygiene Technician 1 & 2 (HT1 / HT2)
- Indoor Air Quality Assessor (IAQ)
- Noise Risk Assessor (NRA)
- Occupational Safety & Health Coordinator (OSHC)
- Occupational Health Doctor (OHD)
- Safety & Health Officer (SHO)
- Site Safety Supervisor (SSS)



iii. Skills Competency Programme

- Basic Occupational First Aid (BOFA)
- Basic Rigging & Slings (BRS)
- Crane & Machinery Safety Inspection (CRINS)
- Confined-Space Rescue (CSR)
- Construction Work Permit Authority (CWP-RAA)
- Ergonomics Risk Assessment (ERA1 / ERA2)
- High-Pressure Water Jetting (HPWJ / HPWJ-R)
- Inert-Space Entry (IET / IET-R)
- Fire Watcher Safety (FWS)
- Back-Protection Management (BPM)
- Hazardous Chemicals SDS (CLASS1 / CLASS2)
- OSH Compliance regulation (CRO)
- Safety & Health Committee (ESHC)
- Accident Investigation (FAIR)
- Supervisor OSH (FOSH-SV)
- Hydrogen Sulphide Safety (H2S)
- OSH Presentation Skills (HIPS)
- Lifting Supervisor (LSC)
- Mental Health Awareness (MHA)

- OSH for Construction Personnel (OCP)
- OHD / OHN Workshop (OHDW, OHNW)
- OSHA Act 1994 (OSHA)
- OSH-E Management (OSHE)
- Offshore First Aid (OSFA)
- Office OSH (OSHO)
- Sport OSH (OSHSPO)
- Process Safety Management (PSM)
- Defensive Driving (SDD)
- SHO Enrichment (SHEP)
- SHO Exam Workshop (SHOW)
- Moto-riding Safety at Work (SMRW)



iv. Awareness Programme

- Hearing Loss Prevention (HLPAP-RL)
- Incident Reporting & Analysis (IRAT-RL)
- Kiken Yochi Training (KYT-RL)
- Lung Function Testing (LFTA-RL)
- OSH for Construction (OCP-RL)
- OHDW-RL, OHNW-RL, OSHA-RL, OSHE-RL, OSHO-RL, OSHSPO-RL
- Process Safety-RL (PSM-RL)
- SHO Enrichment-RL (SHEP-RL)
- Chemicals-RL (STUC-RL)
- Transport of Dangerous Goods-RL (TDGR-RL)
- HIRARC Implementation-RL (UIH-RL)
- Permit-to-Work Implementation-RL (UPTW-RL)
- Water Safety-RL (WICS-RL)



Other Agencies Offering OSH Training in Malaysia



i. Department of Occupational Safety and Health (DOSH)

- Government agency under the Ministry of Human Resources.
- Offers various OSH courses, certification, and enforcement training (for staff)
- Free seminars, workshop.(coaching training under promotional activities) for industry, especially for SME.

ii. Malaysian Society for Occupational Safety and Health (MSOSH)



- A professional society (NGO) offering training, seminars, and workshops on OSH awareness and skills.

iii. Private Training Providers & Consultants

- Safety and Health Officers training
- Fire safety and emergency response
- Risk assessment and hazard identification
- Construction safety courses



Medi-Ihsan OSH



Malaysian Construction Academy

iv. Universities and Colleges

Some higher education institutions offer diploma or certificate programs in Occupational Safety and Health.



3. Contents (Country overview)

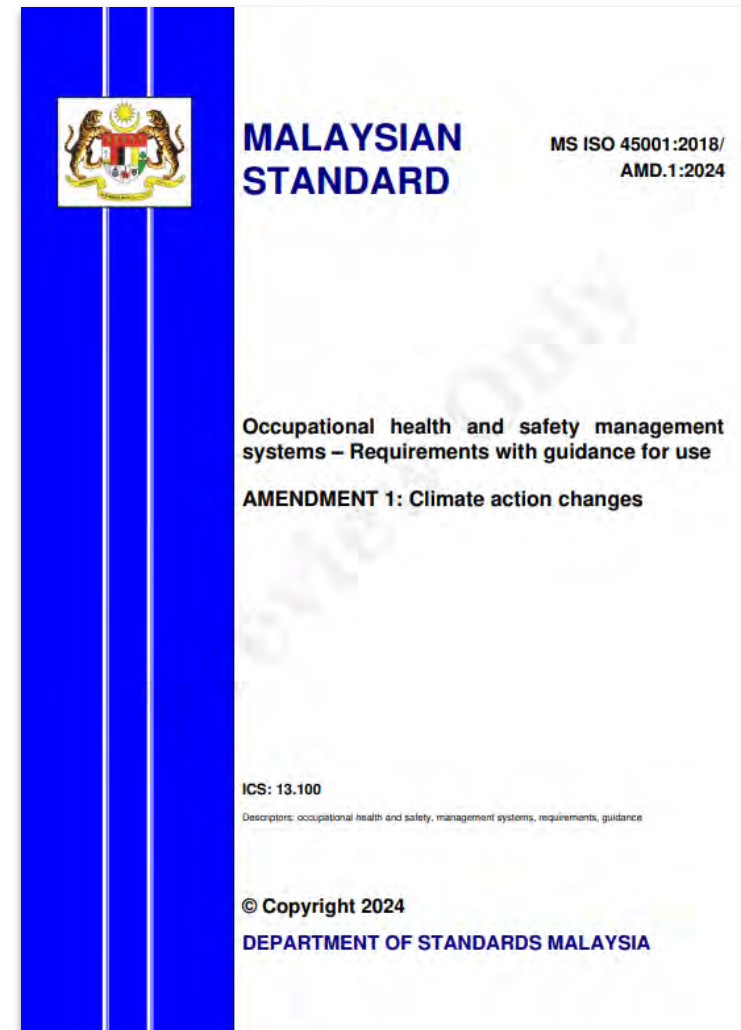
3.8 Activities of industrial/occupational safety and health organizations other than government

- Training and Certification
- OSH Consultancy Services
- Research and Publication
- Public Awareness Campaigns
- OSH Awards and Recognition
- Policy Advocacy and Advisory
- Professional Networking and Development

3. Contents (Country overview)

3.9 OSHMS and Risk Assessment

- OSH Management System → MS ISO 45001:2018



3. Contents (Country overview)

3.9 OSHMS and Risk Assessment

- Risk Assessment →



Guidelines for Hazard Identification, Risk Assessment and Risk Control (HIRARC)

Department of Occupational Safety and Health
Ministry of Human Resources
Malaysia


2008

JKKP DP 127/789/4-47
ISBN 978-983-2014-62-1

3. Contents (Country overview)

3.9 OSHMS and Risk Assessment

● Risk Assessment →

	BILLBOARD INSTALLATION AT KM4 KL-SHAH ALAM HIGHWAY (KESAS)				DDIC NO: HIRARC/KESAS/091 REV : 0 PAGE : 1 of 4	
	HIRARC FORM					

HIRARC FORM						
HIRARC Title:	BILLBOARD INSTALLATION AT KM4 KESAS			Prepared by:	Reviewed by:	Approved by:
HIRARC Ref. No.	HIRARC/KESAS/091 (REV.0)			AHMAD ADNAN	ALI	HO SIN YAU
Date	25 December 2022			SUPERVISOR	SAFETY AND HEALTH OFFICER	PROJECT DIRECTOR

HAZARD IDENTIFICATION			RISK ANALYSIS				RISK CONTROL		
JOB SEQUENCE	HAZARDS	EFFECT	EXISTING CONTROL MEASURE (If any)	Probability (P)	Severity (S)	Risk Rating P x S		RECOMMENDED CONTROL MEASURE	RESPONSIBLE PERSON (PIC)
						Score	Level		
1. Mobilization of worker to site location.	1. Driving posse	Collision with another vehicle • Physical Injury • Property Damage	• Competent Driver • Schedule Maintenance	3	3	9	M	• Adhere to local speed limit • Mobile phones must not be used during driving • Seat belt to be worn by all including passenger	Driver / Passenger
2. Install base of billboard	Falling from height	Fatal/Major Injury	• Use safety harness properly and hook at anchor point • Training for working at height	4	4	16	H	• Valid PTW for using skyline must be applied.	Site Supervisor/ HSE /Worker
	Finger Injury	Pinch point	• Use suitable hand gloves	2	2	4	L	• Hand tools are only to be used for their intended purpose.	Site Supervisor/ HSE /Worker

3. Contents (Country overview)

3.10 Campaign/Event/National Convention/Exhibition

- World OSH Day (28th April; every year)
- National OSH Week (2nd week of July; every year)
- National OSH Convention/Conference (every year)
- National OSH Award (every year)
- Promotional Exhibition

3. Contents (Country overview)

- World OSH Day (28th April; every year)



3. Contents (Country overview)

- National OSH Week (2nd week of July; every year)



3. Contents (Country overview)

- National OSH Convention/Conference (every year)



3. Contents (Country overview)

- National OSH Award (every year)



3. Contents (Country overview)

- Promotional Exhibition





ACTIVITY

PROMOTION OF OCCUPATIONAL SAFETY AND HEALTH

UNTIL JUNE 2025



3. Contents (Country overview)

3.11 Reference (homepage related, source regarding law, data, etc.)

Official Government & Agency Websites

1. Department of Occupational Safety and Health (DOSH / JKKP)

<https://www.dosh.gov.my>

2. Ministry of Human Resources Malaysia

<https://www.mohr.gov.my>

3. National Institute of Occupational Safety and Health (NIOSH Malaysia)

<https://www.niosh.com.my>

Laws and Regulations

4. Occupational Safety and Health Act 1994 (OSHA 1994)

<https://www.dosh.gov.my/index.php/en/legislation/acts>

5. Guidelines and Industry Codes of Practice (ICOP)

<https://www.dosh.gov.my/index.php/en/legislation/guidelines>

6. Guidelines and Industry Codes of Practice (ICOP)

<https://www.dosh.gov.my/index.php/en/legislation/guidelines>

Data & Reports

7. Annual OSH Statistics – Malaysia

<https://www.dosh.gov.my/index.php/en/statistic-v/occupational-accident-statistics>

8. Vision Zero Malaysia Campaign

<https://www.niosh.com.my/index.php/vision-zero>

3. Contents (Country overview)

3.12 Three major initiatives (strategies) by the government on any of the above

1. OSH Master Plan (for every 5 years)

Objective:

To reduce workplace accidents and improve the safety and health culture across all sectors.

Key Strategies:

- Strengthen OSH governance and enforcement.
- Empower employers and employees through OSH education and training.
- Promote a preventive OSH culture at the national level.

3. Contents (Country overview)

3.12 Three major initiatives (strategies) by the government on any of the above

- 1. OSH Master Plan**
- 2. Self-Regulation Strategy under the OSH Transformation Programme**
- 3. National Council for Occupational Safety and Health (NCOSH)
Engagement Framework**

1. OSH Master Plan 2021–2025 (OSH MP25)

7 Strategic Thrusts:

1. Strengthening OSH in the public sector
2. Enhancing self-regulation at the workplace
3. Promoting OSH education and research
4. Empowering occupational health
5. Improving OSH compliance among SMEs
6. Enhancing OSH through technology
7. Improving OSH in road safety, the informal sector, and future employment



OSHMP25 Key Performance Indicators

- 1. Reduction in occupational fatality rate to 2.93 per 100,000 employees.**
- 1. Reduction in occupational accident rate to 2.13 per 1,000 workers.**
- 1. Increase of $\geq 30\%$ in occupational disease and poisoning reporting.**

3. Contents (Country overview)

3.12 Three major initiatives (strategies) by the government on any of the above

2. Self-Regulation Strategy under the OSH Transformation Programme

Objective: Shift from enforcement-focused to prevention-focused OSH management.

Key Strategies:

- Encourage companies to implement their own internal OSH systems.
 - Promote compliance through industry-led initiatives.
- Strengthen leadership commitment from top management in safety.

3. Contents (Country overview)

3.12 Three major initiatives (strategies) by the government on any of the above



3. Contents (Country overview)

3.12 Three major initiatives (strategies) by the government on any of the above

3. National Council for Occupational Safety and Health (NCOSH) Engagement Framework

Objective: Improve multi-stakeholder coordination on OSH matters.

Key Strategies:

- Engage workers' unions, employers, government agencies, and NGOs.
- Develop sector-specific guidelines and risk reduction policies.
- Monitor and evaluate OSH performance at national level through NCOSH and state-level committees.



4. Issues and Challenges (difficulties) in Implementing OSH in Malaysia

4.1 Major issues on occupational safety and health in Malaysia

- 1. High rate of workplace accidents and fatalities**
- 2. Lack of awareness and training**
- 3. Non-compliance with OSH regulations**
- 4. Inadequate safety culture**
- 5. Occupational diseases and poor workplace ergonomics**
- 6. Insufficient OSH resources and enforcement**
- 7. Psychosocial risks and mental health**

4.2 Your suggestions, or counter measures for the above problems

- 1. Enhance OSH education and training**
- 2. Strengthen enforcement and penalties**
- 3. Promote a strong safety culture**
- 4. Improve reporting and data collection**
- 5. Implement ergonomic and health interventions**
- 6. Support mental health programs**
- 7. Increase OSH resources**

5. Good Practices

Please share the good practices of your country with other participants.

5.1 What was achieved

- Significant reduction in workplace accident rates over the past decade.
- Integration FMA 1967 & OSHA 1994 (law amendment, repeal/publish regulations, ICOP and Guidelines)
- Introduction of the OSH Master Plan and Vision Zero initiatives.
- Introduction of the OSH Master Plan for every 5 years.
- Strengthened OSH awareness among industries and workers.
- Integration of OSH into national education and training systems.

5.2 Key elements of success

- Strong policy framework under the Occupational Safety and Health Act 1994 (OSHA).
- Active role of Department of Occupational Safety and Health (DOSH).
- Public-private collaboration in OSH training and awareness.

5.3 Lessons learned

- Continuous engagement with all stakeholders is crucial.
- Top management commitment determines success.
- Education and awareness must begin early, including in schools and universities.
- Compliance increases with consistent enforcement and incentives.

5.4 Implementation partners

- Department of Occupational Safety and Health (DOSH)
- National Institute of Occupational Safety and Health (NIOSH)
- Ministry of Human Resources (MOHR)
- Employers' associations and trade unions
- OSH practitioners, Competent Person and consultants

5.5 Monitoring methods

- Workplace audits and inspections by DOSH officers.
- Use of MyKKP system for reporting and data management.
- Industry self-regulation and internal audits, using OSHWA (OSH Workplace Assessment) checklist form provided by DOSH.
- Annual reporting on accident statistics and enforcement outcomes.

ধন্যবাদ *Gracias* நன்றி

Thanks

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TERIMA KASIH

ありがとう *Danke* 谢谢

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감사해요

Merci

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Obrigado

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