



The Republic of the Union of Myanmar
MINISTRY OF LABOUR, IMMIGRATION AND POPULATION

Country Presentation
on
Improvement of Policy on Occupational Safety and Health
From Policy Development to Implementation Measures

Tokyo , Japan
2 October to 5 November 2016

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Office of the Minister
Internal and External Relations, and Information Division



MINISTRY OF LABOUR, IMMIGRATION AND POPULATION

Official name	- The Republic of the Union of Myanmar
Capital	- Nay Pyi Taw
Head of State	- President U Htin Kyaw,
State Councilor	- Daw Aung San Su Kyi
Area	- 676,552 sq km (261,281 sq mile)
Coastline	- 3,832 km
Highest Point	- Hkaka Borazi to 588,1 m (19,259 ft above sea level)
Population	- 51,486,253(2014 census)



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Work Experience

- The activities to protect the workers including OSH matters, since 2013.
- report to superiors the investigation process of occupational accidents and dangerous occurrences
- inform the instructions and advice make by the superior to the concerned occupiers or managers in order to prevent the reoccurrences of similar accidents or events.
- arrange OSH training, awareness raising program and workshop.
- learn & submit the OSH legislations from other countries that enacted the effective and systematic OSH law to make references to our newly drafted OSH Law.



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Organization Chart

Ministry of Labour, Immigration and Population

Office of the Minister

Department of Labour

Social Security Board

**Factories and General Labour
Laws Inspection Department**

Department of Labour Relations

Department of Immigration

Department of Population

**Department of National
Registration and Citizenship**



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Organizational Structure of the office of the Union Minister

Permanent Secretary

Dy-Permanent Secretary

Division 1

Division 2

Division 3

Division 4

**Division 5
(Internal and External
Relations, and
Information Division)**

Director

Dy-Director

Staff Officer

Office Staff



MINISTRY OF LABOUR, IMMIGRATION AND POPULATION

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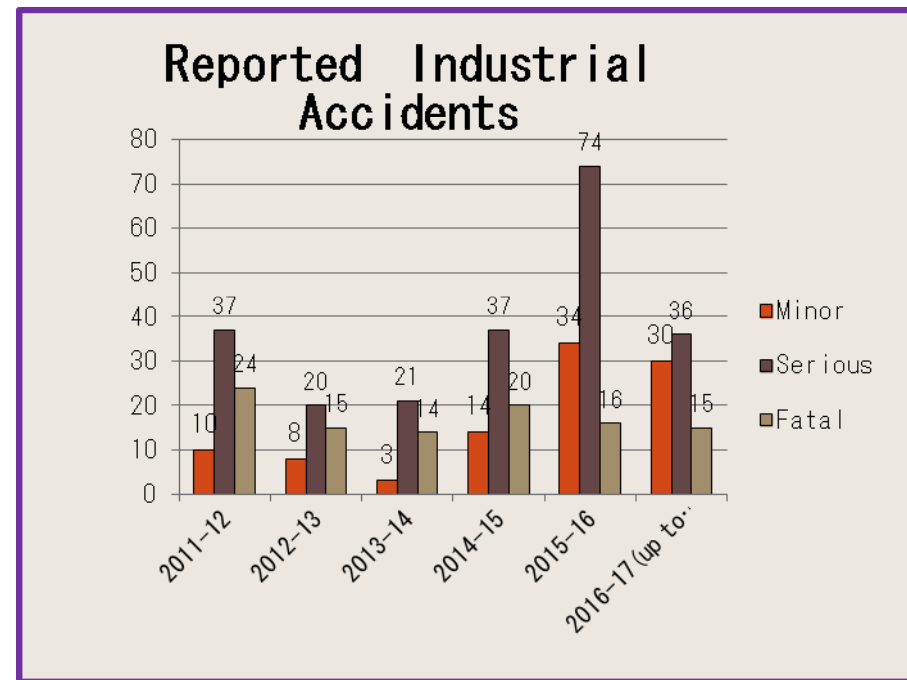
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Reported Accident Statistics

Year	Accident			Total
	Minor	Serious	Fatal	
2011-2012	10	37	24	71
2012-2013	8	20	15	43
2013-2014	3	21	14	38
2014-2015	14	37	20	71
2015 -2016	33	74	16	123
2016 -17(up to August)	30	36	15	81



Accident Classification by Trade Industry (2016 up to September)

Trade	M	F	Total
Textile	8	-	8
General Engineering	20	-	20
Mineral and Metal	7	-	7
Food, Drink , Tobacco and foodstuffs	13	3	16
Chemical and Allied Industry	4	1	5
Paper and Printing	2	-	2
Process Relating to Wood, Stone and Glass	28	6	34
Ginning and Press	1	-	1
Miscellaneous	4	2	6
Total	87	12	99 (86 cases)



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Data collection methods for statistics

Collect data by each and every regional office
monthly and yearly

Distinguish Male & Female, Minor, Serious
and fatal, Causes, Part of Body



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Laws & Regulations

Factories Act, 1951

Shops and Firms Act, 1951

Oil field Workers welfare Act, 1951

Dock Labours Act, 1934

Dock Regulation and Employment Act, 1948



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The Existing OSH Legislations

- (1) Factories Act, 1951***
- (2) Oilfields (Labour and welfare) Act, 1951***
- (3) Boiler Laws , 1984***
- (4) Electricity Laws , 1984 , amended 1990***
- (5) Myanmar Mines Law, 1994***
- (6) Pesticide Law, 1990***
- (7) Municipal Act , 1922 & City Development law , 1990***



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Government Agencies on OSH

❖ **Factories and General Labour Laws Inspection Department ,**

Ministry of Labour , Immigration and Population

❖ **Boiler and Electrical Inspection Agency**

Ministry of Industry

❖ **Department of Public Work**

Ministry of Construction

❖ **Occupational Health Division**

Ministry of Health and Sports

❖ **Mine Department**

Ministry of Natural Resources and Environmental Conservation

❖ **Myanmar Industrial Crops Development Enterprise**

Ministry of Agriculture and Livestock and Irrigation

❖ **City Development Committees**



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Private Agencies on OSH

- ❖ **Global Enchanting Safety and Management Training Centre**
(joint partnership with SISO – Singapore Safety Officers provided safety workshops , trainings and seminar organized safety talks published OSH news Letters and Handbook)
- ❖ **WIN OSHE Myanmar**
(Win Oshe Safety Equipment Showroom)



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Labour Inspection System in Myanmar

Try to boost Labour Inspection systems of Myanmar by cooperation with development partners, especially with ILO, Denmark, ROK, and US



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Workers' accident compensation insurance in Myanmar

- ❖ **Right to Take Medical Care and Other Benefits**
- ❖ **Employment Injury**
- ❖ **Temporary Disability Benefit**
- ❖ **Permanent Disability Benefit**
- ❖ **Survivors' Benefit for Occupational Decease**
- ❖ **Compensation for non-insured workers**



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SSB contribution rates

Sr. no	Insurance System	Contribution rate		
		Employer	Employee	Total
1	Health and Social Care Insurance System	2%	2%	4%
2	Employment Injury insurance system	1%	0%	1%
3	Invalidity Benefit, Superannuation Pension Benefit and Survivors' Benefit Insurance System	3%	3%	6%
4	Unemployment Benefit Insurance System	1%	1%	2%
5	Other (Housing)	-	25%	25%



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Safety Equipment & Facilities

**Inadequate safety equipment & facilities,
Only in YGN**



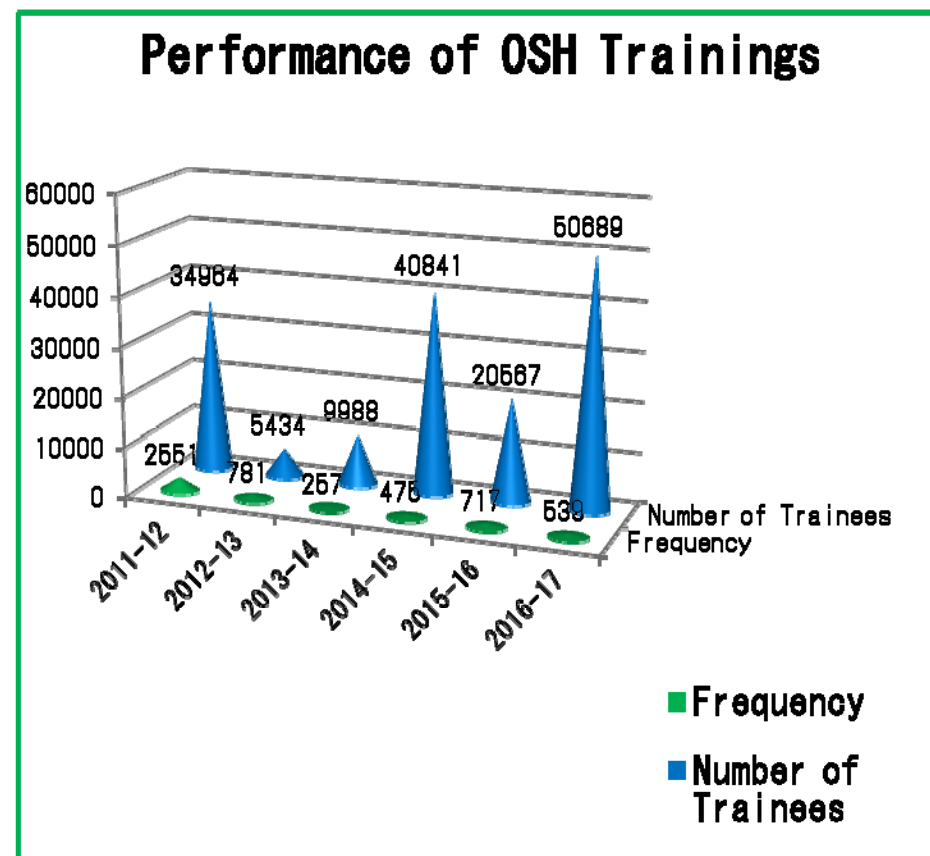
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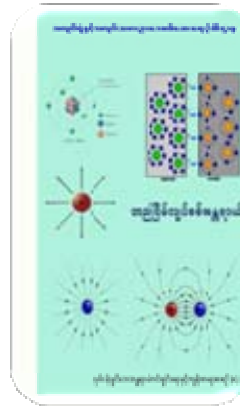
Training education programs

- MOLIP conduct training and workshops programs concerned with OSH matters by cooperating with ILO
- Offices of FGLLID in state and region conduct awareness raising campaign for the employers and employees about OSH protection activities occasionally.

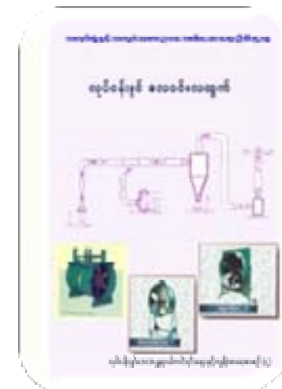
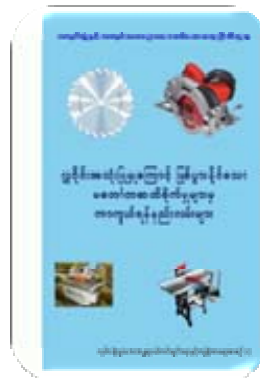
OSH Training Performance

Year	Frequency	Trainees
2011-12	2551	34964
2012-13	781	5434
2013-14	257	9988
2014-15	475	40841
2015 -16	678	6998
Total	4742	98225





OSH Educational Booklets







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Activities of MOLIP on OSH

- To enact new Occupational Safety and Health Law
- To revise existing occupational Laws to protect rights & responsibilities of employees to pursuant to national constitution, ASEAN – Charter & ILO Convention
- To form national occupational safety & health committee and framework
- To promote research & development on OSH and industrial hygiene laboratory regarding with small and medium enterprises



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Activities of MOLIP on OSH

- Prevent the Occupational accidents take the necessary advice and the experiences from the technical experts on OSH like as JICA Volunteer Ms. Yoriko Takeda (She come back to Japan in August, 2016)
- Conduct the awareness raising campaign by cooperating with development partners
- Sharing information, experiences and good practices for protecting of occupational safety and Health from other systematic agencies and country's organizations like as KCCP, JICA
- MOU with Korea Occupational Safety and Health Agency(KOSHA) on Enhancement of Occupational Safety and Health System in Myanmar Project
- Cooperation with ILO-Korea Mission
- MOU with Denmark to enhance Working Environment Measurement(WEM) & Occupational Safety and Health System



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Main Activities of FGLLI Department of MOLIP on OSH

Inspection

Accident Investigation

Conducting Trainings on OSH

Awareness Raising on OSH

Regulate, monitor, inspect, guide, advise and enforce compliance

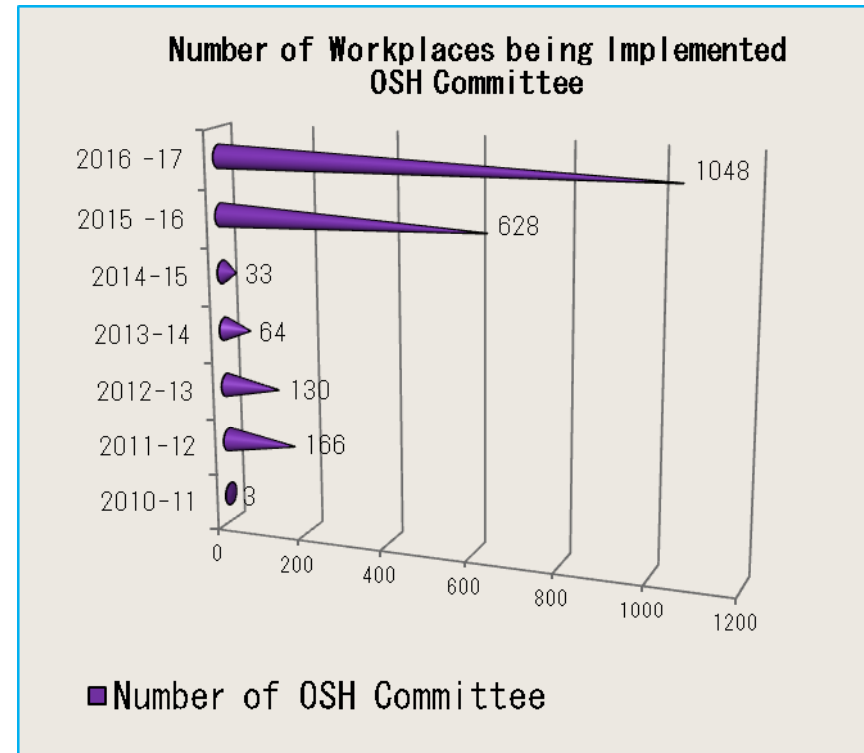
of MOLIP on OSH



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Number of Workplaces being Implemented OSH Committee

Fiscal year	Number of OSH committee
2010-11	3
2011-12	166
2012-13	130
2013-14	64
2014-15	33
2015 -16	628
2016 -17 (up to August)	1048
Total	1953





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Working Environment Measurement

To be a safe and healthy workplace, Working Environment Factors such as Ventilation, Heat Stress, Noise , Illumination, Dust, Fumes and Organic Vapor Emission need to be improved.

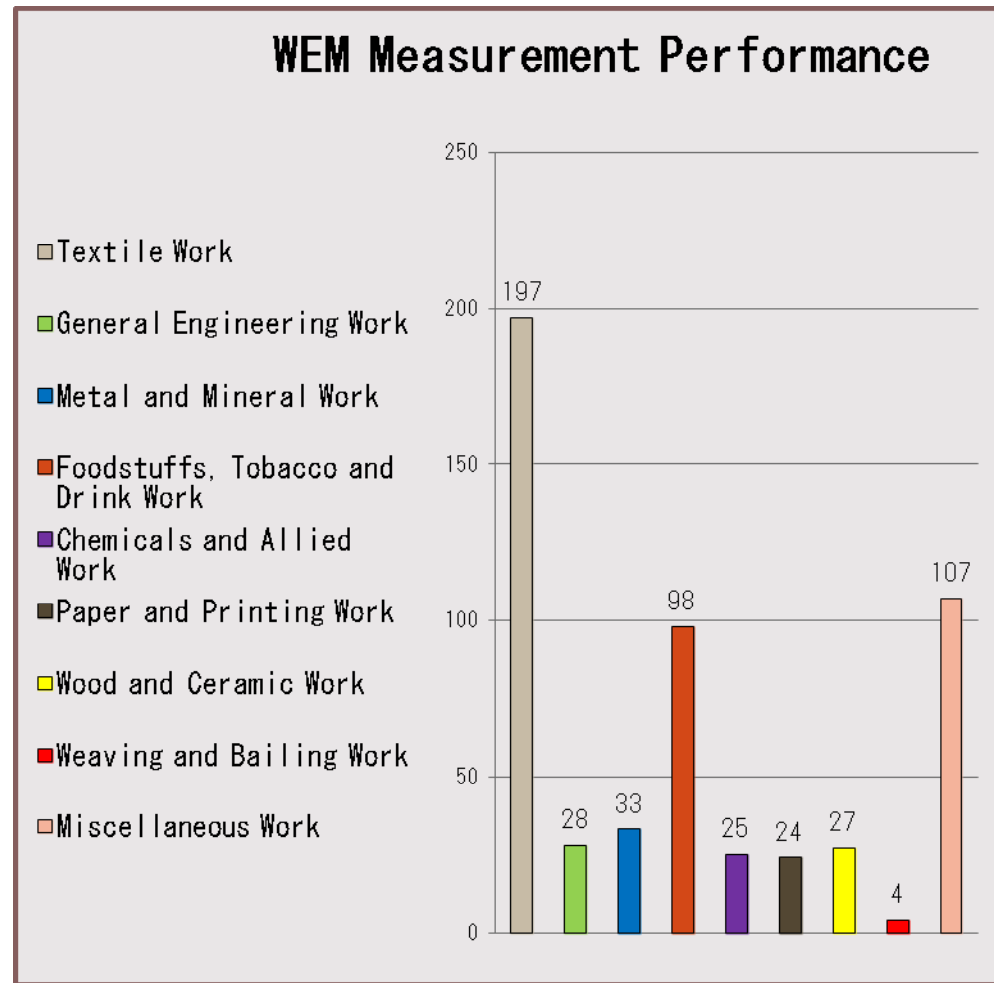
So FGLLID conducts working environment measurements(WEM) and issues necessary instructions and provide technical advices .

So far 543 workplaces could be conducted for WEM and this process is still on.

hygiene laboratory regarding with small and medium enterprises of MOLIP on OSH

WEM Measurement Performance

Trade	WEM Measurement
Textile work	197
General engineering work	28
Metal and mineral work	33
Foodstuffs, tobacco and drink work	98
Chemicals and allied work	25
Paper and printing work	24
Wood, stone and ceramic work	27
Weaving and bailing work	4
Miscellaneous work	107
Total	543





Conducting Working Environment Measurement at Workplaces.





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OSH MS & Risk assessment

Conduct OSH MS & Risk assessment only after
enacting new OSH law

In Current, waiting for the comment form

Attorney General for new OSH law



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Campaign, Convention, Event





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Obstacles

- ❖ **Complicated way of liaison between department and employers**
- ❖ **Lack of cooperation in tripartite establishment?(OSH inspector, Social Security Officer and employer)**
- ❖ **Inadequate health care system and outdated insurance system**
- ❖ **Indistinct between the role of OSH inspectors and Social Security Officer**
- ❖ **Strength Law enforcement**
- ❖ **Vague responsibility of Social Security Board and Social welfare department**
- ❖ **Various different types of social welfare system of government and deficiency of effective ways**
- ❖ **Weak in comprising of working team (eg. Medical examination board)**



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Obstacles

- ❖ **No OSH expert**
- ❖ **Budget Constraint**
- ❖ **Lack of cooperation & coordination among the OSH responsible agencies and employers.**
- ❖ **Out-dated the existing legislations on OSH**
- ❖ **Lack of activities the existing industrial hygiene laboratory**
- ❖ **Inadequate safety equipment & facilities , weakness risk assessment**



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Suggestions

- ❖ **Using the effective way of cooperation & coordination among the governmental OSH agencies and employers.(eg. e-registration form, e-banking , Insurance system.....)**
- ❖ **Renewal of the existing legislations on OSH pursuant to the social & economic changes**
- ❖ **Enforcing the role of FGLLID with strong legislation**
- ❖ **Be more widespread and effective industrial hygiene laboratory**
- ❖ **Enhancing the pragmatic and effective cooperation of FGLLID and Social Security Board**
- ❖ **Upgrading the performance of FGLLID to keep abreast of international practices and norms**
- ❖ **To promote OSH training, awareness and workshop to the employers and employees**

Kyay Zu Tin Par Tal



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THANK YOU!