



Social Security Office

NATIONAL PROFILE ON OCCUPATIONAL SAFETY AND HEALTH OF THAILAND



SATAKAMON KULCHAROEN
INSPECTION BUREAU
WWW.SSO.GO.TH



Mapping Specialists, Ltd.

Location : Southeast Asia

on the Gulf of Thailand

Area : 513,119 sq km.

Capital : Bangkok

Population : 66.18 millions

Structure of the presentation

- 1.Introduction**
- 2.Status and statistics of industrial/occupational accidents and occupational diseases**
- 3.Labour inspector system**
- 4.Training program**
- 5.Activities/Events of OSH**
- 6.Challenge**
- 7.Good practice**

1.Introduction

Organization involve in Occupational Safety, Health, and Environment in Thailand



Ministry of Labour

- Department of Labour Protection and Welfare
- Social Security Office



Ministry of Public Health



Ministry of Industry



Other OSH Associations, and Organizations : such as

- > - Thailand Institute of Occupational Safety and Health (Public Organization);
- > - Safety and Health at Work Promotion (Thailand)

Organization Structure Social Security Office

Social Security Office

Internal Audit Group

Management System Development Group

Contribution Bureau

Medical Service System Management Bureau

Inspection Bureau

Finance, Accounting and Investment Bureau

Information and Communication Technology Bureau

Benefits Bureau

Labour Inspector

Office Of the Secretary

Personnel Administration Division

Finance Division

Policy and Planning Division

Legal Affairs Division

Industrial Rehabilitation Centre

Social Security Area Office Bangkok (1-12)

Social Security Article 40 Development Bureau

Information Centre

Training Division

Research and Development Division

Office Of Workment's Compensation Fund

Office Of Investment Management

Centre

Province

Provincial Social Security Office
(76 Provinces)

- Ministerial Regulations Division
- Ministerial Regulations Division
- Ministerial Regulations Division
- Internal Division

Social Security Office (SSO)

Social Security Fund (SSF)



Sickness



Death



Maternity



Child Allowance



Unemployment



Old-Age Pension



Invalidity

Workmen's Compensation Fund (WCF)



Medical service



Monthly cash benefit



Funeral grants



Rehabilitation expense

Social Security Laws

Social Security Fund

Social Security Act, 1990
and its amendment, 1993, 2002
for **Non-Work Related** Benefits



Workmen's Compensation Fund

Workmen's Compensation Act, 1994
for **Work Related** Compensation

Enterprises & Insured Persons as of 31 August 2018

Enterprises	466,517
Insured Persons	15,734,754

Social Security Fund

Source of Fund

Employer 5%

Employee 5%

Government 2.75%

Contributions : wage base
1,650-15,000 baht/month

Workmen's Compensation Fund

Source of Fund

Employer

1st – 4th Year

contribution rate = 0.2 – 1.0% of
payroll/year “Basic Rate”

5th Year

contribution rate depends on
experience rate / degree of loss
“Experience Rate”

Coverage

- Stage 1 : 1990 - enterprise with 20 or more employees
- Stage 2 : 1993 - enterprise with 10 or more employees
- Stage 3 : 2002 - enterprise with 1 or more employees



The strengthening of Social Security Office:OSH



* Encouraging workplace improvements in Occupational Safety and Health by financial supporting through the Department of Labour Protection and Welfare



* Coordinate with the Ministry of Public Health to set up the clinic for occupation disease treatment in the public hospital

* Establish the Industrial Rehabilitation Centre (IRC)

Industrial Rehabilitation Centre

1. Vocational Rehabilitation consists of 3 main activities

1. Medical Rehabilitation activities
2. Vocational activities
3. Psychosocial rehabilitation services

2. Activities to support rehabilitation

- Home Environmental Adjustment based on disabling condition
- Activities to make equipment for vocational training to the rehabilitants
- Activities to create concept of occupational safety in the workplaces
- Apprenticeship activities in the enterprises
- Sport Activities
- Mental and Social activities
- Vocational promotion activities
- Personal Training Activities

3. The sufficient economy project for balanced way of living

4. Public relations project to disseminate rehabilitation performance and promotion of occupational safety

5. Prosthetic devices invention project for medical rehabilitation

The National Agenda “Decent Safety and Health for Workers” (2017-2026)

With the following framework and guidelines:

- ★ 1. Promoting safety and health among working people;
- ★ 2. Emphasizing on prevention, in order to minimize the risk of exposure to hazardous working conditions, and the occurrence of occupational and work-related diseases;
- ★ 3. Creating the network and participation of activities under the civil state approach;
- ★ 4. Building up preventive culture on occupational safety and health;
- ★ 5. Developing the mechanisms for the administration of occupational safety and health at all levels.

National Master Plan on Occupational Safety, Health and Environment (2017-2021)

with the following mission:

- 1) Establish and develop preventive or promotional measures on occupational safety and health (OSH);**
- 2) Promotion labour protection in all sectors on the issues of workers' rights, duties regarding occupational safety and health, to enhance their safety and health at work;**
- 3) Creative and develop occupational safety and health network and collaboration among all relevant sectors;**
- 4) Develop mechanisms for the administration and operation of occupational safety and health;**
- 5) Monitoring, control and follow-up occupational safety and health issues.**

The National Master Plan covers 4 strategic issues as follow:

- Strategy 1 Promoting and developing explicit knowledge on occupational safety and health;**
- Strategy 2 Promoting, monitoring, supervising and developing preventive measures on occupational safety and health;**
- Strategy 3 Promoting collaboration and developing network or partnership on occupational safety and health;**
- Strategy 4 Developing effective mechanisms for the administration of occupational safety and health.**

2. Status and statistics of industrial/occupational accidents and occupational diseases

Table 1: Cases of occupational accidents and injuries, as classified by severity 2017

Type	Case	%
≤ 3 days off work	58,671	68.00
> 3 days off work	25,820	29.93
Loss of organs	1,200	1.39
Invalidity	17	0.02
Death	570	0.66
Total	86,278	100

Chart 1: Cases of occupational accidents and injuries, as classified by severity 2017

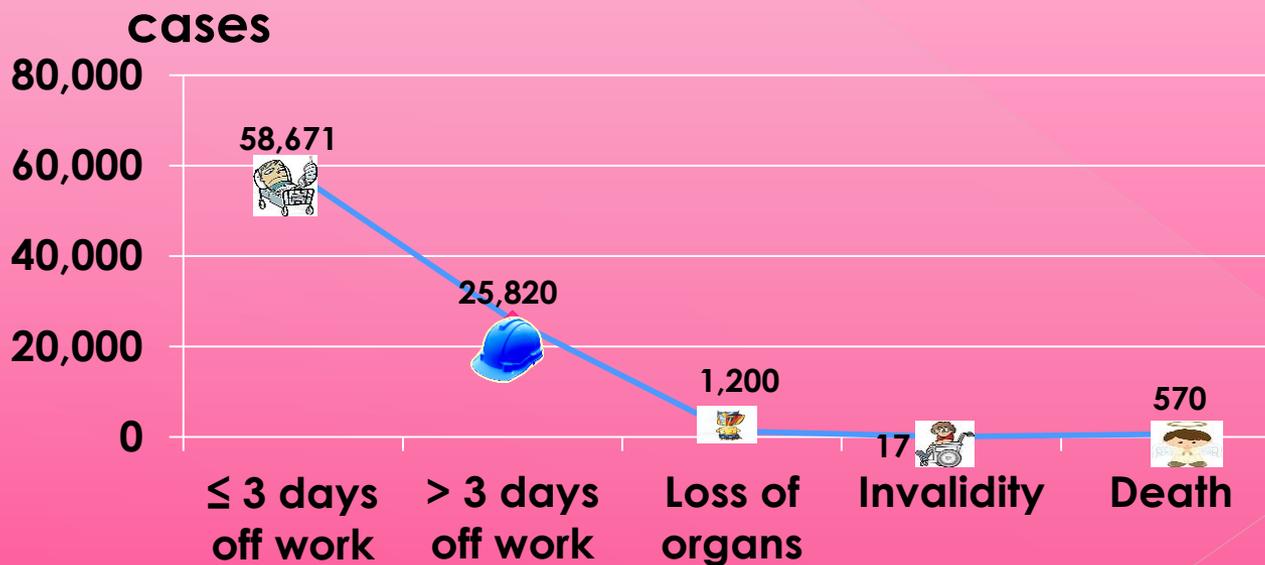


Table 2 : Cases of Occupational Accidents and Injuries by Size of Establishment

No. of Employees	No. of Decided Cases					
	Death	Invalidity	Loss of Organ	Leave Work >3 days	Leave Work ≤ 3 days	All Cases
1-10	116	8	134	2,952	4,929	8,139
11-20	65	2	92	2,076	3,789	6,024
21-50	96	-	150	3,527	6,800	10,573
51-100	60	-	152	2,800	6,127	9,139
101-200	61	-	145	2,964	6,531	9,701
201-500	49	2	209	4,132	9,654	14,046
501-1,000	43	2	146	2,408	6,003	8,602
More than 1,000	80	3	172	4,961	14,838	20,054
Total	570	17	1,200	25,820	58,671	86,278

Chart 2 : Cases of Occupational Accidents and Injuries by Size of Establishment

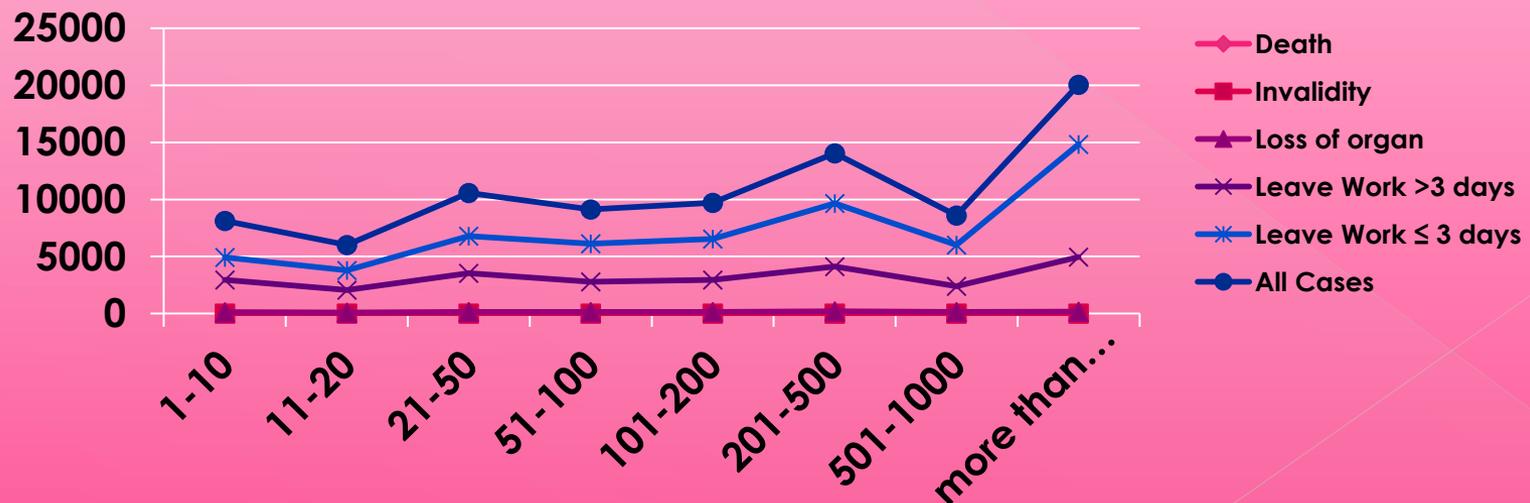


Table 3 : Cases of Occupational Accidents and Injuries by Type of Establishment (Top 5)

Type of Establishment/ Manufacturer	No. of Decided Cases					
	Death	Invalidity	Loss of Organ	Leave Work >3 days	Leave Work ≤ 3 days	All Cases
Manufacturing	148	4	944	14,773	32,805	48,674
Wholesale retail trade/ repair	81	-	90	3,850	8,910	12,931
Construction	139	10	82	2,484	6,258	8,973
Hotels/Restaurants	12	1	8	1,377	3,753	5,151
Transport, storage and communication	110	-	22	1,223	1,768	3,123

Chart 3 : Cases of Occupational Accidents and Injuries by Type of Establishment (Top 5)

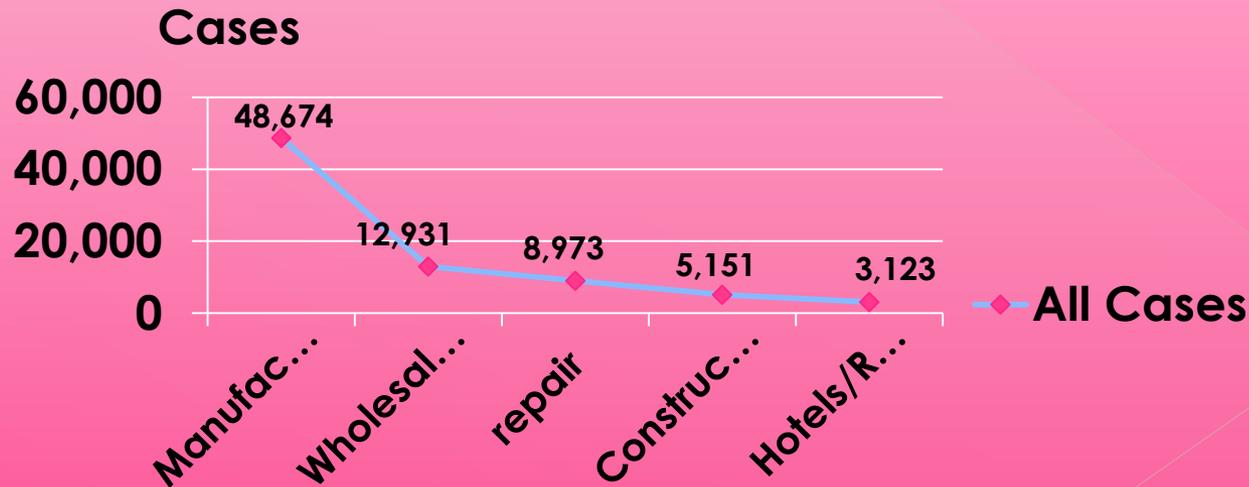


Table 4 : Top-7 Cases of Occupational Accidents and Injuries

Causes of Injury	No.of Decided Cases					
	Death	Invalidity	Loss of Organ	Leave Work >3 days	Leave Work ≤ 3 days	All Cases
-Cut/Stabbed	3	-	255	5,654	14,748	20,660
- Object felt	53	1	296	5,527	8,069	13,946
-Hit/Crashed	13	1	138	3,324	8,582	12,058
-Splashed into eyes	-	-	8	564	9,571	10,143
- Pinched/Pulled	10	-	398	3,017	3,424	6,849
-Felt on top	101	6	28	2,551	2,867	5,553
-Collaped/Slid	7	-	14	1,650	3,382	5,053

Table 5 : Cases of Diagnosed Occupational Diseases or Work-related Illnesses

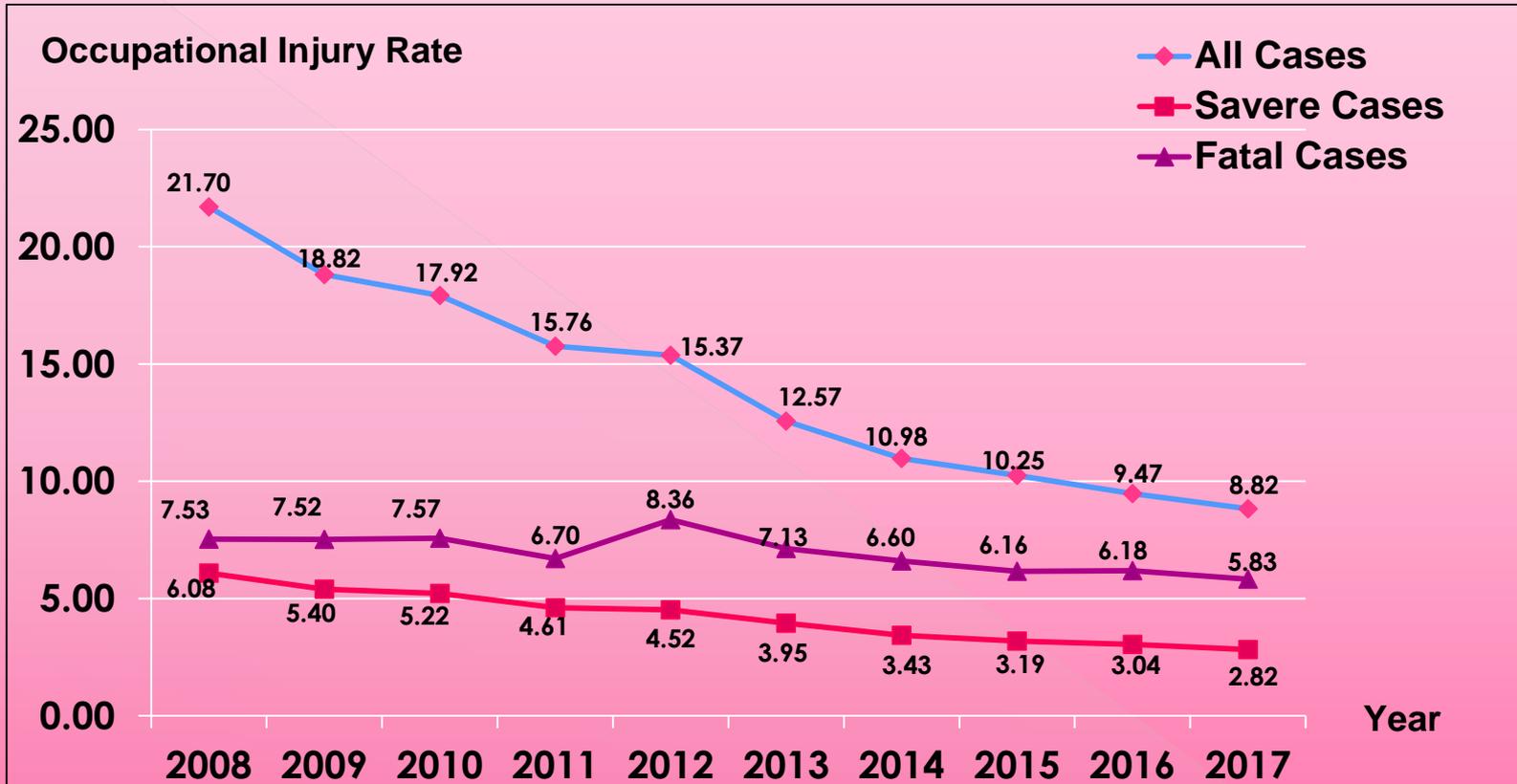
Occupational Disease/ Work-related Illnesses	No.of Decided Cases					
	Death	Invalidity	Loss of Organ	Leave Work >3 days	Leave Work ≤ 3 days	All Cases
-Chemical Exposures	-	-	-	1	2	3
-Physical Exposures	-	-	5	3	10	18
-Respiratory Diseases	1	-	7	-	7	15
-Skin Diseases	-	-	-	8	238	246
-Musculoskeletal Disorders	-	-	-	248	1,306	1,554
-Other Diseases	-	-	-	1	1	2

Table 6: Top-10 Provinces with Occupational Accident and Injury Cases

No.	Province	All Cases	No.	Province	Fatal Cases
1	Bangkok	23,575	1	Bangkok	150
2	Samut Prakan	12,393	2	Samut Prakan	37
3	Chonburi	5,611	3	Pathumthani	27
4	Samut Sakhon	5,036	4	Chonburi	20
5	Pathumthani	3,736	5	Rayong, Nakhon Ratsima	18
6	Rayong	3,039	6	Nonthaburi	17
7	Nonthaburi	2,998	7	Nakhon Pathom, Saraburi	16
8	Ayutthaya	2,546	8	Samut Sakhon	15
9	Chachoengsao	2,427	9	Ayutthaya, Ubon Ratchathani	11
10	Nakhon Pathom	2,221	10	Khon Kaen, Udon Thani, Nakhon Sawan	10

In addition, it is observed that high occupational accident cases are workers aged between 25-29 years old follow by 20-24 years old and 30-34 years old, respectively.

Chart 9 : Trend of Occupational Injury Rates by Severity 2008-2017



* All cases and Severe cases : Rate per 1,000 workers

** Fatal cases : Rate per 100,000 workers

Source : Office of the Workmen's Compensation Fund, Social Security office

3. Labour inspector system



Labour Inspection System

- ◉ **Department(s) responsible for Labour Inspection**
- ◉ **Scope of labour inspection**
- ◉ **OSH inspectors' powers**
- ◉ **OSH inspectors' enforcement powers**
- ◉ **Worker's accident compensation insurance**
 - > **Work-related accidents**
 - > **Occupational diseases**
- ◉ **Employers' duty to notify OSH authorities of work related death and/or injuries to health**

Department(s) responsible for Labour Inspection

The Ministry of Labour

- Department of Labour Protection and Welfare (DLPW)
- Social Security Office (SSO)

The Ministry of Industry

- Department of Industrial Works (DIW)

The Ministry of Public Health

Scope of labour inspection

- responsible for overseeing compliance with general working conditions, occupation safety and health, labour welfare and labour relations

- responsible for ensuring compliance with the Labour Relations Act with regard to the establishment of trade unions in enterprises, the negotiation and application of collective agreements and the settlement of labour disputes.

- empowered to bring to the attention of the competent authorities any improprieties or abuses that are not specifically covered by existing legal provisions

- advice and information

OSH inspectors' powers

1. Power to enter workplaces

2. Power to inspect and carry out any examination, test or enquiry

3. Power to investigate

4. Duty to provide advice on OSH

OSH inspectors' enforcement powers

1. Power to issue orders or notices

2. Power to impose financial penalties

3. Power to revoke or suspend licenses or authorisations

4. Power to require the cessation of dangerous work

5. Power to initiate prosecutions

6. Power to conduct prosecutions

7. Other enforcement powers

Worker's accident compensation insurance

1. Work-related accidents

The employer shall inform such accident/incident to the Director-General of the Department of Labour Protection and Welfare (or a designated person) with procedures as stipulated within 15 days. Although requirements on recording and/or investigating the causes of such accident are not clearly stated, it implies that the employer shall do so and the record of information shall be retained for further inspection by the OSH inspector.

2. Occupational diseases

In case of an abnormality of the employee is detected; or the employee is developing a symptom or illness relating to work, the employer shall arrange for the employee to receive medical treatment immediately; and further carry out an inspection or find out the cause of abnormality for prevention purposes.

The employer shall keep the records of employee's health check up including relevant information to be ready for inspection by an OSH inspector at all times.

Employers' duty to notify OSH authorities of work related death and/or injuries to health

the employer shall perform as follows:

1.If an employee is death, the employer shall report to a designated governmental OSH inspector immediately

2.If the establishment is damaged or has to stop operation or there is any person in the workplace encounters danger or injury as a result of fire, explosion, leakage or other severe incident, the employer shall report to a designated governmental OSH inspector immediately

3.If an employee encounters danger or illness in according to the Workmen's Compensation Law, after the employer report such danger or illness incident to the Social Security Office in according to such law, the employer is also required to submit a copy of the report to the governmental OSH inspector within 7 days.

4. Training programs

Training programs

E OSH Electronic Distance Learning System (E-OSH)

- the budget was supported by Workmen's Compensation Fund, Social Security Office

- It is an online learning / free for charge/ Voluntary Trainees

3 categories:

1. Occupational Safety and Health Management

2. Safety Technology

3. Health and Industrial Hygiene

Nominee Qualifications

1. Governmental Officials from Department of Labour Protection and Welfare.

2. Safety Officer from establishment

List of course categories consists of:

Chapter 1: Occupational Safety and Health Management

Chapter 2: Safety Technology

Chapter 3: Health and Industrial Hygiene

5. Activities/Events of OSH

The International Occupational Safety and Health Seminar. "Safety Culture" 13 -14th ,September 2018 by

- Ministry of Labour
- Thailand Institute of Occupational Safety and Health (Public Organization) (TOSH)
- Safety and Health at Work Promotion Association (THAILAND)

Purpose:

- Learning exchange platform
- Developing International Occupational Safety and Health
- Creating a Safety Culture in Thailand

Attendant:

Occupational Safety and Health Professionals from Japan, Hong Kong, Singapore and Thailand 100 person

Topics of the Forum consists of:

- International Strategy for Vision Zero
- Implementation of the Prevention Safety Culture and Vision Zero in Foreign Countries
- Creating Safety Culture, Prevention and development of Vision Zero in Thailand.
- Building on the commitment of chief executive to the Safety Culture.



OSHE Magazine

- Thailand Institute of Occupational Safety and Health (Public Organization) (TOSH)
- Occupational Health and Safety at Work Association
- Science Health from Sukhothai Thammathirat University

The main target

senior executives

safety officers

the public who interest



free quaterly magazine for members and download free from the website www.tosh.or.th.

Zero Accident Campaign 28-30th, June 2018

by concept Thailand Safe@work 2018



6.Challenge in Implementing OSH

Labour policy under Workmen's Compensation Fund Social Security Office

Objectives:

- To guarantee compensation for employees to relief difficulties in cases of accident and disease from work-related
- To provide rehabilitation for disabled workers so that disabled workers can earn his/her living, not be burden to society
- To promote occupational health and safety
promotion of Safety at work and good quality of life or labour welfare.



The issue to improve in relation to OSH :

coordinating by integration between
-the Social Security Office and
-the Department of Labour Protection and Welfare
to visit enterprises together



The issues for inspection visit

- to verify general conditions of work

- to check concrete steps and improvements undertaken by employers

- to check on OSH

- to suggest about Social Security and Workmen's Compensation benefit

Target group

the high risk enterprises (reference by data from the Office of Workmen's Compensation Fund, Social Security Office).

Expect Results:

- Employers and employees have the knowledge of OSH, enterprises have tend to reduce rate of accidents, occupational or work-related accident resulting in injury;

- Employer can reduce rate of contributions for Workmen's Compensation Fund (WCF

- Employees/workers are more safety or have more security protect and know about the benefits that they will receive from WCF, knowing about Industrial Rehabilitation Center (IRC)

7. Good Practice

“Comprehensive rehabilitation for works with physical disabilities”

27th August – 9th September 2017

at the Industrial Rehabilitation Center (IRC)
Pathum Thani



By reinforcement from JICA to create this program



The participants are the practical levels of rehabilitation personnel such as medical staff, vocational instructors, counselors, psychologists, social workers and so on from Government organizations that train the disabled persons.

The ASEAN Social Security Association (ASSA) member countries sent 8 participants from 8 countries attend the training program

Brunei, Cambodia, Indonesia, Malaysia, Myanmar, Philippines
Singapore and Vietnam

Course Objective

1.To provide the participants with comprehensive theoretical training, field trips, and practical studies on various aspects of comprehensive rehabilitation.

2.To share and exchange experiences concerning various problems in relation to rehabilitation on persons with physical disabilities among participants.

3.To create the better coordination and cooperation as well as to strengthen the networking of comprehensive rehabilitation countries in the region.





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Thank you