



# Training on Improvement of Policy on Occupational Safety and Health

22-10-2017 to 23-11-2017

Japan

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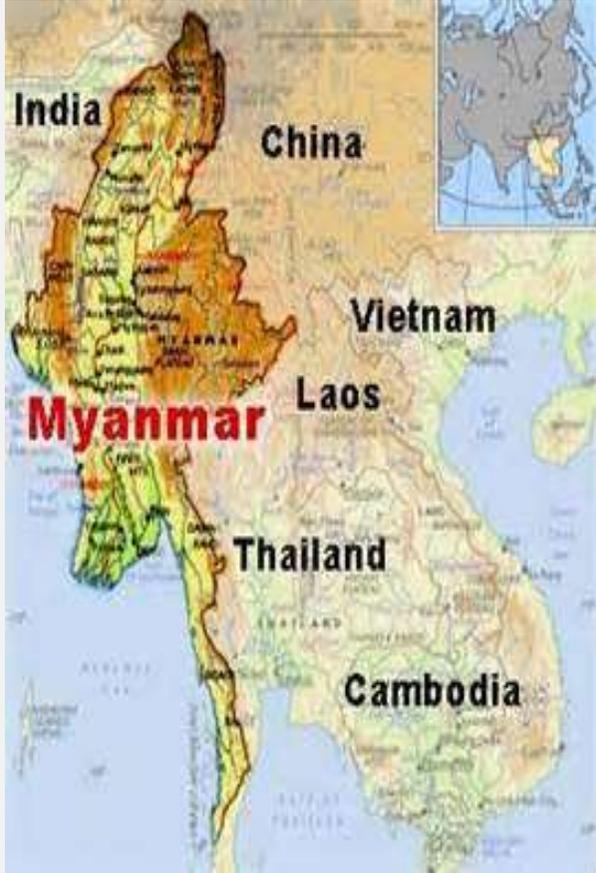




## MYANMAR AMAZING LAND



# MYANMAR PROFILE



Official Name: The Republic of Union of Myanmar

State Counsellor: Daw Aung San Su Kyi

President: U Htin Kyaw

Capital: Nay Pyi Taw (Established since 2005)

Area: 676,577 sq km.

Population 51.419 millions (2014 Census)

Currency: Myanmar Kyat (MMK)

Natural Resources; Oil and Gases , Jade, Gemstone, Teak and other timber

Major Crops: Rice, Pulses and Beans, Sesame, Maize , Rubber,

Major Ethnic; Kachin, Kayah, Kayin, Chin, Bamar, Mon, Rakhine, Shan

# Presentation Agenda

- ❑ Current OSH landscape in Myanmar
- ❑ FGLLID
- ❑ Accident and Occupational Diseases compensation and Insurance
- ❑ Occupational Safety and Health Management System
- ❑ Challenges

## Government Commitment on protection for rights of Workers

In 2008 , state constitution

“The State shall enact necessary laws to protect for workers”



Constitution of the Republic of the  
**Union of Myanmar**  
(2008)

ပြည်ထောင်စုထူထောင်ရေးအဖွဲ့အစည်း

**ဖွဲ့စည်းထူထောင်ခြင်း**

(၂၀၀၈ ခုနှစ်)



# **Current OSH landscape in Myanmar**

In Myanmar, Occupational safety and Health matters are not responsible sole agency .

It is implemented by many agencies as Fragmentary.

### Governmental Agencies



# List of laws related on OSH

- The Factories Act , 1951
- Social Security law , 2012 and regulation
- Workmen Compensation Act , 1923
- The Electricity law , 2016
- The Boiler law , 2015
- The pesticide law , 1990
- The law of chemical and associated substances hazard protection, regulation
- The environmental Conservation law 2012 , and regulation
- Fire fighting law
- Shops and Establishments law 2016
- City Development Law
- Myanmar Mine law , 1994

## Ratified ILO conventions (Total 20 nos)

- C. 1 Hours of work (Industry) convention, 1919
- C. 2 Unemployment convention ,1919
- C. 6 Night Work of Young Persons (Industry) Convention ,1919
- C. 11 Right of Association (Agriculture) Convention , 1921
- C. 14 Weekly Rest (Industry) Convention ,1921
- C. 15 Minimum Age (Trimmers and Stockers) Convention , 1921
- C. 16 Medical Examination of Young Persons (Sea) Convention, 1921
- C. 17 Workmen's Compensation (Accidents) Convention, 1925
- C. 18 Workmen's Compensation (Occupational Diseases)  
Convention, 1925

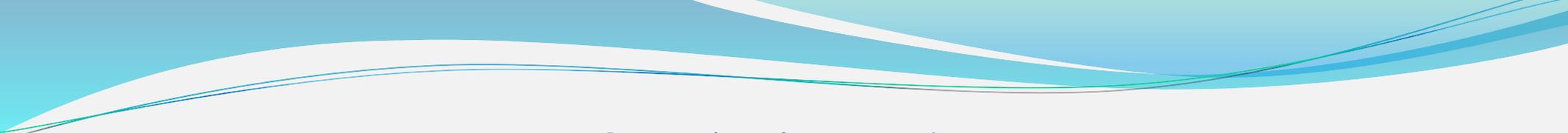
- C. 19 Equality of Treatment (Accident Compensation) Convention, 1925
- C.21 Inspection of Emigrants Convention, 1926
- C.22 Seamen's Articles of Agreement Convention, 1926
- C. 26 Minimum Wage Fixing Machinery Convention, 1928
- C. 27 Marking of Weight (Packages Transported by Vessels) Convention, 1929
- C.29 Forced Labour Convention, 1930
- C.42 Workmen's Compensation (Occupational Diseases) Convention (Revised) , 1934
- C. 52 Holidays with Pay Convention, 1936
- C. 63 Convention concerning Statistics of Wages and Hours of Work, 1938
- C. 87 Freedom of Association and Protection of the Right to organize Convention, 1948
- c. 182 Worst Form of Child Labour Convention

But not yet ratified main conventions on OSH ;

- Labour inspection convention No. 81
- Occupational Safety and Health convention No, 155
- Promotional OSH Framework Convention No, 187



# Factories and General Labour Laws Inspection Department

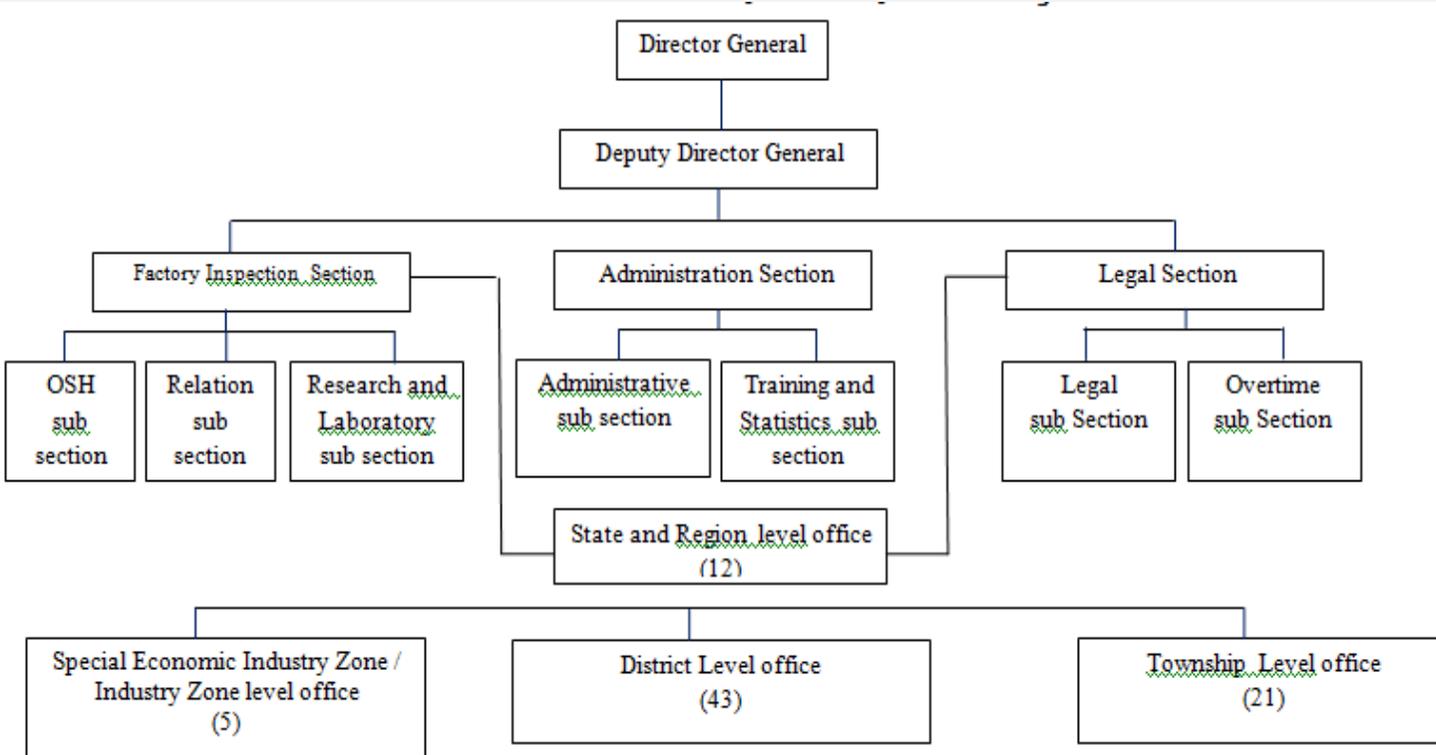


Organizations under  
Ministry of Labour , Immigration and Population

- ❑ Department of Labour    **DOL**
- ❑ Social Security Board    **SSB**
- ❑ Factories and General Labour Laws Inspection Department    **FGLLID**
- ❑ Department of Labour Relations    **DLR**

# FGLLID

## Organization Chart



- ❖ 1 Central Office
- ❖ 12 State /Region Level Office
- ❖ 43 Districts Level Office
- ❖ 5 Industrial Zone Level Office
- ❖ 21 Township Level Office

Sr.	Particular	Nos
1	Law Inspector	28
2	OSH Inspector	96
3	Staffs	396
	Total	520

## Objective of FGLLID

- ❑ To enhance the labour productivity by ensuring workers to enjoy their rights fully and regularly under the existing laws .
- ❑ To provide the Occupational safety and Health services .

INSPECTION

OSH INSPECTION

LABOUR LAWS  
INSPECTION

## Numbers of inspectors in FGLLID

Category	Number
Occupational Safety and Health Inspector	96
Law Inspector	28
Staff	396
More over , there have other <b>Total</b> inspectors at respective agencies such as <b>520</b>	

- Boiler inspector
- Electrical inspectors
- Mine Inspectors
- pesticide inspectors
- construction inspectors

## Main Functions of FGLLID

- ❖ Inspection and enforcement the workplaces
- ❖ Accident and occupational Disease Investigation
- ❖ Conducting Trainings on OSH
- ❖ Working Environment Measurements
- ❖ Implementation of OSH - MS at enterprise level
- ❖ Awareness Raising on OSH
- ❖ Cooperation & Coordination on regional & International relation.



## workplaces covered by Factories Act

Any workplace operates with 5 or more workers using aid of power. OR

Any workplace operates with 10 or more workers without aid of power . OR

Any Letter Press , Edible Oil Mill, Vehicle repairing work or vehicle

spraying work using one or more workers .

**Remark ; Coverage only manufacturing sector . Not cover construction /  
mining / agriculture or other sectors.**

# OSH Inspection System in ASEAN

<b>General Inspection Model</b>	<b>Combined Inspection Model (General and Sectoral)</b>
Viet Nam	Singapore
Laos	Malaysia
Myanmar	Brunei
Cambodia	
Indonesia	
Philippines	
Thailand	

**Source: 1<sup>st</sup> ASEAN Labour Inspection Conference**

# OSH Inspection System

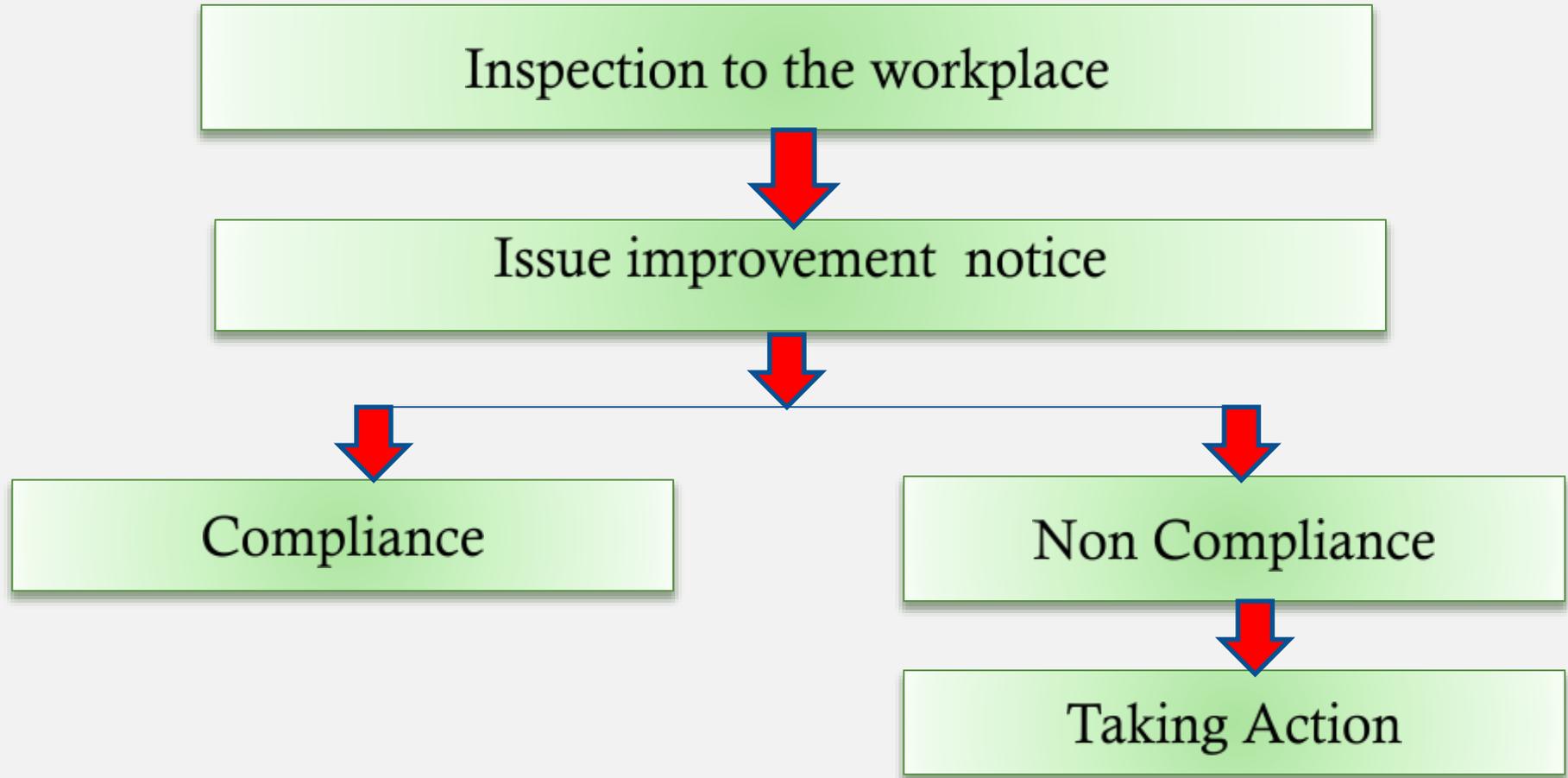
## Inspection approach

- General inspection approach
- Technical inspection approach

## Inspection methods

- Routine Inspection
- Check visit
- Special Inspection

# The current Inspection procedure



## Nos of Factories and Workers Vs under Economics Activities

Economic Activities	No. of Factories	Number of Workers		
		Male	Female	Total
Textile Industry	1202	29727	235316	265043
General Engineering Industry	3497	42380	11041	53421
Metal and Mineral Work	656	22714	5370	28084
Foodstuffs , tobacco and drink Work	5363	66923	48109	115032
Chemical and Allied Work	2912	15887	9034	24921
Paper and Printing Work	1364	10826	5606	16432
Work relating to Stone, Wood and Ceramic	1734	42658	18145	60803
Weaving and Bailing Work	91	1520	1726	3246
Miscellaneous	3095	48631	71276	119907
<b>Total</b>	<b>19914</b>	<b>281266</b>	<b>405623</b>	<b>686889</b>

## Accident and Occupational Diseases Reporting

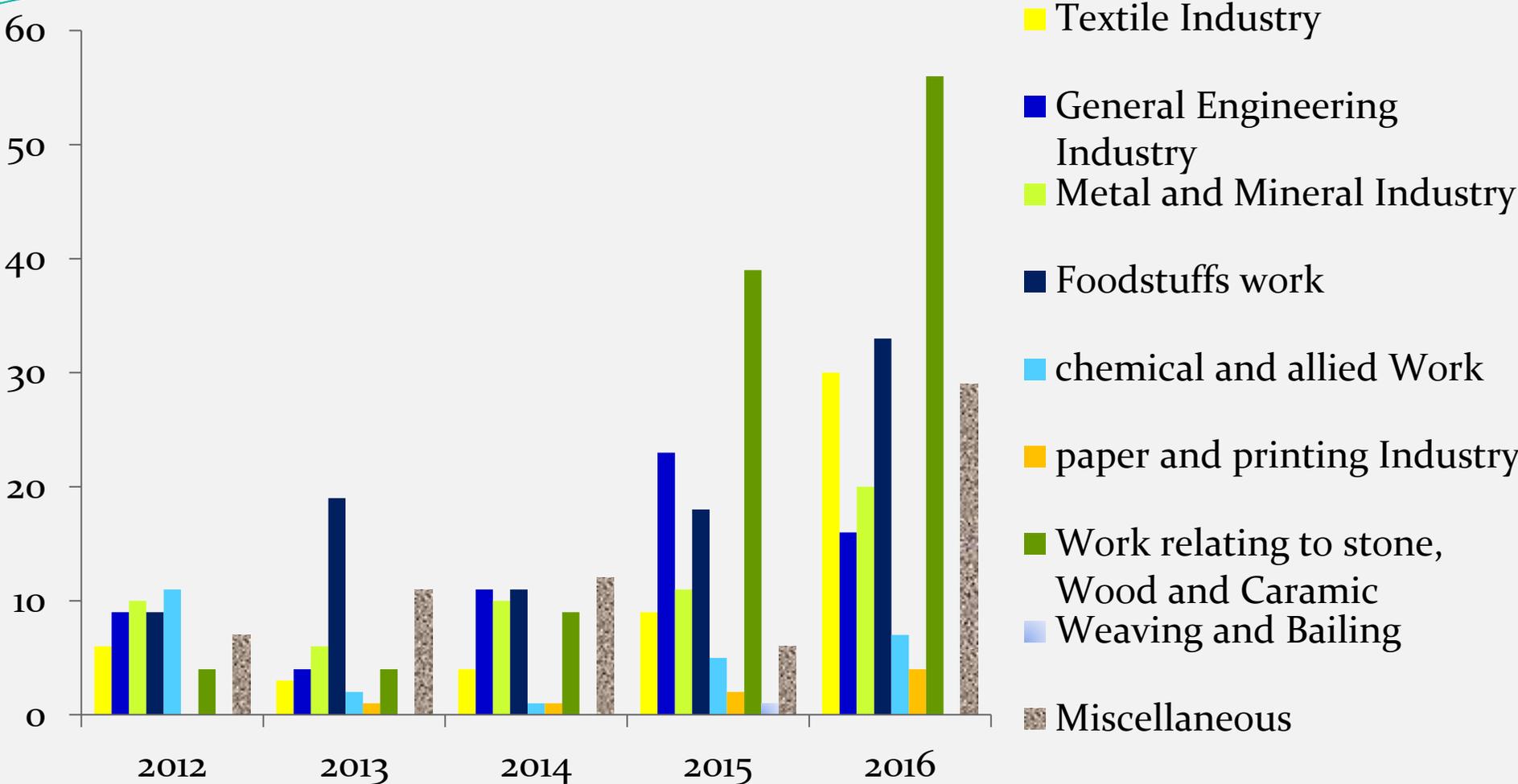
According to the 1951 factories Act,

- If any factory happened accident , Factory manager shall report to the respective offices . ( 2 days and above incapacitation his work)
- If any worker suffers occupational disease , any manager and medical surgeon shall report to the respective office.
- So far no occupational disease reported.  
because of very limited resources ( occupational health expert) and facilities ( laboratory).

# Classification of accidents according to Economic Activities Vs yearly

Year	Economic Activities																											Total			
	Textile Industry			General Engineering Industry			Metal and Mineral industry			Foodstuffs Work			Chemical and Allied Work			Paper and Printing Industry			Work relating to stone, Wood and Ceramic			Weaving and Bailing			Miscellaneous				Sub Total		
	M	S	F	M	S	F	M	S	F	M	S	F	M	S	F	M	S	F	M	S	F	M	S	F	M	S	F		M	S	F
2012	5	1	-	3	3	3	1	3	6	-	6	3	8	3	-	-	-	-	-	1	3	-	-	-	1	4	2	18	21	17	<b>56</b>
2013	1	-	2	1	2	1	-	5	1	10	4	5	-	-	2	-	1	-	-	3	1	-	-	-	-	7	4	12	22	16	<b>50</b>
2014	1	3	-	1	9	1	-	8	2	2	3	6	-	1	-	1	-	2	1	6	2	-	-	-	3	6	3	9	36	16	<b>61</b>
2015	2	5	2	13	5	4	2	8	1	3	13	2	3	2	-	1	1	-	9	23	7	1	-	-	1	4	1	35	61	17	<b>113</b>
2016	14	13	3	8	7	1	10	6	4	16	20	7	2	3	2	-	3	1	25	25	6	-	-	-	5	20	4	80	97	28	<b>205</b>

# Classification of accidents according to Economic Activities Vs yearly



# Accident Investigation



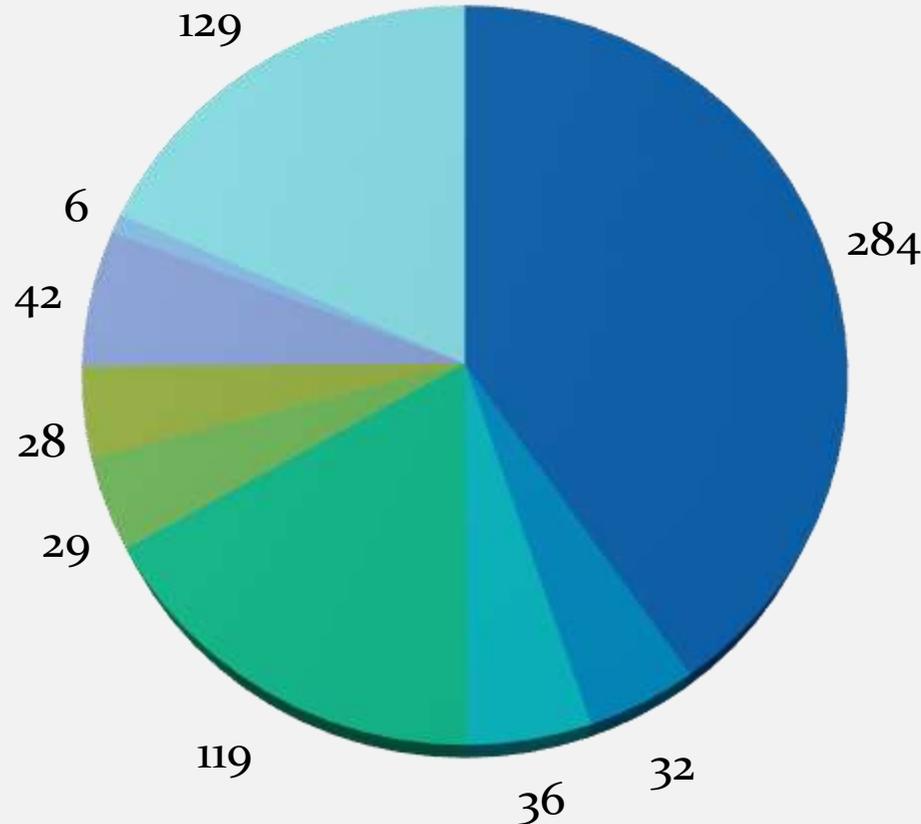
## working environment improvement

- For identification and evaluation of working environmental factors such as heat stress, noise level, dust and fumes , Gases , ventilation ,etc...  
Working environment measurements have been conducting at workplace prioritized risk level .
- But all parameters can not be done measurement due to following Challenges;
  - lack of industrial hygienic laboratory facilities .
  - lack of qualified hygienist ( qualified operators)
  - lack of measurement equipments as quantitatively and qualitatively.
  - Not yet adopted the standard on working environmental factors.

( Refereeing – standard from ACGIH , Philippines , Malaysia or Singapore)

# Working Environmental Measurement Activities by economic activities

- Textile Work
- General Engineering Work
- Metal and Mineral Work
- Foodstuffs, Tobacco and Drink Work
- Chemicals and Allied Work
- Paper and Printing Work
- Wood and Ceramic Work
- Weaving and Bailing Work
- Miscellaneous Work



# working environment measurement records



# Conducting Training on OSH

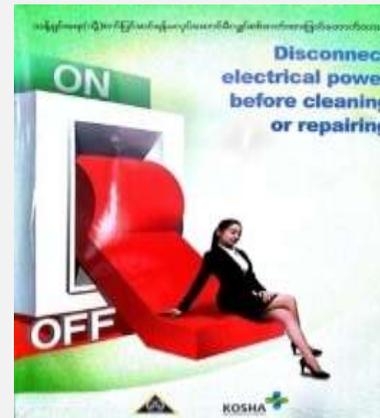
- FGLLID has been conducting orientation training on OSH for workers, foreman etc... occasionally such as in- house training and mobile training using training bus donated by Korea Occupational safety and Health Agency(KOSHA).
- Other certification training for special careers such as Boiler operator course , electrician course are conducted respective agencies .
- Private OSH training providers conduct some training courses .

# Record of Mobile Training Bus



# PROMOTION on OSH

- i. Training, Workshops and Seminars
- ii. Poster & Stickers, bulletin
- iii. Media Engagement
- iv. OSH Day (April 28)
- v. OSH Excellence Awards & Best Practices Awards



# Records of ASEAN-OSHNET Awards

Excellent award – Fame pharmaceutical factory  
Best Practices Award - Lead battery Factory



# Regional and International cooperation

## **In regional ;**

- Cooperation with ASEAN-OSHNET as focal Department .
- Taking responsibility the ASEAN-OSHNET Secretariat from 2017 to 2019 for three years.
- Cooperation with KOSHA for Enhancement of OSH system in Myanmar.

## **At international ;**

- Working closely ILO (Yangon) branch office for OSH Project.



# Accident and Occupational Diseases compensation and Insurance

There are two laws such as

- workmen compensation act and
- Social security law .

- For any worker not insured by social security law can claim compensation by compensation act ,
- For any worker insured by social security law can enjoy medical treatment , other benefits including cash benefits by Social security law.

## workplaces covered by Social security law

- Industrial establishments in which at least 5 persons are employed, Railways and Public industrial and transport establishments ;Ports , Mines and Oilfields.
- Financial organizations
- Companies, associations, organizations, and their subordinate departments and branch offices which carry out business
- Constructions carried out for a period of one year and above
- Businesses

Allow to insure any individual by voluntary basis.

# Registration of Establishments

- ❑ Establishments in covered areas are required to register with the local offices of the Board within 15 days after they are constituted.
- ❑ So far numbers of insured person are 1,060,000

# 6 Types of Insurance Systems

## 1. Health and Social Care Insurance System

- Medical treatment
- Cash benefit for sickness, maternity and confinement, funeral benefit for decease due to any cause
- Medical treatment for the insured worker after retirement

## 2. Family Assistance Insurance System

- Scholastic stipend benefit for the children of the insured who earns less than the stipulated amount of income
- Health care and aid benefit in time of natural disaster
- Suitable benefit for dependent family

### **3. Invalidity Benefit, Superannuation Benefit and Survivors' Benefit Insurance System**

- invalidity benefit
- Superannuation benefit
- Survivors' benefit arising out of decease not owing to work

### **4. Unemployment Benefit Insurance System**

- Health care to persons who are entitled to unemployment benefit
- Cash benefit for unemployment

## **5. Other Social Security System**

- Social Security Housings established under housing plans to the insured in accord with the stipulations.

## **6. Employment Injury Benefit Insurance System**

- Medical treatment
- Temporary disability benefit
- Permanent disability benefit
- Survivors' benefit for decease owing to occupation.

# Contributions

- Employers and Employees which amount to approximately employees wages in the ratio of 6.5:5.5 and 25% for Housing plan (only employee)
- The State subsidizes more than 200 million kyats annually for capital expenditure to be utilized in building hospitals, clinics, offices and purchasing medical equipments, vehicles, furniture and office equipments.

# Social Security scheme implemented by Board

Plays a vital role in the Social Security Scheme

- ❑ Primary Care : 94 Social Security Clinics, Medical Care in 110 Townships and 44 Government Enterprise Clinics
- ❑ Secondary Care : 3 Workers' Hospitals
  - *Yangon Workers' Hospital, 250 bedded Hospital*
  - *Mandalay Workers' Hospital, 150 bedded Hospital*
  - *Htan-ta-bin Workers' Hospital, 100 bedded Hospital*
- ❑ Tertiary Care : Referral linked system to Specialist Hospitals
- ❑ Mobile Medical Unit Services



# Occupational Safety and Health Management System

# OSH Management System

ILO , OSH-MS Guideline 2001

A set of interrelated or interacting elements to establish OSH policy and objectives, and to achieve those objectives.

# Typical OSH MS Components

## Policy

Commitment, Responsibility, Consultation

## Plan

System Planning, OSH Objectives, Development and Implementation

## Do

Responsibility and accountability; Competence and training, Hazard Control System

## Check

Performance measurement; Accident, incident investigation; Auditing

## Act

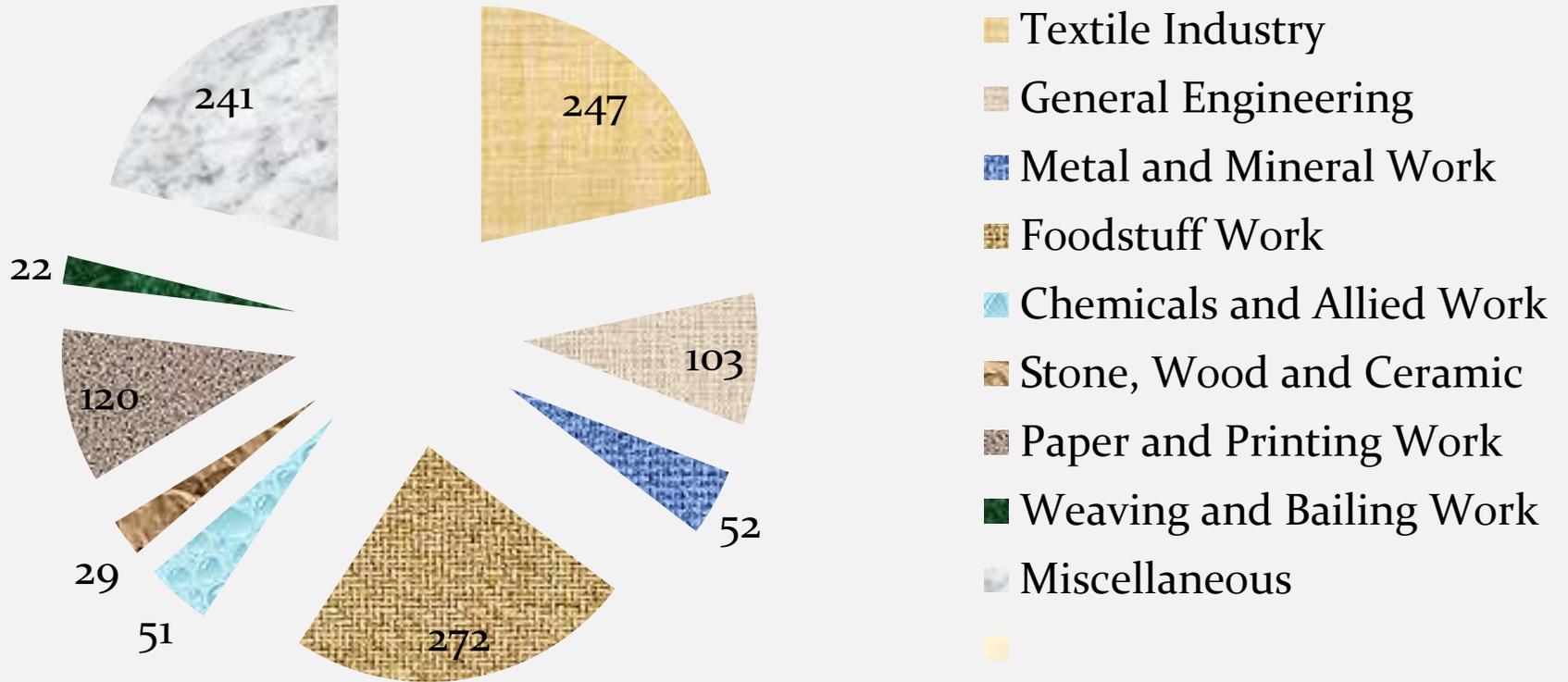
Preventive and Corrective Action, Continual Improvement

- In Myanmar , There is no legal provision for implementation OSH –MS so far .
- But , implementing OSH –MS prioritized high risk or labour intensive factories by voluntary basis referring OSH-MS ILO guideline 2001 .
- All stakeholder including Employers , employees are very interesting .

# List of OSH Committees

<b>Economic Activities</b>	<b>Nos of Committees</b>
Textile	247
General Engineering work	103
Metal and mineral work	52
Foodstuff, tobacco and drink	272
Chemical and allied work	51
Paper and printing work	29
Work relating stone , wood and Ceramic	120
Weaving and bailing work	22
Miscellaneous	241
<b>Total</b>	<b>1137</b>

# Implementation of OSH Committee





# Challenges

# Challenges

- ❑ Lack of human resources ( inspectors and occupational health expert) quantitatively and qualitatively.
- ❑ Budget constraints and not allow Safety Fund.
- ❑ Fragmented implementation on OSH matters and Lack of cooperation & coordination among the OSH responsible agencies.
- ❑ Need to conduct more and more OSH training and awareness and to be built National Occupational Safety and Health Training centre. (We have no training centre)
- ❑ Need to be upgraded legal framework on OSH. ( OSH Law)
- ❑ Need to be upgraded the accident reporting system for easy and accessible ways such as using on-line or internet and statistics system using program soft ware.
- ❑ Need to be laid down Occupational Safety and Health Policy at National level.
- ❑ Need to be implemented the risk assessment and OSH –MS at enterprise level.



**THANK YOU**

**FOR YOUR ATTENTION !**