

Occupational Safety and Health

Presentation of Regional Findings

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Objectives of the Regional Review

- **To examine safety and health issues in countries in the Asian region**
- **To develop an action plan for achieving improvements in working conditions**

Methodology

Data obtained from four sources:

- Review of relevant ILO and country studies, reports and papers relating to the Asian region
- Consultation with Government officials and employer and worker organisations
- Surveys of small and medium scale enterprises (Nepal, Bangladesh, Thailand and Philippines)
- Reports of macro and micro studies undertaken by national consultants

Macro Studies

Review of current situation covering –

- Legislative arrangements and workforce distribution across the region**
- Administration of OSH legislation**
- Employer and worker organisations**
- Safety and health training and education**
- Workers' compensation and accident /injury data**

Micro Studies

These covered specific safety and health issues in particular workplaces –

- Assessment of work environments**
- Survey of workers' understanding of hazards**
- Survey of employers' procedures for managing safety and health**
- Productivity and safety and health performance indicators**

Safety and Health Legislation

- Highly prescriptive**
- Fragmented statutes with no comprehensive safety and health laws**
- Incomplete coverage, in particular in the informal sector where “home based” workers often have few legal protections**

Administration of Legislation

- ❑ Inspectors' jurisdiction often includes employment relations as well as safety and health
- ❑ Many inspectors have academic backgrounds and lack industry experience
- ❑ Inspectors are well trained in some countries and receive no training in others
- ❑ Inspectors' powers of entry are variable
- ❑ Transport and monitoring equipment often lacking

Employers' and Workers' Organisations

- These organisations have the potential to significantly contribute to employers' and workers' safety and health knowledge**
- Often primarily concerned with employment relations issues and provide limited safety and health advice**
- Micro studies indicate that these organisations provide little safety and information to their members in smaller enterprises**

Training and Education

- **Essential element of any programme to develop OSH competence in the region**
- **Training must be appropriate to roles – inspectors, managers/supervisors, employee OSH representatives, union officials and health and safety practitioners**
- **OSH training capability is well established in some countries and very limited in others**

Workers' Compensation

- Can provide incentives and penalties for safety and health performance**
- Source of information on injury rates and occupational illnesses, to assist government agencies and employer and worker organisations to identify priorities**
- Provision of financial support for OSH programmes – courses, seminars, research and training centres**

Injury and Occupational Disease Statistics

- Statistics are most complete in those countries with comprehensive workers' compensation programmes**
- Accurate and complete national statistics are needed to assess health and safety needs and priorities**
- In countries with poor reporting to government agencies and limited workers' compensation, occupational injury and ill health information is limited**

Summary and Recommendations

A multi-faceted approach covering –

- Legislation**
- Administration and enforcement of laws**
- Roles of employer and worker organisations**
- OSH training and education**
- Linkages to Worker Compensation programmes to provide data and incentives**

Legislation

- Consolidation and development of laws
- Provide comprehensive coverage of all workers in both formal and informal sectors
- Focus on moving to management systems approach supported by COP's to prescribe standards for specific hazards/industries

Administration and Enforcement

- Review roles and duties of inspectorates to ensure adequate focus on OSH
- Development of skills and knowledge through broader recruitment and enhanced training and career progression
- Adequate resourcing
- Powers sufficient to ensure entry and inspection

Roles for Employers' and Workers' Organisations

- Identify clear roles to support and inform members on OSH issues**
- Promote organisational development of training and advisory services for members**
- Establish national/local tripartite forums for addressing OSH policies and priorities**
- Involve in consultation on proposed legislative developments**

Training and Education

- ❑ **Encouragement and support for OSH course in tertiary and other educational institutions**
- ❑ **Industry specific competency training**
- ❑ **Inspector training and education**
- ❑ **Training for managers, supervisors and worker representatives in OSH**

Workers' Compensation and Accident Statistics

- Conduct an analysis of current data in each country**
- Identify methods for enhancing data collection**
- Investigate funding from workers' compensation funds to support accident prevention initiatives**
- Investigate development of OSH audit system as basis for levy adjustments**