

JISHA /ASEAN-OSHNET
“SAFETY AND HEALTH EDUCATION
FOR OSH PRACTITIONERS”
25 SEP-12 OCT 2006 , TOKYO

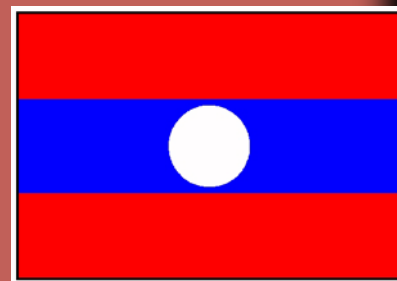
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Sa bai dee, welcome to Laos





I. Occupational Safety and Health Activity Report of Lao P.D.R

 Occupational Safety and Health for workers at workplaces is the responsibility of the department of Labour , Ministry of Labour and Social Welfare, especially the Department of Labour has implemented its mandate based on the following:

- Labour Law;
- Decree of Prime Minister on the implementation of the Labour Law;



- **Decree on Minimum Wage;**
- **Decree on Lao Labour force in foreign countries, and other related legal instruments.**

There are some achievement through our implementation as the following:

A. Translation of the manual of OSH and Welfare in small construction sites. Published and distributed during the seminars conducted .



B. Translation of the higher productivity and the better place to work . Published and distributed during the seminar/workshops conducted.

C. Training for OSH instructors who are from governmental organizations, employer representative and workers.

D. Provide training for labour inspection officers at the provincial level. Finish training on OSH with in 18 provinces by dividing into region focusing on the topic of work improvement OSH in the small construction sites. The detail training are as follows:



- **The training conducted in the north of the country with attended 35 participants from 6 provinces and the other organization around Luangprabang province.**
- **The training conducted in the south of the country with attended 70 participants from 12 provinces.**

Apart from those achievement, we also conducted the specific training for labor inspectors in each province with its districts.



- **WISE(Work Improvement for Small Enterprises) training methods, developed by the ILO, have met such needs of the workers and owners of small enterprises in Lao.**
- **Since June 2000 WISE has been successfully spreading to many small workplace in Laos.**
- **We have taken step-wise approaches to building our own capacities to provide the WISE training to small enterprises in a sustainable manner.**



- **The steps taken were ; collecting existing good examples from Laotian small enterprises, developing training materials in the local language, WISE training workshop by the trained Laotian trainers, and follow-up activities.**



II. Legislative Frameworks for Occupational Safety and Health

 Law and regulations relating to OSH issued under MoLSW.

**Labour of Lao People's Democratic Republic,
Decree No. 24/PR of the President of Republic,
dated 21 April 1994, promulgating law No.
002 / NA of 14 March 1994 , concerning
Labour.**

Chapter X : Labour Protection

**Article 49 : Guarantees of Safety and Working
Conditions**



Necessary measures to ensure safety and sanitation at the workplace shall include:

- **Appropriate lighting by means of an electrical installation or natural light, limitation of excessive noise, ventilation designed to expel dust and odours which are hazardous to health;**
- **A storage room where toxic substances can be kept safely without risk of leakage;**



- **The provision, free of charge of such personal protective equipment and clothing as may be required by workers engaged in the production process;**
- **The installation of protective equipment or fencing around any dangerous machinery or at other places posing a risk, and other necessary measures, such as fire alarms or protective equipment against electric shocks.**



III. OSH INSPECTION SYSTEM

A. Scope of sectoral coverage.

Based on the draft of the “agreement of labour inspection ” there are no Occupations / workplaces which are excluded from OSH inspections.

B. Number of OSH inspectors with the breakdown by types of OSH inspectors and by provinces.



Throughout the entire country there are 212 labour inspectors who are under the labour division of the provincial and district levels.

C. Role of inspectors

Labour inspectors not only have specific roles to inspect factories. most of these inspectors also have other responsibilities. They also work in management since there are not a sufficient number of officers.



D. Trade Union Inspectors.

Besides the above data on the number of inspectors under the Labour Department of MoLSW, the Lao Federation of Trade Union also conducts inspection. However, the LFTU has faced challenged in promoting the cooperation from employers in inspecting enterprises.

To provide some topics of the WISE training programme developed by the ILO



E. Role of inspectors in OSH training

The department of labour in cooperation with the ILO have organized OSH trainings for inspectors. The first OSH training conducted by the inspectors at the provincial level was held in February 2005 following the OSH training of trainers.

F. Advisory services of inspectors for OSH improvements

On their visits to factories, inspectors have provided knowledge on law to the



employers and sometimes methods for improving OSH , Such as good ventilation, using natural air, and natural sun light. They have also advised employers to provide personal protective equipment free of charge to the workers.

G. Tools used for OSH inspections

The draft checklist for labour inspection which includes an OSH section.



IV. OSH education and training

From 2000-2005 we cooperqtion with the ILO (ILO/OSH office BABGKOK) , we have organise several OSH training course on small construction sites (WISCON) and WISE . The ILO has provided a lot of support, especially the technical knowledge as well as the financial support to train the Labour involved staff . From this project the MoLSW and the ILO focused on the capacity building . Many staff of the representative of government , employers and workers have been trained.





In the last 5 year the following details will show the numbers of OSH training courses and participants.

- 1. The Labour Protection Division, Department of Labour organized 8 training courses with 280 participants .**
- 2 The Lao Federation Trade Union organized 14 training courses with 507 participants.**
- 3 The Lao National chamber of the Commerce and Industry organized 20 OSH training courses whith about 480 participants.**



V. Statistics and information concerning OSH

Number of occupational fatalities per year for the last five years.

The data are not available. The report from the social security Organization showed that only 3 fatal accidents were reported in the year 2003 .The Labour management division recorded 8 fatalities from 3 provinces during the period 2001-2004 (Luangprabang province:2 , Xiengkhuang:4, and Champasack:2). It could be stated that there could have been more fatalities as there was not a proper reporting system.




Number of reported cases of occupational accidents

The SSO provided the figures of 48 occupational accidents for the period of 2001-2004 in Vientiane Capital

- **In 2001 1 accident**
- **2002 14 accidents**
- **2003 17 accidents**
- **2004 16 accidents**





■ Number of occupational accidents resulting in the payment of employment injury compensation

The SSO paid employment injury compensation to all people who suffered from work-related accidents under the condition that were members of the organization and had paid their contribution to the organization fund.

Enterprises' voluntary initiatives in OSH

There are some enterprises who have voluntarily introduced OSH on their own initiatives, such as Bee Lao, Lao Brewery, Trimax Garment Factory, Trio Export Laos etc.. They are some large companies which are invested in by joint venture or managed by international or foreign executive personnel. These personnel have introduced OSH in the companies.



VI. The social and political environment of Labor-Management Relation

The situation of socio-economic

There are 24,742 business units and factories in total, among them there are 112 large size businesses, 604 medium businesses, and 24,026 small business. There are 91,034 workers. The small businesses in Laos have number of workers less than 10 persons, middle 10-99 person and the large size more than 100 workers.

VII. Coordination and collaboration mechanisms among concerned government agencies and workers' and employers' organizations.

 **Inter-agency/Ministry coordination mechanisms at both national and provincial levels.**

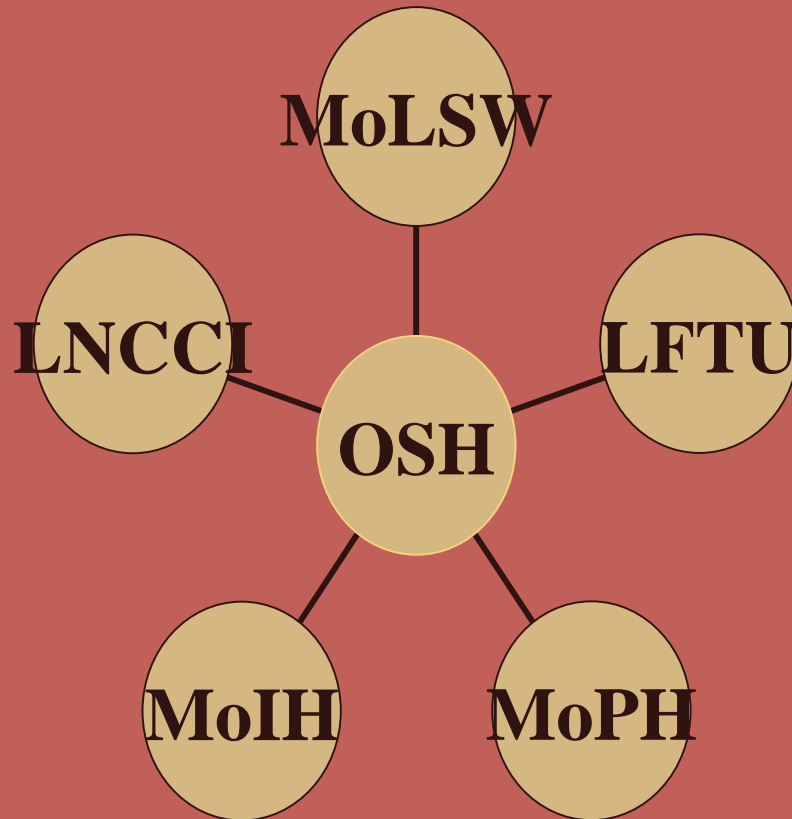
There is no official body directly responsible for coordinating overall or specific aspects of occupational safety. Based on the roles and responsibilities of the labour management division under the



department of Labor, the said division has concentrated their efforts on coordination OSH activities. In cooperation with the ILO, the Labor management division has organized meetings and workshops to discuss OSH matters and further actions to improve OSH. The representatives of concerned agencies and ministries were invited to participate in the OSH workshop.



Who is responsibilities for OSH ?



How ?

- **Public awareness.**
- **Advice for the Safety First in workplace.**
- **The inspecting equipments, machineries and clothing**
- **Training on OSH for employers and employees.**



VIII. The Action Plan of OSH.

- **Establish central OSH committee.**
- **Establish part OSH committee (Northern, Middle, Southern Part).**
- **Establish local OSH committee.**
- **Study ILO's Convention No 155 concerning Occupational Safety and Health.**
- **Translate the handout, trainings conducts.**

IX. The Challenging





- **Lack of Information.**
- **Lack of knowledge and experiences.**
- **Lack of public awareness about OSH in the workplaces.**
- **The employers and employees don't understand about OSH.**
- **The budget for implement on OSH have limited**



X. SOLUTION

- **A written policy on OSH programme in the National Socio-Economic Plan is strongly encouraged.**
- **A separate regulation on OSH and on OSH inspection should be issued**
- **Should set up the specific agency of safety and health as the national committee plays an active role in the cleared activities;**
- **The relevant staffs should be trained with the readiness of knowledge and accountability, sufficiently allocate the staff in order to facilitate in the implementation;**



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-  **Social awareness and campaign should be conducted in the recognition and understanding to the importance and effect of the problem, particularly is the employers and employees.**
 -  **Request for the international assistance, draw the experience and cooperate with the other countries**
 -  **Formulate the regulations in order to be reference in the implementation.**

**Thank you very much
for your attention!**

Arigatoo gozaimusu!



Questions & Comments

