



# OCCUPATIONAL SAFETY AND HEALTH IN VIETNAM

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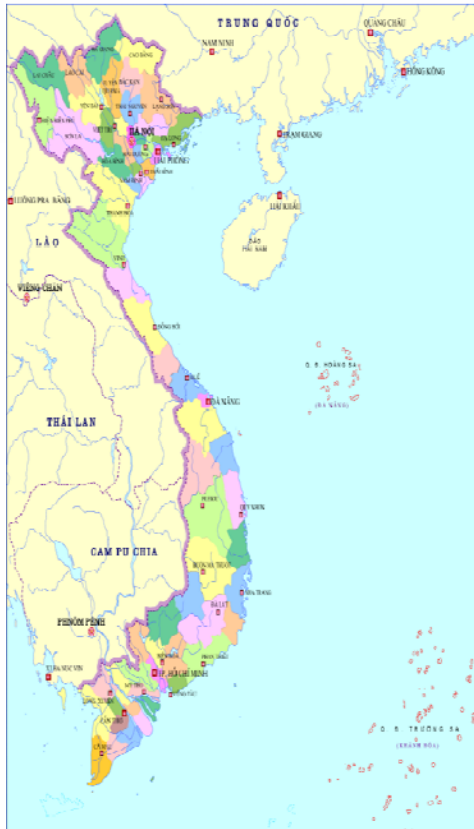
*Work experience in OSH: 3 years*

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# I. Background information



- **Area: 330.991 km<sup>2</sup>**
- **Population in 2014: 90.73 million people**
- **Rural population 60.69 million people (66.9%)**
- **63 provinces/Cities**

## ***Social economic indicators:***

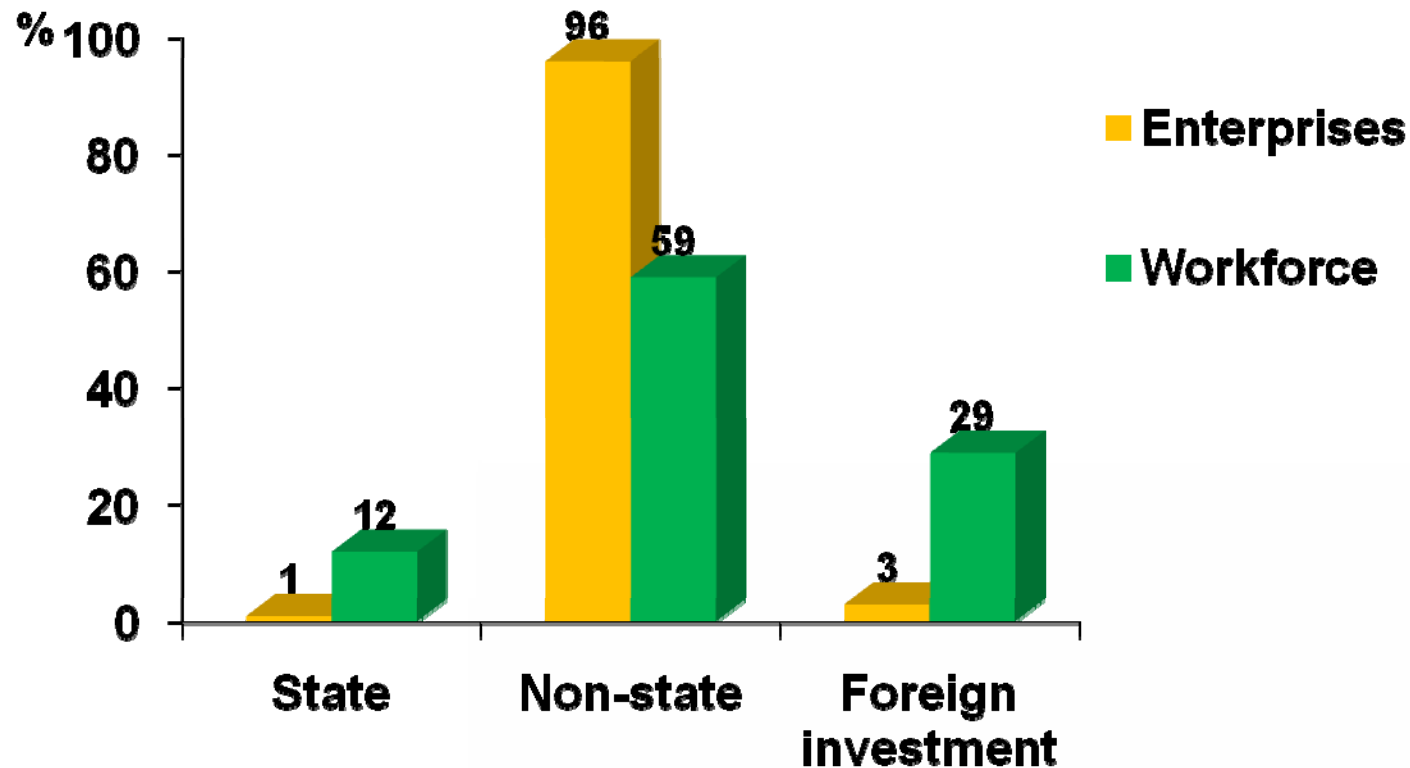
- **GDP: USD 509 billions**
- **GDP per capita: USD 2.028**
- **Growth rate of GDP: 5,98%**

*(Source: General Statistics Office of Vietnam 2014)*

# Number of enterprises and workforce

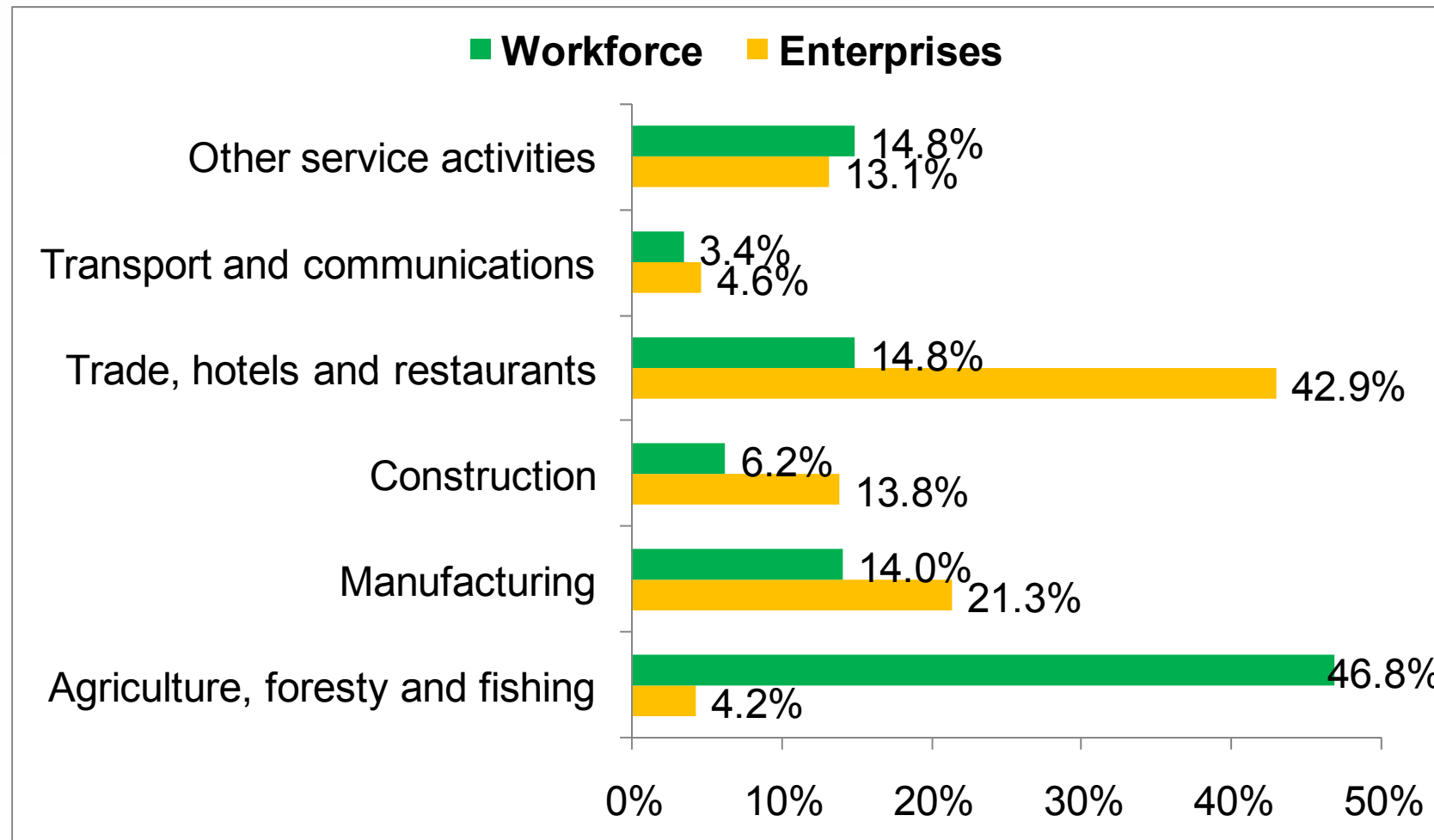


- Enterprises: 401 thousand
- Workforce: 54.48 million people (60% of total population)



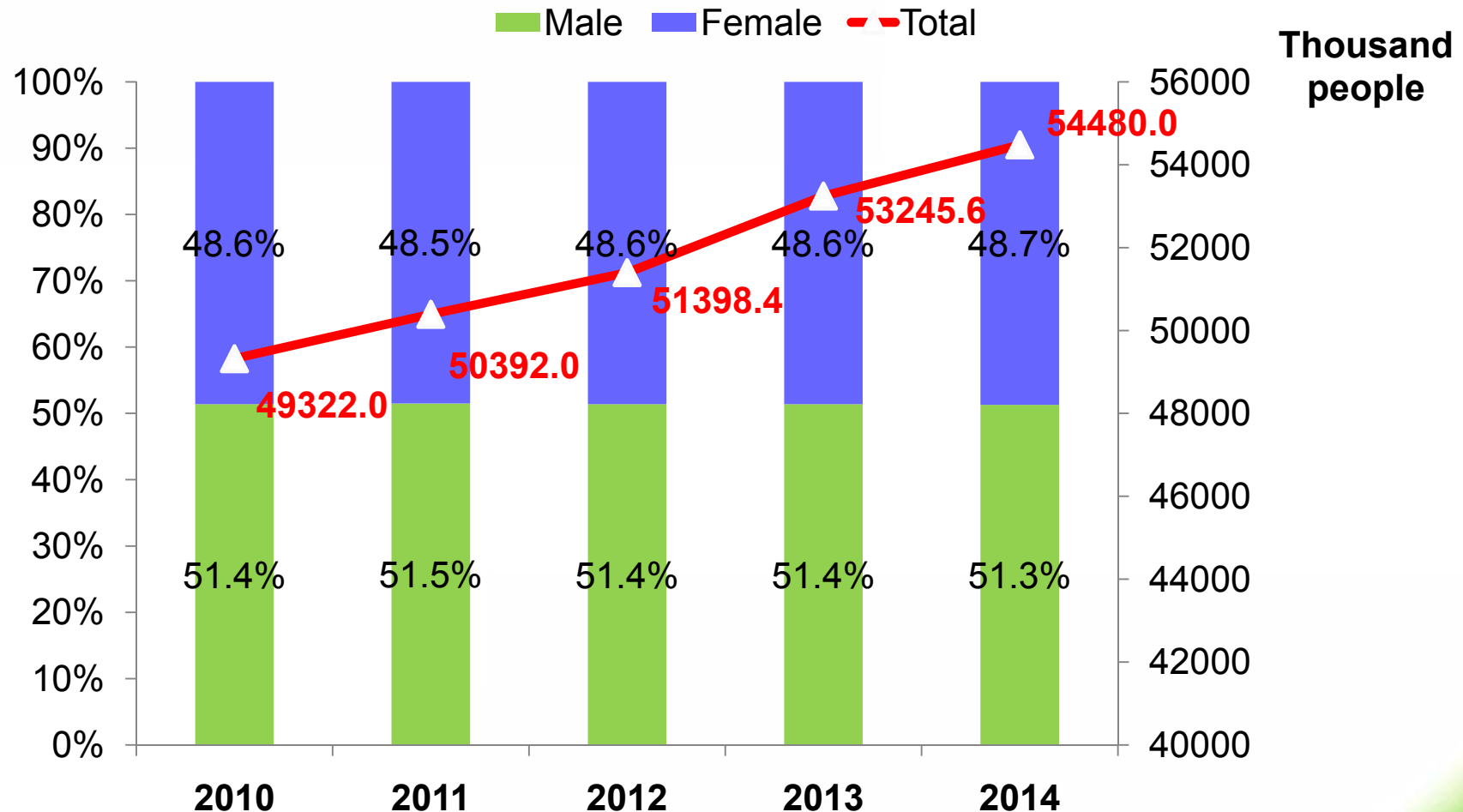
(Source: General Statistics Office of Vietnam 2014)

# Enterprises and workforce by economic activities



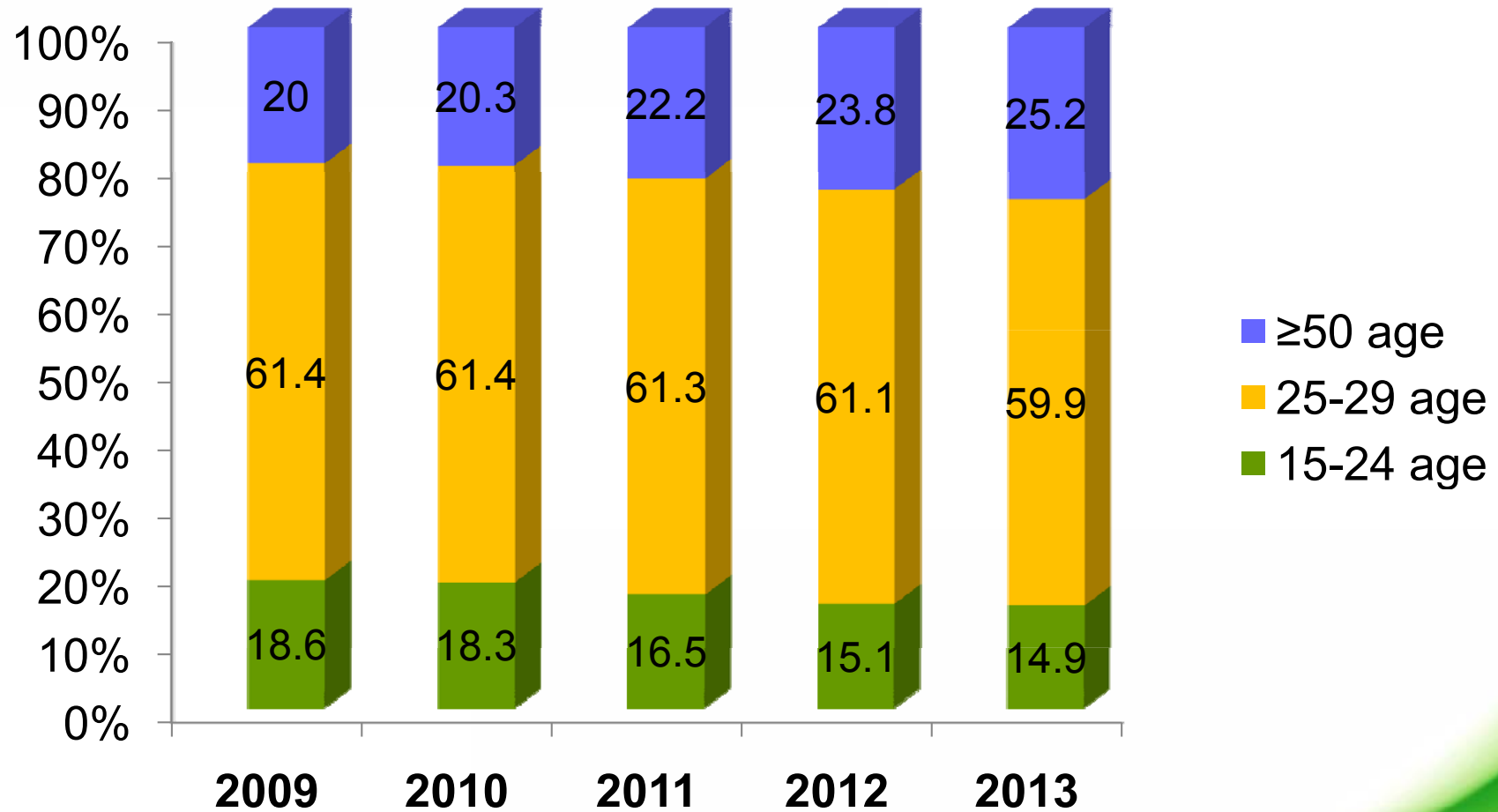
(Source: General Statistics Office of Vietnam 2014)

# Distribution of workforce by sex



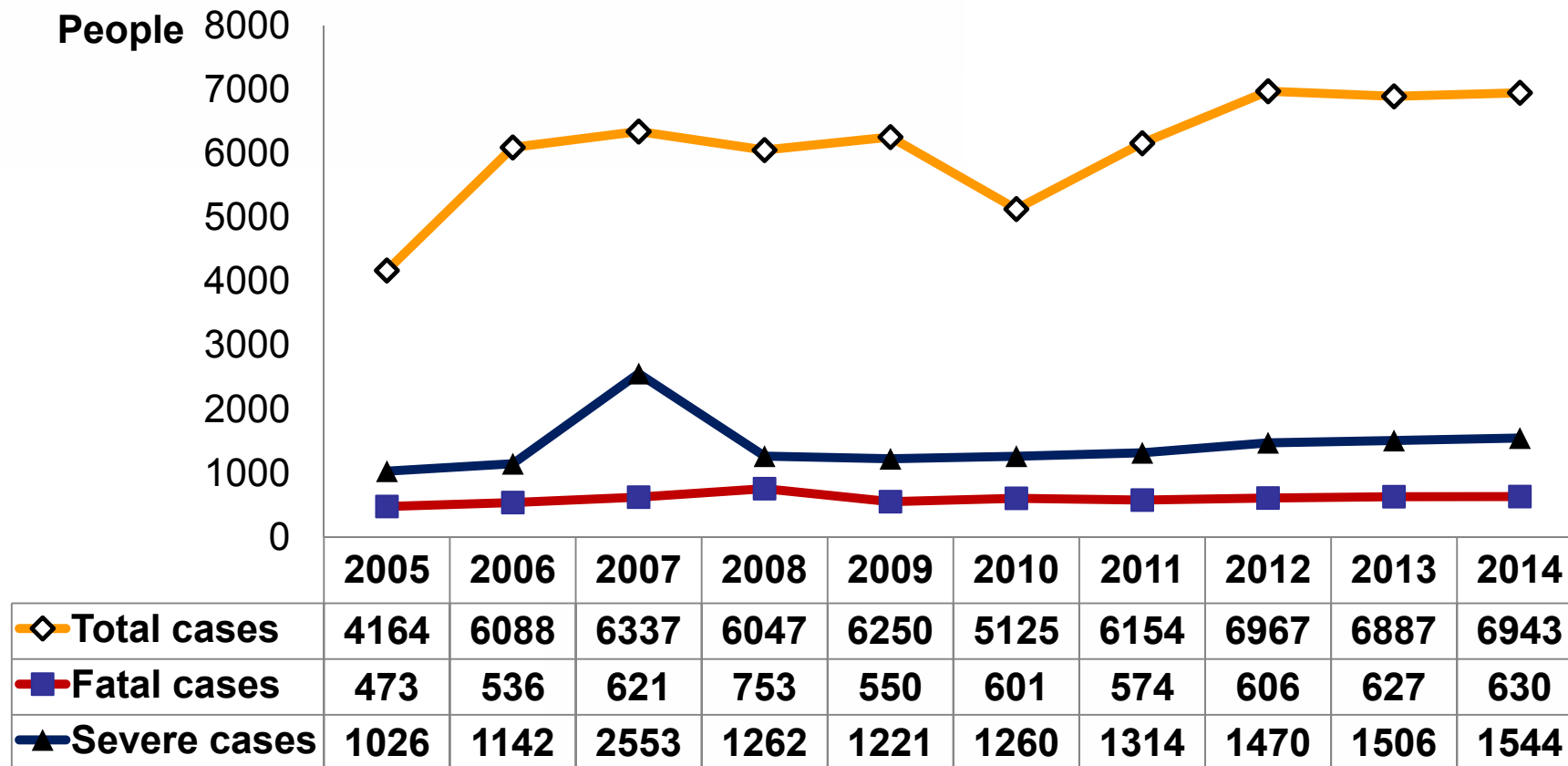
(Source: General Statistics Office of Vietnam 2010-2014)

# Distribution of workforce by age



(Source: General Statistics Office of Vietnam 2009-2013)

# Situation of Occupational accidents in 10 years (2005-2014)



(Source: Annual Reports of occupational accident situations, Department of Work Safety, MOLISA Vietnam)



# Situation of Occupational accidents (cont.)



## Rate of Occupational accidents per 100 thousand **workers**

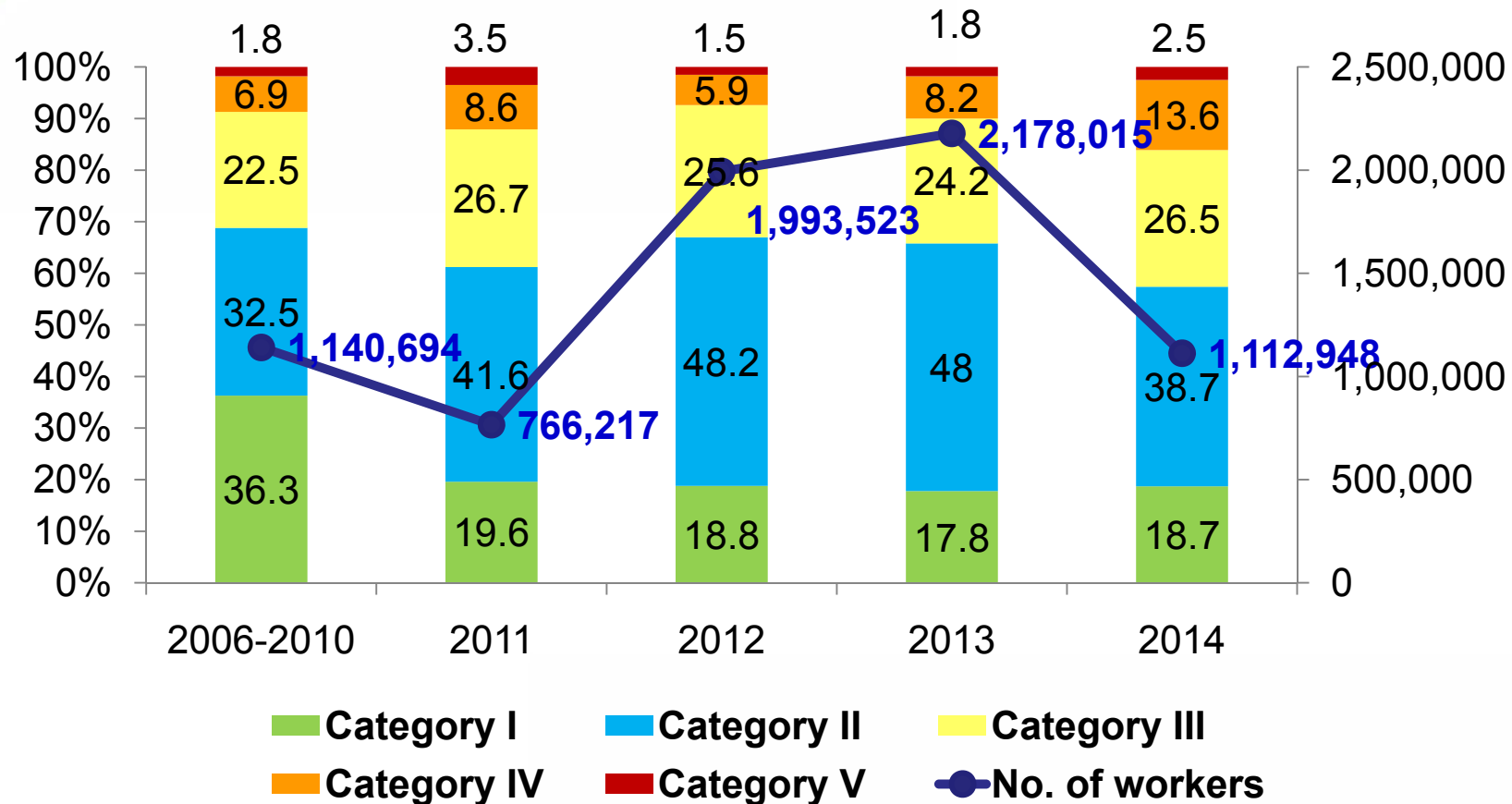
	2011	2012	2013
<b>Workplace fatality rate (WFR):</b>	<b>1.14</b>	<b>1.18</b>	<b>1.18</b>
<b>Workplace injury rate (WIR):</b>	<b>12.2</b>	<b>13.55</b>	<b>12.93</b>
<b>Workplace ODs rate (WODR):</b>	<b>54.1</b>	<b>53.5</b>	<b>52.3</b>

## Industry sectors contributing to the WFR, WIR, WODR

WFR	WIR	WODR
1. Construction	1. Construction	1. Mining
2. Mining	2. Mining	2. Construction
3. Electricity	3. Electricity	3. Oil and Gas

*(Source: Annual Reports of occupational accident situations,  
Department of Work Safety, MOLISA Vietnam)*

# Workers' Health under annual periodic health check up



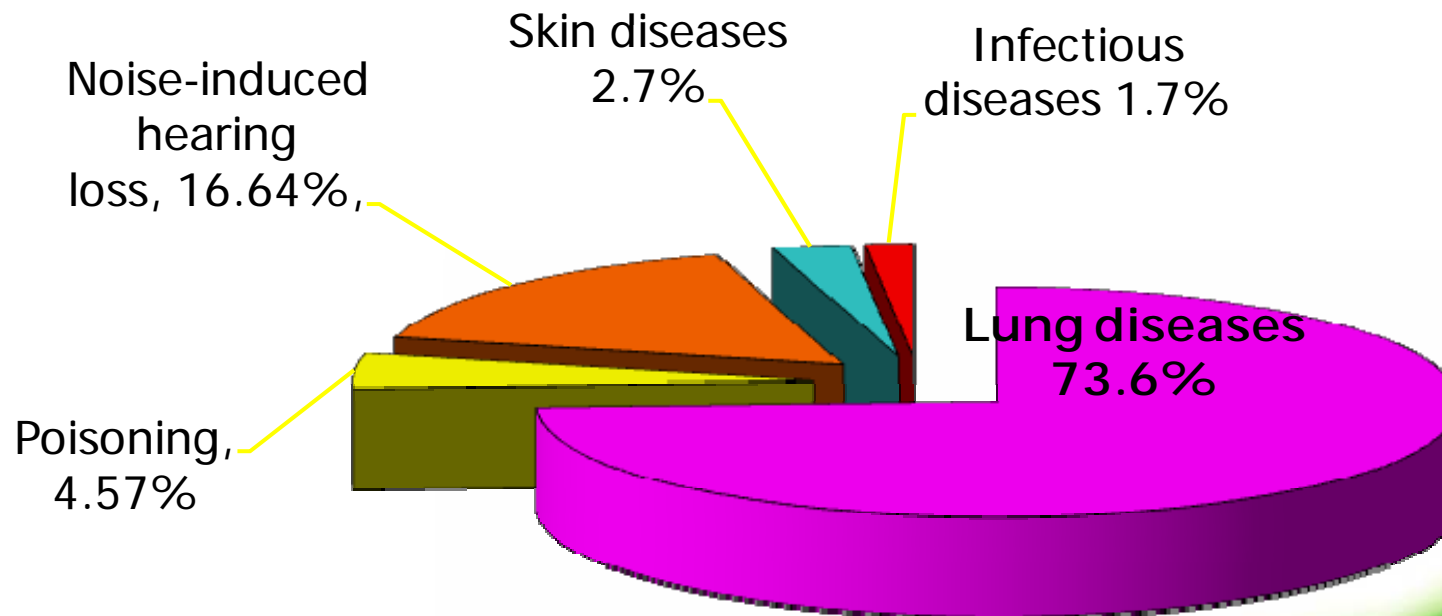
**About 10% of enterprises organized health check up and 50-60% of workers were examined their health periodically.**

*(Source: Annual Reports of occupational health, HEMA, MOLISA Vietnam)*

# Situation of occupational diseases in 2014



- Estimated incident cases of ODs every year: **1.000 – 1.500**
- Cumulative OD cases in 2014: **28.274**
- Three leading OD (cumulative all time total up to December, 2014):
  - **Silicosis**: 20.709 cases
  - **Occup.Hearing loss**: 4.834 cases
  - **Occup.Melanosis**: 633 cases



(Source: Reports of occupational health 2014, HEMA, MOLISA Vietnam)

# Data collection methods for statistics



- ❖ **Data were collected and synthesized by year, industry and/or indicators from:**
  - The official reports of the relevant state-level management agencies (e.g., the Ministry of Health (MOH), the Ministry of Labour, Invalids and Social Affairs (MOLISA), the General Statistics Office of Vietnam, etc.)
  - The national-level surveys, scientific projects and tasks, international cooperative projects at all levels, articles published in professional journals on occupational health, etc.
- ❖ **National and international experts were asked to evaluate OH activities, data, etc.**

## II. Occupational Safety and Health related Laws and Regulations



- **Law on Protection of People's Health No. 21-LCT/ HDNN8:** The provisions relating to OSH and workers' health care are found in Chapter II (Sanitation and Occupational Hygiene, Public Health, and Communicable Disease Prevention), Chapter III (Sports, Nursing and Rehabilitation) and Chapter IV (Examination and Treatment).
- **Environmental Protection Act by the National Assembly of the Socialist Republic of Vietnam adopted on 23 June, 2014, effective from 01 Jan, 2015:** The main contents include: Responsibilities of the State management agency on Environment Protection; Environmental planning; Environmental Protection Plan; Responding to climate change; Withdrawal, processing waste products; Environmental Protection in industrial zones, industrial parks, business parks, and service; Imports of used marine vessels; Handling responsibilities for organizations and individuals that cause environmental pollution.

# Safety and Health related Law and Regulations (cont.)



- **Chemical Law No. 06/2007/QH12** dated 21 Nov, 2007 have the regulations concerning development of the chemical industry; production, sales and use of chemical safety, environmental safety and community management responsibilities of ministries, ministerial-level agencies directly related to the operation of chemicals.
- **Social Insurance Law No. 58/2014/QH13** consists of 145 Articles; of them, Articles from 42 to 52, and from 103 to 108 specify the regulations for individuals with occupational injuries and occupational diseases; allowances for convalescence and recuperation after sickness, maternity ... This law takes effect on the date 01 Jan, 2016.
- **Health Insurance Law No. 46/2014/QH13** dated 13 June 2014: Participants of health insurance, including employees and employers. **The beneficiaries of social insurance receiving monthly subsidize due to getting accidents or occupational diseases or illness on the list of diseases requiring long-term treatment, etc.**



# Occupational Safety and Health related Laws and Regulations (cont.)



- **Labor Code No. 10/2012/QH13** was adopted by the 13<sup>th</sup> National Assembly, 3<sup>rd</sup> Session, 18 June, 2012 and went into effect on May 1, 2013. Chapter IX which is entitled “Occupational Safety and Health” includes 20 articles.
- **Employment Law No. 28/2013/QH13** defined policies to support finding job, labor market information, employment services, unemployment insurance and state management on employment.
- **Occupational Safety and Health Law No. 84/2015 / QH13 dated 25 June, 2015** , takes effect on the date 01 Jan, 2016. This Law provides for measures guaranteeing occupational safety and health (OSH), policies and compensation for victims of occupational accidents and diseases; responsibilities and rights of organisations and individuals in respect of OSH and state management for OSH 4/QH13 shall expire from the date this Law takes effect (Article 92(2)).

# Occupational Safety and Health related Laws and Regulations (cont.)



- **Circular No. 19/2011/TT-BYT** dated 6 June, 2011 of the Ministry of Health (MOH) guides the management of OSH, employee's health and occupational diseases.
- **Circular No. 09/2000/TT-BYT** dated 28 Apr, 2000 of the MOH guiding health care for workers in small and medium enterprises.
- The Regulation on Medical Waste Management promulgated under **Decision No. 43/2007/QĐ-BYT** (dated 30 Nov, 2007) of MOH.
- **Circular No. 25/2012/TT-BYT** dated 29 Nov, 2012 by MOH promulgating the National Technical Regulation on biological safety and safe practice in laboratories.
- **Decision No 3733/2002/QĐ-BYT** dated 10 Oct, 2002 of MOH amends and supplements Decision No. 505/QĐ-BYT dated 13 Apr, 1992) of MOH in promulgating OH criteria, including 21 criteria, 5 principles and 7 parameters related to occupational hygiene and occupational health.



# Occupational Safety and Health related Laws and Regulations(cont.)



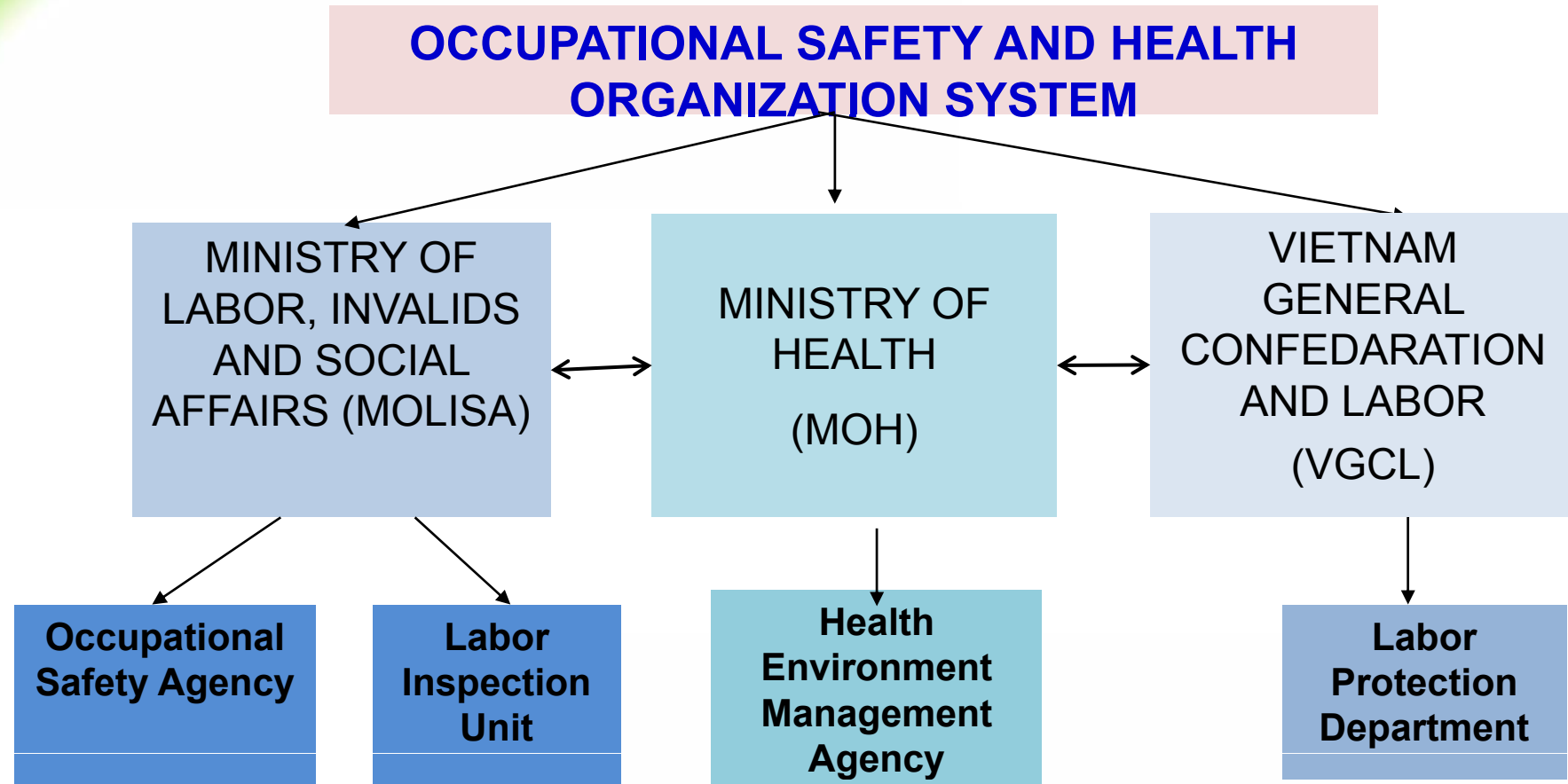
- **Circular No. 14/2013/TT-BYT** (dated 6 May, 2013) of MOH stipulates conditions for health care facilities, processes, records, entrance examinations, physical examinations and routine medical examinations on request .
- **Decision No. 1613/QĐ-BYT** (dated 15 Aug,1997) of MOH regulates the standards for classifying health (i.e., as Types I, II, III, IV and V) in pre-employment and periodic medical examinations.
- **Circular No. 12/2006/TT-BYT** (dated 10 Nov, 2006) of MOH regulates the procedure and content of occupational disease consultations, records and record management.
- **Joint Circular No. 08/TTLT-BYT-BLDTBXH** (dated 20 Apr,1998) of MOLISA and MOH regulates medical examinations for assessing occupational diseases, health care for workers with occupational diseases, and policies regarding occupational disease patients.

# Occupational Safety and Health related Laws and Regulations(cont.)



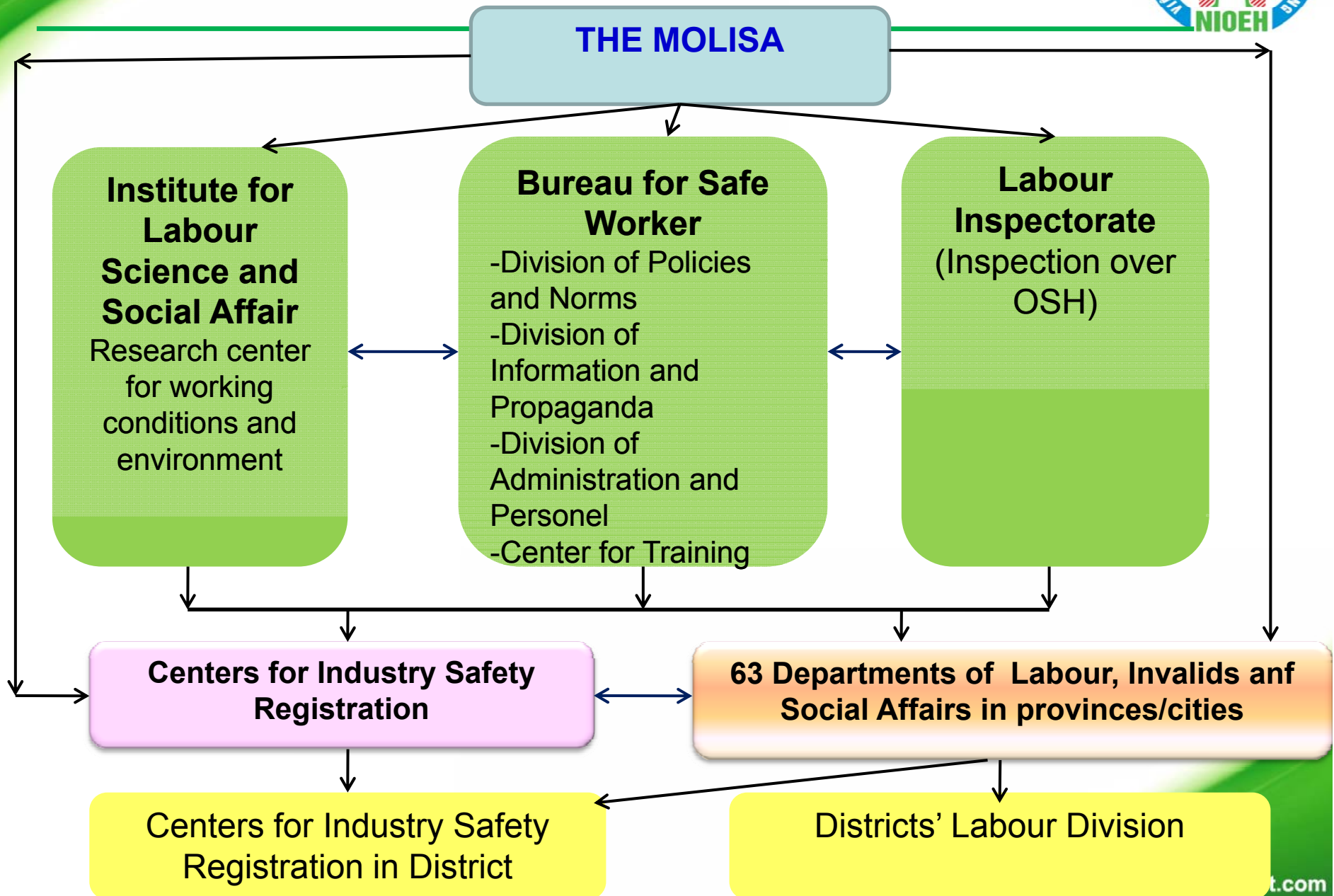
- ❖ **Circular No. 10/2003/TT-BLĐTBXH** (18 Apr, 2003) of MOLISA prescribes the modes of compensation and allowances for workers suffering from occupational injuries or occupational diseases.
- ❖ **Joint Circular No. 12/2012/TTLT/BLĐTBXH-BYT** (21 May, 2012) of MOLISA and MOH guides the reporting, investigation, recording, and collection of statistics for occupational accidents.
- ❖ **The List of Compensated Occupational Diseases** currently comprises 30 occupational diseases that have been compiled from many joint legal documents of MOH and MOLISA: Joint Circular No. 08/TTLB (19 May, 1976), Joint Circular No. 29/TTLB (25 Dec, 1991), Decision No. 167/QĐ-BYT (4 Feb, 1997), Decision No. 27/2006/QĐ-BYT (21 Sep, 2006), Circular 42/2011/TT-BYT (30 Nov, 2011); Circular No. 44/2013/TT-BYT (24 Dec, 2013) and Circular 36/2014/TT-BYT (14 Nov, 2014).
- ❖ **Joint Circular No. 13/2014/TTLB/BKH-CN-BYT** (dated 9 Jun, 2014) of the Ministry of Science and Technology and the MOH, guides the implementation of radiation safety in health facilities.

# III. OSH System



**MOLISA and MOH with being primarily responsible for the state management of OSH. MOLISA is responsible for work safety, while MOH is responsible for the care, protection and promotion of workers' health.**

# Labor Inspection system of MOLISA



# Inspection on implementation of OSH legislative documents



- ❖ **Amended Labor Code 2002** ended the embodiment of an occupational hygiene inspectorate and a safety inspectorate, replacing them with the State Inspectorate of Labor (hereinafter referred to as the Labor Inspectorate), which is organized under MOLISA and functions to inspect the labor laws, including any occupational hygiene content.
- ❖ **Regulations on OSH Inspectorate in the Labour Code No. 10/2012/QH13:** Article 237 of Labor Code 2012 defined the task of state-level labor inspections (task of Department of Labour Inspection, MOLISA): Inspection of the observance of legal provisions on labor; Investigation of occupational accidents and violations of occupational safety, occupational hygiene; Join guiding application of the system of technical standards, regulations on working conditions, occupational safety, occupational hygiene...

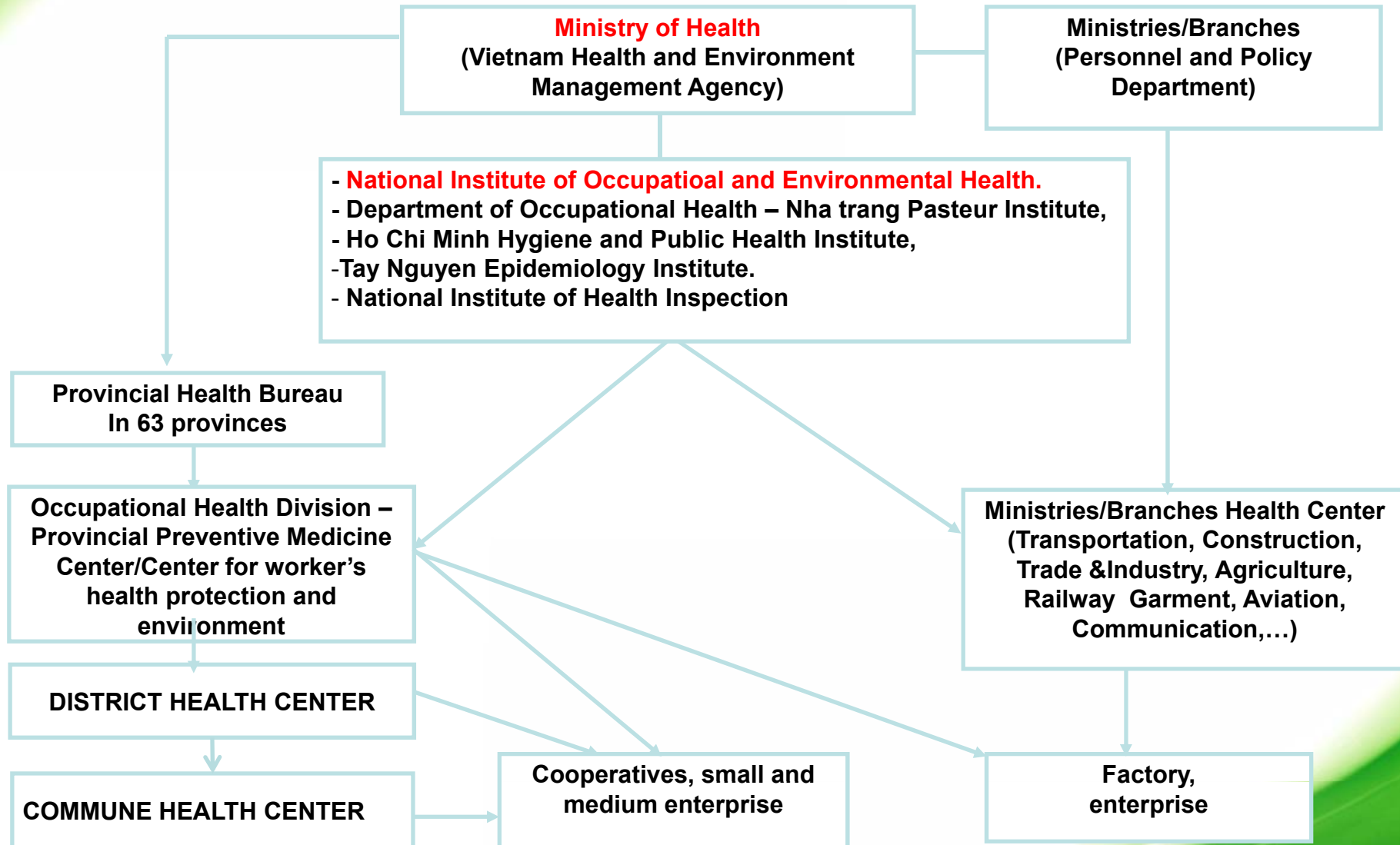


# Inspection on implementation of OSH legislative documents (cont.)



- ❖ **Regulations on OH inspection in the Law on Protection of the People's Health No. 21-LCT/ HDNN8:** Article 48: Organization and Power of the State Inspectorate of Health; Article 49: Inspectorate on Hygiene.
- ❖ **According to Decree No. 63/2012 / ND-CP** of the Government dated 31 Aug, 2012 (currently in effect), the MOH is the state agency for health, including occupational health and hygiene and occupational diseases. In 2013, the MOH established the Department of Legal Inspector (of Environmental Health Management Agency (HEMA)) to perform specialized inspection functions under the jurisdiction of HEMA.

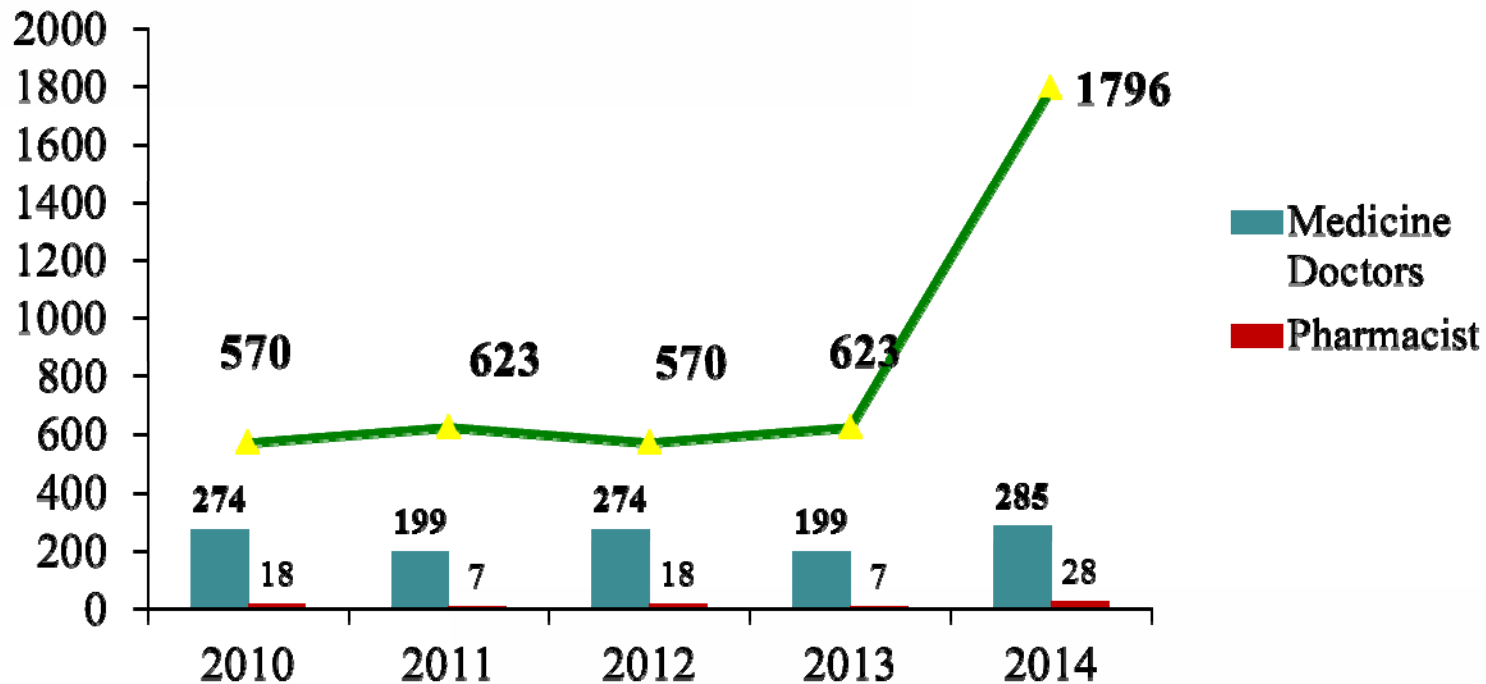
# Occupational Health System



# OH Personnel



Person

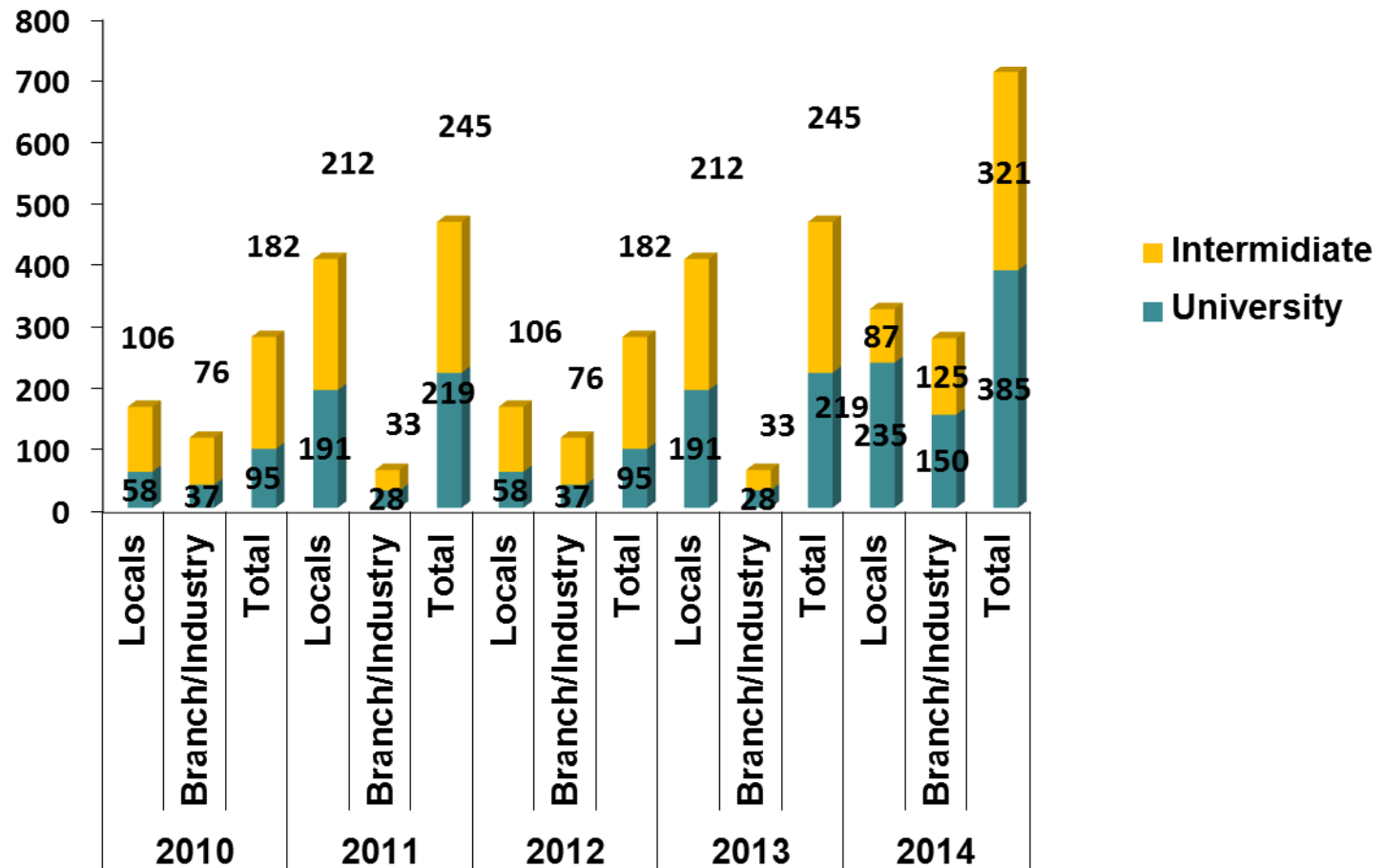


Distribution of personnel's by professional levels

Source: OH annual reports (HEMA)



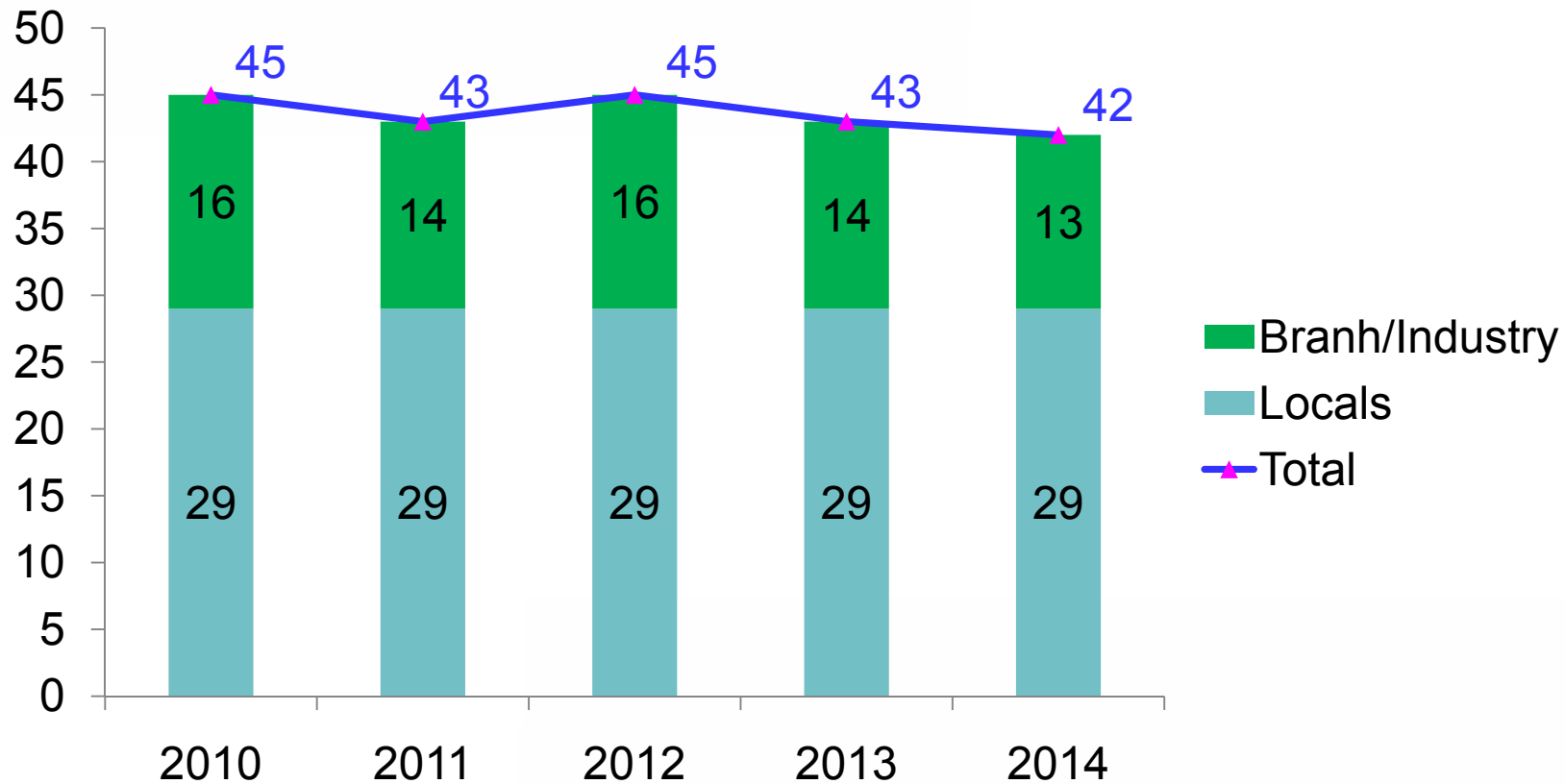
# OH Personnel (cont.)



Distribution of personnel's by education levels

Source: OH annual reports (HEMA)

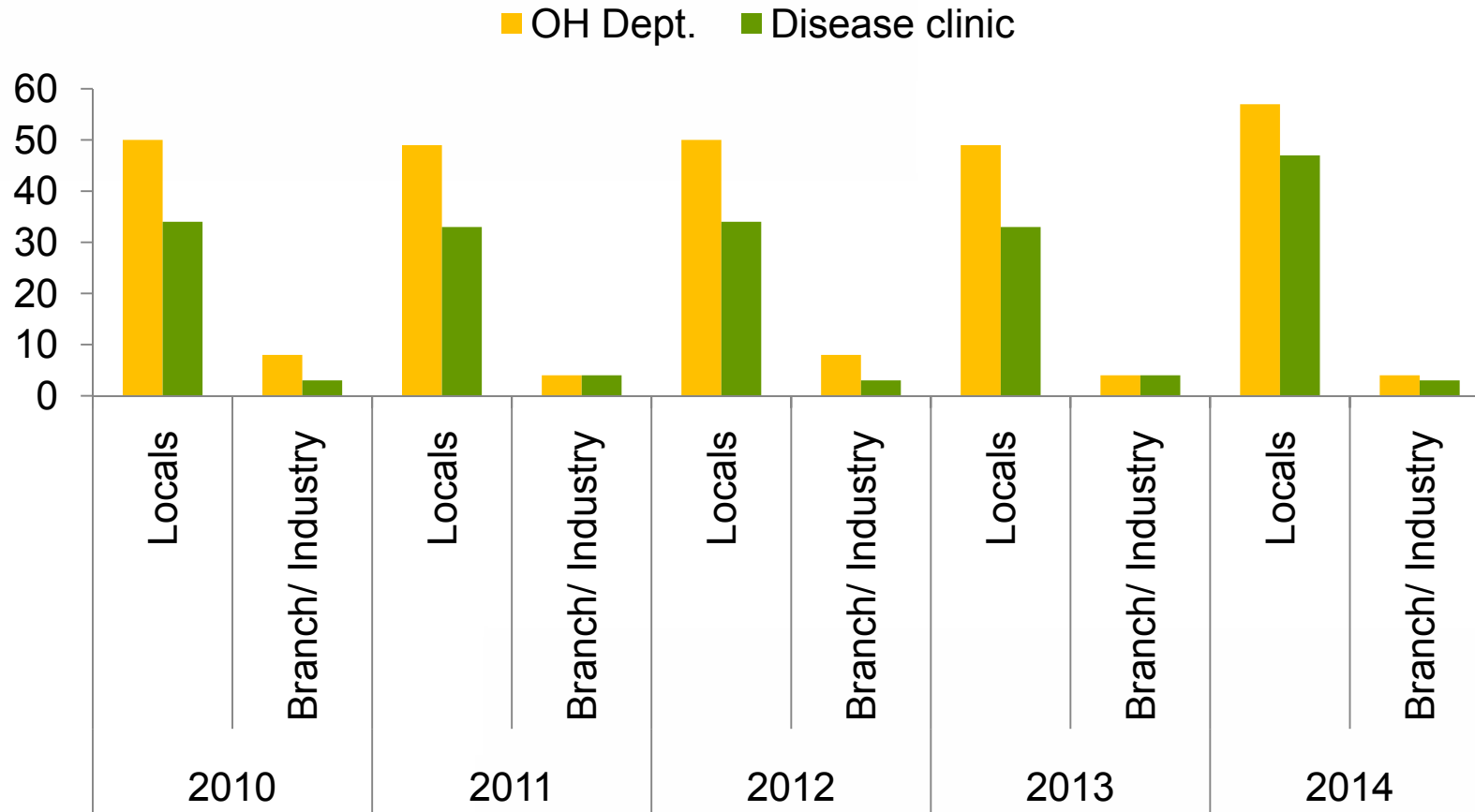
# OH Personnel (cont.)



**Distribution of occupational disease expertise experts by locals and industrial sector**

Source: OH annual reports (HEMA) [fppt.com](http://fppt.com)

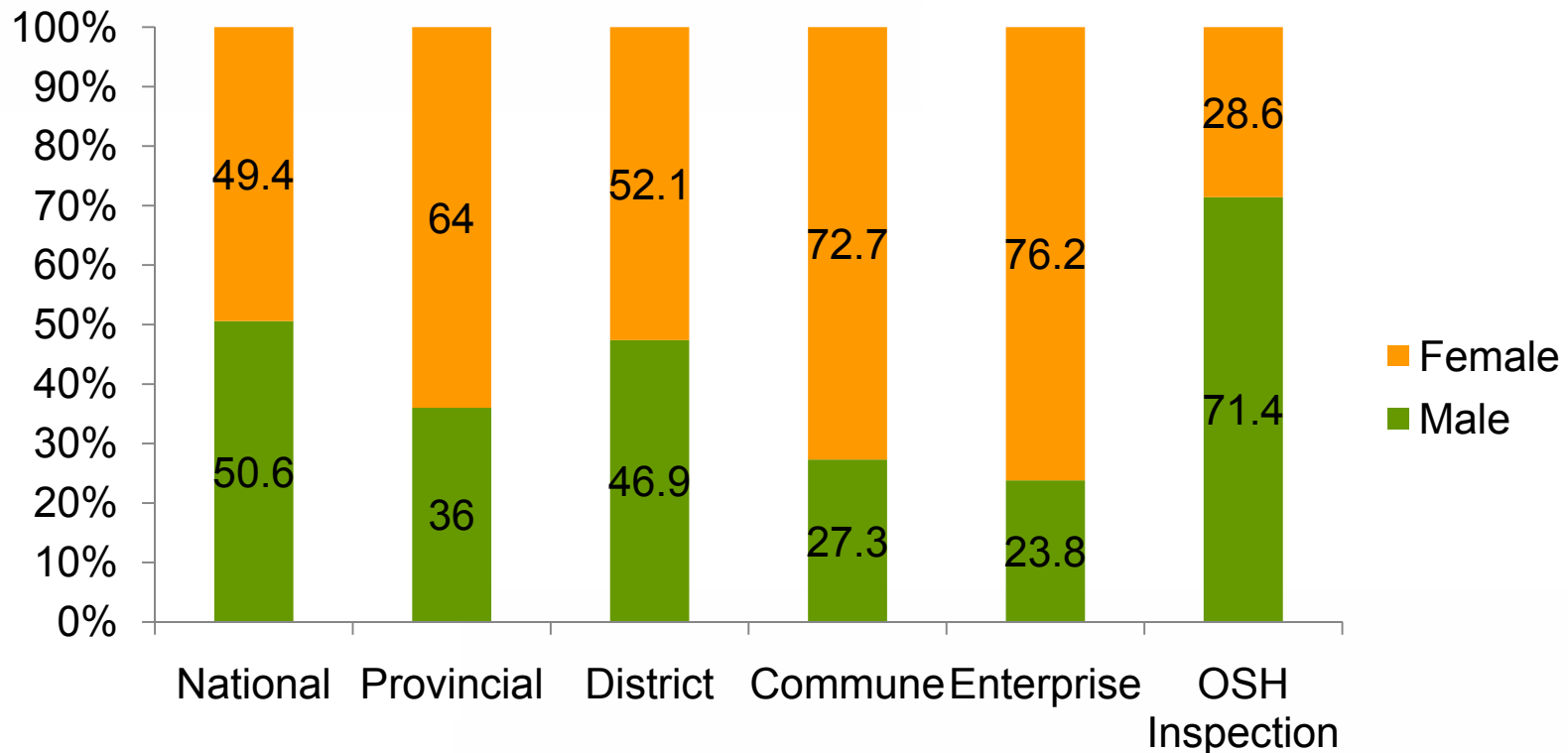
# OH Personnel (cont.)



**Distribution of OH Departments and occupational disease clinics by locals and industrial sector**

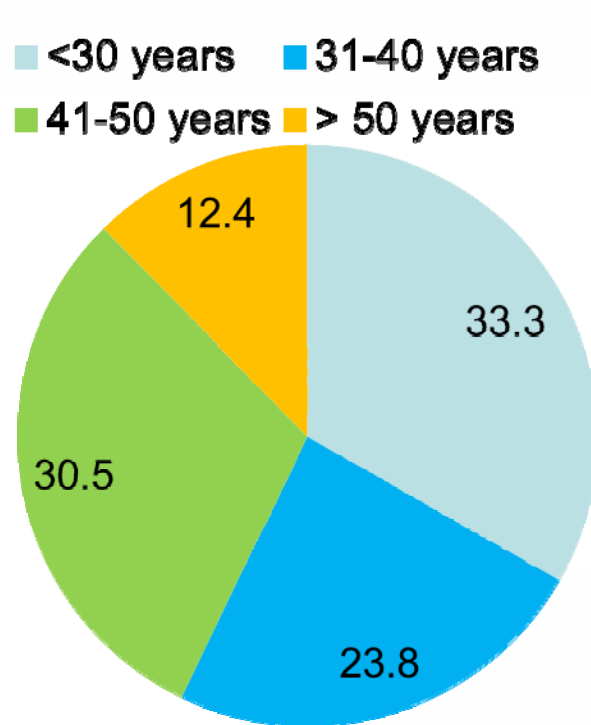
*Source: OH annual reports (HEMA)*

# Some results of “Investigation on provision of Basic Occupational Health Services (BOHS) Study in Vietnam” (NIOEH 2009-2010)

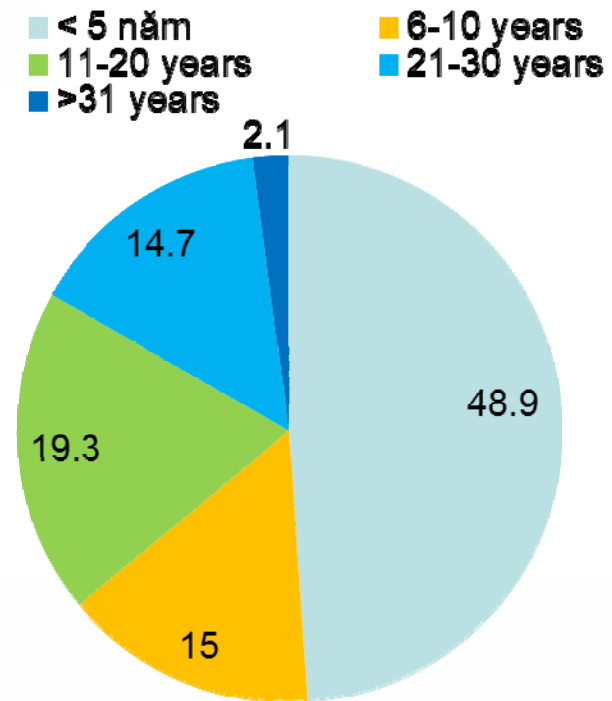


**Distribution BOHS personnel's by gender at different levels**

# Some results of “Investigation on provision of Basic Occupational Health Services (BOHS) Study in Vietnam” (NIOEH 2009-2010)

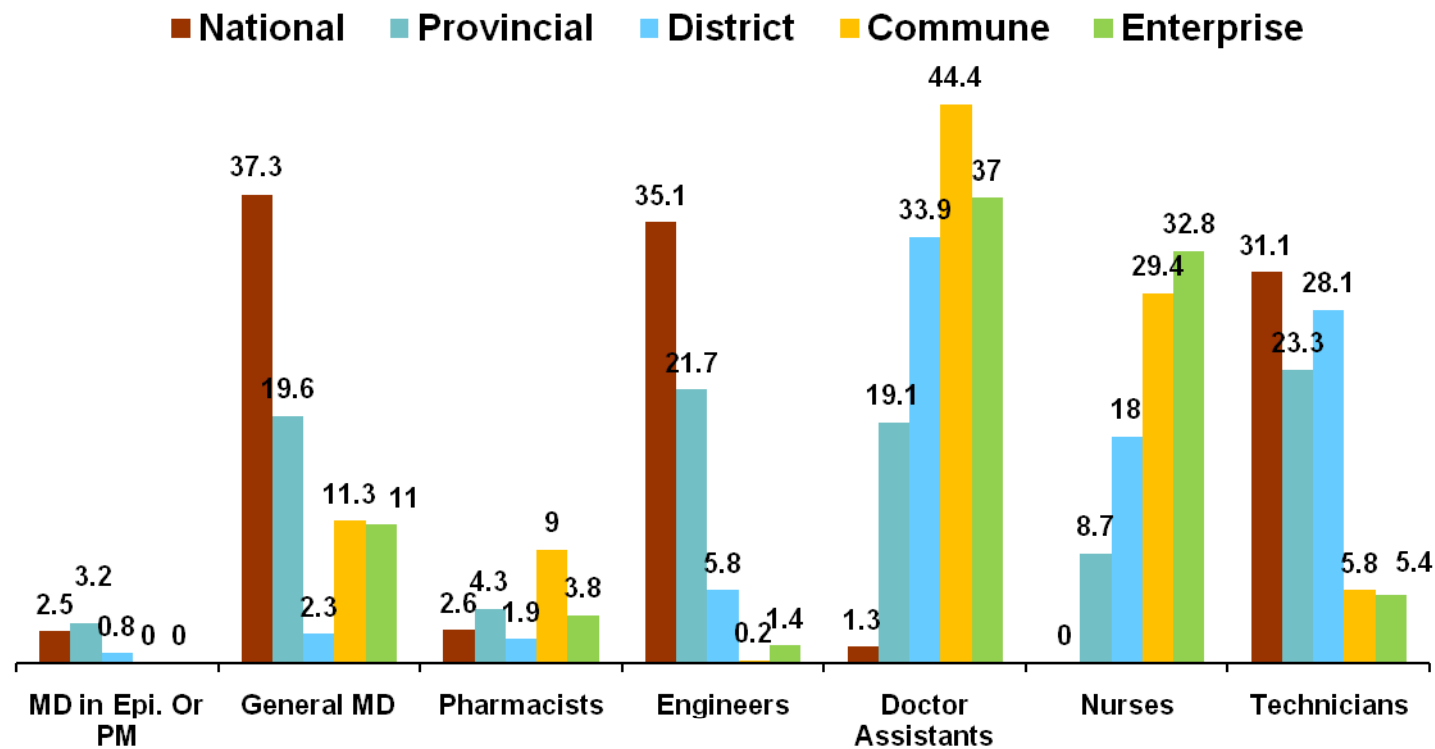


Distribution BOHS personnel's by age



Distribution BOHS personnel's by working experiences

# Some results of “Investigation on provision of Basic Occupational Health Services (BOHS) Study in Vietnam” (NIOEH 2009-2010)

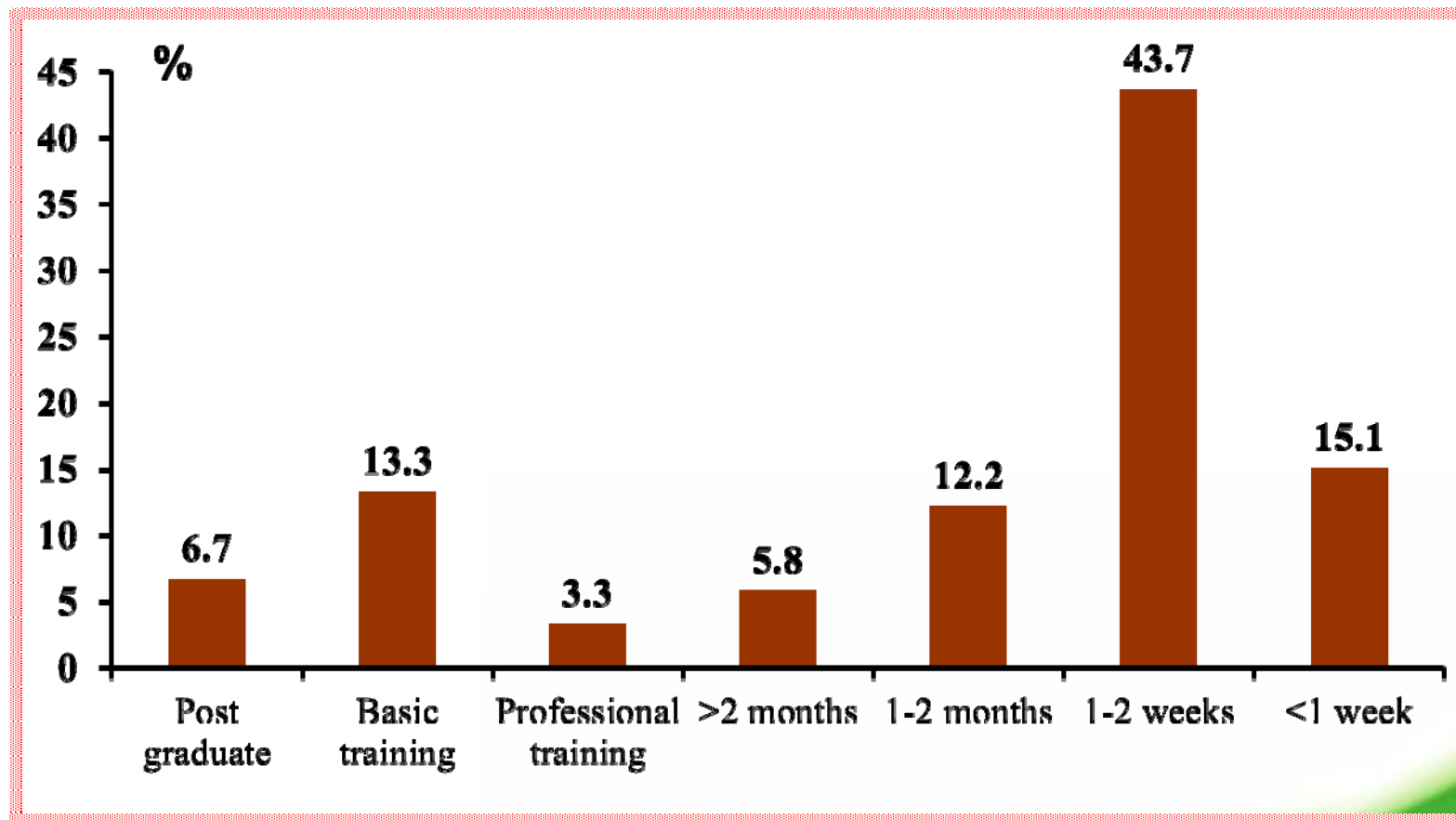


**Distribution BOHS personnel's in preventive medicine system by professional levels at different levels**

# Some results of “Investigation on provision of Basic Occupational Health Services (BOHS) Study in Vietnam” (NIOEH 2009-2010)



## ❖ Professional trainings for BOHS personnel's





## IV. Compensation and allowance regimes for workers



- **Social Insurance Law No. 58/2014/QH13** and **Health Insurance Law No. 46/2014/QH13** dated 13 June 2014: regulation of insurance policies and compensation for labor accidents and occupational diseases.
- **Circular No. 10/2003/TT-BLĐTBXH** dated 18 Apr, 2003 guiding the implementation of compensation and allowance regimes for laborers getting labor accidents or occupational diseases: Subjects and scope of application; Compensation regime; Conditions for compensation; Compensation levels.
- **Circular No. 04/2015/ TT-BLĐTBXH** dated 02 Feb, 2015 of the MOLISA guiding regulations implementing the regime of compensation and pension and medical costs from the employer to the work accidents and occupational diseases.



# The implementation of insurance and compensation for workers



- The List of Compensated Occupational Diseases currently comprises 30 occupational diseases.
- Time allowance monthly average of 40 years.
- From 1995 to 2013, Vietnam Social Insurance compensate for nearly 50 thousand new entitlement occupational accidents and occupational disease: 7121 person/year  $\approx$  0.073% of the social insurance participants (8,050 people a monthly allowance; 27,450 pensioner once and 4,500 deaths)
- In 2013, pay for 34,459 cases entitled to occupational accidents and occupational disease each month in the amount of 374 billion VND/year ( $\approx$  9% of revenues into the fund in 2013).
- The insurance fund balance in 2013 is 16 281 billion VND, according to estimates in 2050 the fund while ensuring sufficient affordability and also in fund balance .

*(Social Insurance Agency)*

# V. Training and Education on OH



- ❖ Education on OH organized by Asian Development Bank Project (2010-2012):
  - 162 participants have been trained on Basic techniques on OH
  - 154 participants have been trained on Advanced techniques on OH
- ❖ Education on OH organized by NIOEH (2012-2014):

Education program	No. of participants		
	2012	2013	2014
PhD level		03	03
Technical specialist	25	23	
Monitoring of working environment; diagnosis and expertise in OD	57	390	172
Occupational safety		83	
Occupational health techniques and occupational environment monitoring		59	

# Training and Education on OH (cont.)



❖ Trainings for OH staffs in the network:

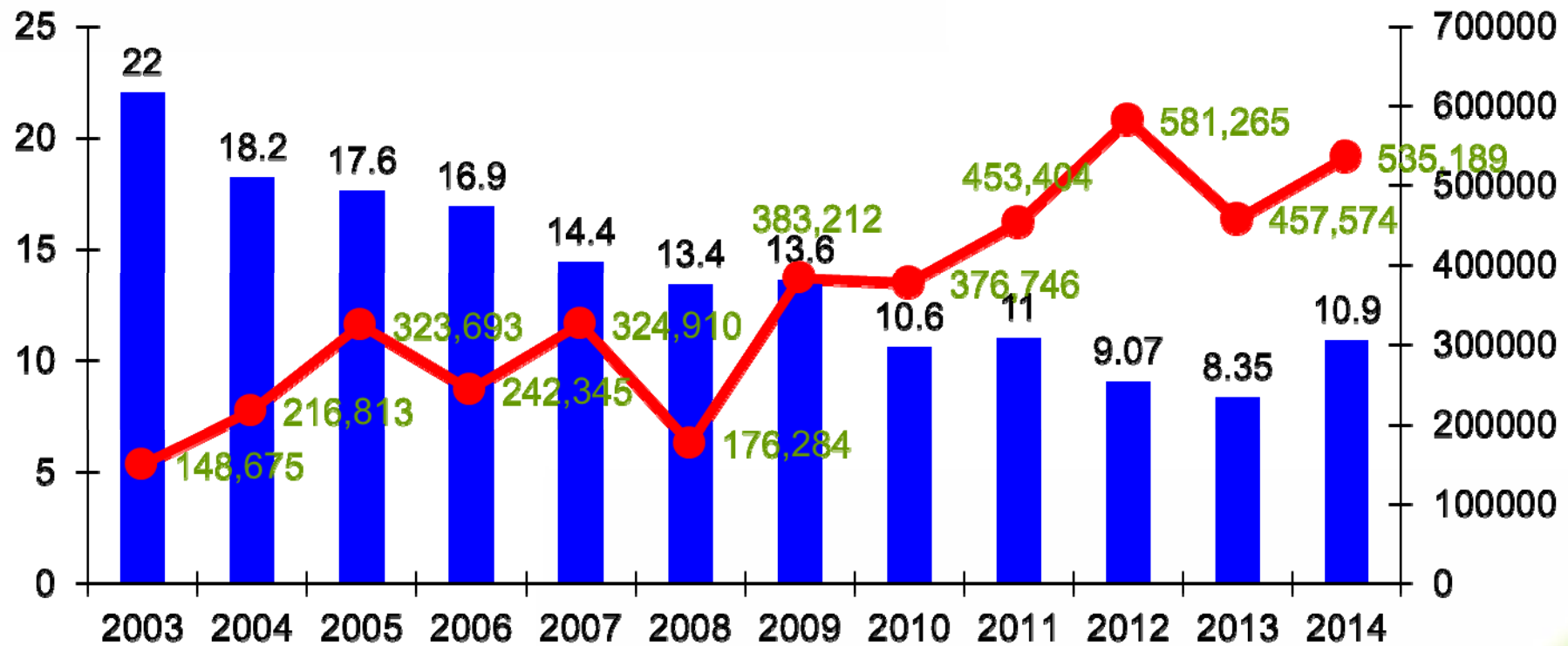
TT	Year	No. of classes	No. of participated units	No. of participants
1	2010	4,510	18,260	1,235,320
2	2011	1,661	6,143	309,994
3	2012	3,396	9,603	426,064
4	2013	1,429	5,577	138,739
5	2014	1,429	5,577	138,739

Source: OH annual reports (HEMA)

# VI. Working environment monitoring



Working environment monitoring from 2001-2014

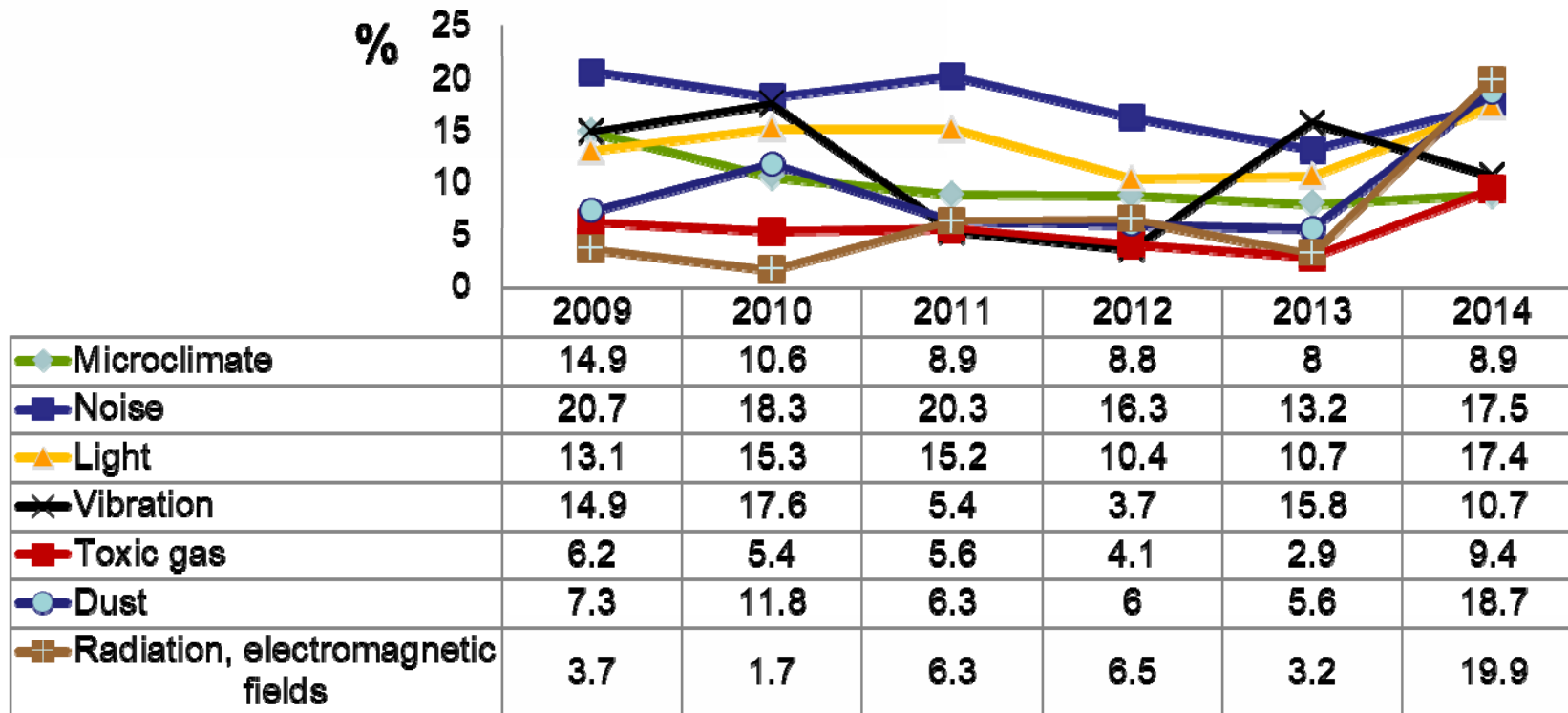


■ Rate of WE samples exceeding Std

● Total WE samples

Source: OH annual reports (HEMA)

# Working environment monitoring (cont.)



Percentage of samples that exceeded the **allowable** standards during the 2009-2014 period

Source: OH annual reports (HEMA)  
fppt.com

# VII. Campaign/ Event/ National Convention/ Exhibition



- ❖ The programs on Health promotion at workplace were implemented from 1998 up to now:
  - Workplace health promotion in small- and medium-scale enterprises (SSEs & MSEs)
  - Expansion of the health promotion program into agriculture and selected industries, large-scale enterprises, foreign-investment enterprises and traditional villages
- ❖ The programs on provision of BOHS to agricultural workers, traditional villages, healthcare workers, miners, construction workers and workers exposed to chemicals
- ❖ The Occupational Safety and Health - Fire Prevention Week from 1999 up to now
- ❖ Annual Conferences of National Information Network on Occupational Safety
- ❖ The Annual National Scientific Conferences on Occupational and Environmental Health.
- ❖ Four International Scientific Conferences on Occupational and Environmental Health were held in Hanoi in 2003, 2005, 2009 and 2012. They included 300 Vietnamese scientists and 50 international delegates.



# Campaign/ Event/ National Convention/ Exhibition (cont.)



## ❖ The National Program on Labor Protection, Occupational Health and Occupational Safety 2011-2015 (Decision No. 2281/QĐ-TTg of Prime Minister) :

### ➤ Target program on Prevention of ODs:

- Increase annually by 5% medical units providing periodical medical check-ups for workers, increase by 5% number of workers who are examined to detect ODs, and increase by 3% number of units having work environment monitored and supervised.
- 100% of workers certified with occupational diseases are provided with health care and rehabilitation in line with laws.

### ➤ Forecast - Occupational accidents and diseases (by 2015):

- Occupational accidents: >100 thousand cases, > 1,000 deaths, economic loss of 900 billion VND.
- Occupational diseases: At least 10 more types of new diseases. 30 thousand people newly contracting occupational diseases.

# VIII. Challenges



- ❖ **Vietnam is still developing countries, per capita income in the average. Economy is more difficult.**
- ❖ **The communication and general awareness of OSH is not as strong as it needs to be.**
  - Some provinces and cities have not committed sufficient resources and attention to the management of OH activities and preventing of occupational diseases.
  - Funding for occupational health activities is limited.
- ❖ **OSH legal system has not kept pace with the rapid changes in the country's economic-social sectors, revealing limitations that should be addressed.** Since 2004, OH inspections have fallen under MOLISA. The state has only limited involvement with the inspection process, and the health sector has limited access to these activities.



# Challenges (cont.)



- ❖ Occupational accidents have tended to increase in number and severity over the past few years: More than 600 thousand enterprises, over 97% of which are SSEs and MSEs with backward technologies → in risks of increased ODs and accidents.
- ❖ Importing and using new machines, technologies and materials → new types of ODs.
- ❖ Human resources working in the occupational health networks are often lacking and/or experience frequent fluctuations due to organizational- and personnel-level transfers.
- ❖ The Provincial Preventive Medicine Centers generally lack the equipment needed to monitor working environments and occupational disease in accordance with the national standards.

# IX. Suggestions and Conclusion



## Suggestions

- ❖ **To strengthen and improve the efficiency of the State management on OSH:**
  - Revise, reform, supplement and complete the legislative documents on OSH. Develop lever policy to encourage the implementation of OSH.
  - Develop additional OSH laws, standards, technical regulations and rules appropriate for the newly introduced methods and technologies.
  - Develop mechanisms and policies to promote social consciousness regarding OSH activities.
  - Build and consolidate databases and a national information network for OSH.
  - Finalize and implement a model for OSH management in enterprises characterized by a high risk of occupational accidents and occupational diseases.
  - Continue to develop the compensation fund for occupational accidents and occupational diseases.

# Suggestions (cont.)



- ❖ **Activities to prevent occupational diseases; health care for employees in the workplaces:**
  - Develop models to prevent common occupational diseases.
  - Support the upgrading of equipment, the building of new clinics, and the treatment and rehabilitation of workers who have suffered from occupational accidents and occupational diseases.
  - Increase the professional competence of occupational health among businesses and improve the basis for the organization of workplace health care for employees.

# Suggestions (cont.)



- ❖ **Consultations, technical support and investments aimed at preventing occupational accidents** in branch/ industry which have high risk of occupational accidents, such as mining, ore processing, metal production, chemical manufacturing.
- ❖ **The awareness raising activities and responsibilities of employers, employees and the community**
- ❖ **Research and application of science/technology in labor protection**
- ❖ **Innovation in state-level OSH inspections: promotion of self-inspection and supervision of OSH in units and businesses**

# Conclusion



- ❖ It should be cooperated between organisations in the OH network and other organisations to collect complete data
- ❖ It should develop the reporting system in order to collect enough information
- ❖ It should develop lever policy to encourage the implementation of OSH.

# X. Reference



- **Ministry of Health**, *Health statistical Yearbook 2009, 2010, 2011, 2012, 2013*
- **Ministry of Health and the Health Partnership Group**, *Joint Annual Health Review 2009, 2010, 2011, 2012, 2013*
- **Health and Environment Management Agency**, *Annual Report of Occupational Health 2011, 2012, 2013, 2014*
- **Bureau of Work Safety, MOLISA**, *Annual Report on Occupational Accidents 2011, 2012, 2013, 2014*
- **General Statistics Office**, “Reports on population, employment, distribution of occupations, etc.”, *Statistical Yearbook*
- **Social Insurance Agency**, *Compensation data related to occupational accidents and diseases.*
- Studies and surveys related to OH performed at all levels and have been published in various professional journals, including the Journal of Physiology, Labour Protection, Medical Practice, Preventive Medicine, etc.



**THANK YOU  
FOR YOUR ATTENTION!**

