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OCCUPATIONAL HEALTH AND SAFETY NETWORKS

ASEAN OSHNET Profile of the Association of Southeast Asian Nations Occupational Safety and Health Network

(August 2018)



Labour Administration, Labour Inspection and
Occupational Safety and Health Branch (LABADMIN/OSH)

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International Labour Organization, Geneva

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Abbreviations and acronyms

ALMM	ASEAN Labour Ministers' Meeting
ASCC	ASEAN Socio-Cultural Community
ASCLA	ASEAN Subcommittee on Labour Affairs
ASEAN	Association of Southeast Asian Nations
ASEAN-BCA	ASEAN Business Coalition on HIV/AIDS
ASEAN-OSHNET	ASEAN Occupational Safety and Health Network
EU-OSHA	EU Occupational Safety and Health Agency
IALI	International Association of Labour Inspection
ICOH	International Commission on Occupational Health
ILO	International Labour Organization
ISSA	International Social Security Association
MOLs	Ministries of Labour
MOU	Memorandum of Understanding
NGO	Non-Governmental Organization
OH	Occupational health
OSH	Occupational Safety and Health
PIACT	ILO Programme for the Improvement of Working Conditions and Environment
SLOM	ASEAN Senior Labour Officials' Meeting
SME	Small and medium-sized enterprise
UNDP	United Nations Development Programme
WIND	Work Improvement in Neighbourhood Development
WISCON	Work Improvement in Small Construction Sites
WISE	Work Improvement in Small Enterprises
WISH	Work Improvement for Safe Homes

Foreword and acknowledgements

The profile of the ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) is published as an appendix to the ILO Working Paper presenting the results of the multiple case-study analysis of six regional occupational safety and health (OSH) networks. The study was initiated in order to inform the modernization of the ILO portfolio of activities in OSH knowledge and information. It benefited from financial support provided under the Partnership Agreement between the Government of South Korea and the ILO 2015-2017 (GLO/15/50/ROK).

The study covers the statutes, roles, functions, governance modalities, financing and challenges of regional OSH networks from Europe, Latin America, Asia and Africa. The results allow a better understanding of how and why OSH agencies, institutions, organizations and experts collaborate with one another. They provide invaluable descriptive information covering the diversity of existing collaborative arrangements and key characteristics of productive regional OSH networks. They highlight similarities and differences in ways of organizing collaboration in OSH and provide new knowledge to support international cooperation which has always been and remains a key role of the ILO. They can be useful to a vast diversity of stakeholders, including policy-makers, expert groups and, of course, active members of the network.

This profile was prepared by Professor Jorma Rantanen as part of the multiple case-study analysis commissioned by the ILO LABADMIN/OSH Branch, with an initial contribution from Mr Wilbur OH from the Ministry of Manpower in Singapore during their term as Secretariat of ASEAN-OSHNET. Acknowledgements extend to the members of the network who provided comments at various stages of development and revision. To all we wish to express gratitude for their interest and support.

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Summary

The ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) and its predecessors have a long history, extending back to the 1980s. It is a network of 10 ASEAN countries' government OSH institutions, OSH departments of the ministries of labour (MOL), or respective bodies or institutions in the jurisdiction of the MOL. The legacy of the ASEAN-OSHNET is based on the memorandum of understanding (MOU) between the members' OSH administrations from the year 2000. The member governments have formally recognized the ASEAN-OSHNET as an important instrument for the development of ASEAN OSH policies and practices in the region, and have delegated key tasks in the implementation of the ASEAN Labour Ministers' Meeting (ALMM) OSH strategy.

The substantive content of the ASEAN-OSHNET strategy and programme are associated with the ASEAN governments' strategies. The ASEAN-OSHNET strategies cover the key dimensions for development of the OSH policies and practices through elements for research, training, information, awards, standards and guidelines, inspection, development of national OSH frameworks, and OSH for small and medium-sized enterprises (SMEs) and the informal sector. The practical activities are based on division of work between the members, joint projects and programmes, and members' mutual collaboration, plus international collaboration. Each member has been assigned the coordination of some of the strategic programme areas.

The organization is based on network management through the Coordinating Board (CB) of representatives of all members, a network secretariat, and various types of project groups. The network reports through the CB to the ALMM. The hosting of the secretariat, CB meetings, and ASEAN-OSHNET Congress rotates between the member countries.

The financing is based on cost-sharing between members and on external support for various programmes and projects. The cost-sharing between the governmental bodies makes the financing, for the most part, stable and predictable, and ensures continuity, enabling secretariat resources and basic funding.

Active and regular collaboration takes place between the members and also with the ASEAN "Plus Three" countries (the People's Republic of China, Japan, and the Republic of Korea) and the ILO, the International Social Security Association (ISSA), and the International Association of Labour Inspection (IALI), and, on an ad-hoc basis, with the EU Occupational Safety and Health Agency (EU-OSHA) and the International Commission on Occupational Health (ICOH).

ASEAN-OSHNET can demonstrate high productivity and impact at the level of policy support for the prevention and management of occupational hazards, accidents, and diseases. This has been done through the implementation of the network's own, and ASEAN OSH, strategies; development of strategic planning and national OSH programmes; development of OSH framework and infrastructures; development of research, information, human resources, and their competence through training; and guidelines and methods for good practices in OSH and in inspection.

1 Introduction

ASEAN-OSHNET has its origin in the ILO Programme for the Improvement of Working Conditions and Environment (Programme international pour l'amélioration des conditions et du milieu de travail) (PIACT), which was launched in 1976. An ILO seminar, held in 1984 for the ASEAN countries, recommended the establishment of a regional centre to collect and disseminate information in ASEAN, and to manage research and training for the improvement of working conditions and environments.

The idea to develop a project network for improving working conditions was agreed by the First ASEAN Labour Technical Working Group Meeting, held in October 1984 in Manila, and the proposal was approved by the Fifth ASEAN Labour Ministers' Meeting, held in Manila at the same time (ASEAN-OSHNET Secretariat, 2013a, b).

In 1995, the ASEAN Secretariat obtained United Nations Development Programme (UNDP) funding to conduct a feasibility study on the establishment of an ASEAN training centre and network for the improvement of working conditions and environments. The feasibility study was conducted in 1996, and a workshop to review the results was convened in Manila in October 1996.

The 1996 workshop was attended by the head of the Philippine National OSH Centre and national experts from seven ASEAN countries. They agreed upon the following five recommendations (ASEAN-OSHNET Secretariat, 2013a):

1. To establish ASEAN-OSHNET among the national OSH institutions in ASEAN.
2. To form an ASEAN-OSHNET Coordinating Board, comprising the heads of the national OSH centres or their equivalents – which report directly to the ASEAN Subcommittee on Labour Affairs (ASCLA) – to oversee the operation of ASEAN-OSHNET, and the planning and implementation of its Plan of Action.
3. That the ASEAN-OSHNET Coordinating Board will meet once a year, and its immediate task will be to establish the secretariat of the network.
4. That ASEAN-OSHNET be considered a flagship project of the ASEAN Economic Charter
5. To include six projects in the Proposed Four-Year Plan of Action (FYPA).

The development history of ASEAN-OSHNET can be divided into four stages (ASEAN Occupational Safety and Health Network, 2015, ASEAN Ministers of Labour Meeting 2016):

1. **Foundation** – establishment of the network, defining the mission and objectives, building infrastructure, and agreeing on division of work (2000–05).
2. **Policy, and substantive capacity development** – earning official recognition by the ALMM, focusing on programme areas, content and methods, training capabilities, and learning networking practices (2006–2010).
3. **Revitalizing** – evaluating the achievements, identifying strengths and challenges, showing results, raising the OSH profile, and expanding scope and coverage (2011–15).

4. **Integration, regional and global** – combining objectives from several policy dimensions for the overall development of work life within the framework of the ASEAN Socio-Cultural Community (ASCC) vision 2025, and the ALM labour ministers’ Work Plan 2016–2020, and the UN Sustainable Development Goals in collaboration with the Plus Three and global partners, ILO, ISSA, the IALI, and ICOH.

From the beginning, the development of the network has been continuous and progressive. After 15 years of activity ASEAN-OSHNET is well established, active, and productive. An extensive report, *Turning Visions into Action*, was published in 2015 for the 15th anniversary of the network, and it documented full achievement of the objectives set in the foundation meetings. The objectives were, in many respects, even exceeded (the ASEAN Occupational Safety and Health Network, 2015).

2 Formal status and constitution

ASEAN-OSHNET was formally established in 2000 with the signing of an MOU by 10 heads of the ASEAN occupational safety and health centres (Memorandum of Understanding, 2000).

The ASEAN-OSHNET members are Brunei Darussalam, the Kingdom of Cambodia, the Republic of Indonesia, the Lao People’s Democratic Republic, Malaysia, the Republic of the Union of Myanmar, the Republic of the Philippines, the Republic of Singapore, the Kingdom of Thailand, and the Socialist Republic of Viet Nam.

Over time, the network and OSH in general have gained higher priority in ASEAN overall strategies and in governments’ policies. In 2006, OSH was added as the sixth priority area for ASEAN (ASEAN Occupational Safety and Health Network, 2015). The ALMM has formally recognized ASEAN-OSHNET as an instrument for the ASEAN OSH policy implementation (ALMM, 2017).

The ASEAN labour ministers met in September 2017 and adopted a Statement on Improvement of Occupational Safety and Health for Sustainable Economic Growth. ASEAN-OSHNET is assigned an important role in the implementation of the statement’s objectives. Thus, besides being an inter-agency network of OSH national institutions, it has also gained a role in ASEAN governments’ OSH policy implementation.

3 Mission, policy, and strategy

The ASEAN-OSHNET mission and policy are related also to the ASCC Vision 2025 and objectives for the ASEAN Community that engages and benefits the peoples and is inclusive, sustainable, resilient, and dynamic (ASEAN Secretariat, 2015). This is achieved through the enhancement of inclusive policies, social responsibility and participation by people, the promotion of equal opportunities and human rights, social development and environmental protection, and enhancement of capability to adapt and respond to social and economic vulnerabilities, disasters, climate

change, as well as emerging threats and challenges, i.e. resilience and innovation, and a pro-active contribution to the global community.

On the basis of the general socio-cultural policy framework of the ASCC, the ALMM has drawn up a Work Programme on OSH: the ASEAN Labour Ministers' (ALM) Work Programme 2016–2020 and Work Plans of the Subsidiary Bodies (ALMM, 2016).

In the ALM Work Programme 2016–2020 the ministers agreed upon a general labour policy objective: "A better quality of life for ASEAN people through a workforce with enhanced competitiveness, and engaged in safe and decent work derived from productive employment, harmonious and progressive workplaces, and adequate social protection."

The ALM Work Programme has four key result areas:

1. a skilled and adaptable workforce;
2. productive employment;
3. harmonious, safe, and progressive workplaces; and
4. expanded social protection.

The key result area 3 of the Work Programme – harmonious, safe and progressive workplaces – contains intermediate targets by 2020 that are contributed by ASEAN-OSHNET:

promoting sound industrial relations, leading to a reduced incidence of labour disputes in ASEAN;

- a) increased capacity and strengthened institutionalized mechanisms for social dialogues and tripartite cooperation in ASEAN;
- b) fostering safe and healthy environments in the workplace;
- c) strengthened capacity for labour inspection; and
- d) increased capacities for labour law enforcement.

The ultimate objective of the Work Programme is to promote non-discriminatory laws, policies, and practices, by developing effective, responsive, accountable, and transparent institutions at all levels. Strengthening labour inspection is a key element in this objective.

These objectives are implemented in 23 projects. The projects as a whole are in line with the ASCC vision and strategies, and with the ALM Work Plan 2016–2020. They will be implemented on the principle of division of work between the members, as described above. The projects cover the programme area themes listed in Table 1 below, and some new items have also been included, e.g. development of work injury compensation systems, updating and harmonizing training curricula, and training of trainers (Annex 2).

In general, the Work Programme assigns much responsibility to ASEAN-OSHNET, particularly in project implementation.

The overall policy principles of ASEAN-OSHNET are set by the ASEAN governments' general labour policies defined above. The network supports the implementation of OSH ministries and

authorities' policies and programmes, by working as their expert advisory organization, and supporting and participating in the implementation of policies.

In line and within the framework of the ASCC Vision 2025 and the ALM ASEAN-OSH policies, ASEAN-OSHNET has drawn up a vision and mission for the network (ASEAN-OSHNET Secretariat, 2013b):

Vision

ASEAN-OSHNET is an effective network in fostering a safe and healthy working environment, to bring about a productive and competitive workforce, leading to a better quality of life.

Mission

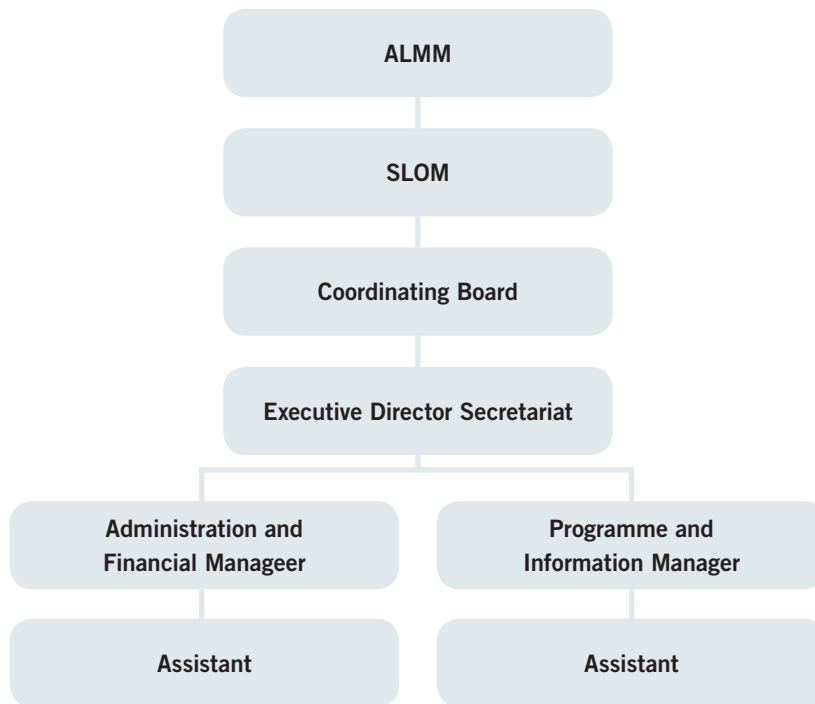
- Beneficial cooperation and solidarity among the national OSH institutions in ASEAN countries.
- High capability of national OSH institutions in OSH promotion, training, and research.
- Free flow of OSH information, particularly through the utilization of information and communications technology.
- Harmonization of OSH standards and guidelines.

Within the framework of the ASCC Vision 2025 and the 2016–2020 Work Programme, the ASEAN-OSHNET Work Plan 2016–2020 integrates ASEAN-OSHNET with the ALM strategies (ASEAN Secretariat, 2016). The Work Plan delegates many implementation activities to ASEAN-OSHNET. It means covering OSH for all sectors of the economy and all workers, expanding the volume of the overall network activities, and strengthening collaboration with the Plus Three countries, international organizations and non-governmental organizations (NGOs).

4 Structure, governance, and coordination

ASEAN-OSHNET is a well-established and dynamic network of 10 member countries' OSH administrations, with a constituency of 633 million people, i.e. approximately more than 300 million workers. The network members are ministries' OSH departments; governmental OSH agencies or national OSH institutions under the ministries of labour or respective authorities with mandates for OSH policy and law implementation; OSH inspection, training, and education bodies; OSH advisory and guidance bodies; and organizations responsible for research and information, and international collaboration in the field of OSH. The directors or heads of ministry departments, agencies, and institutions participate in the network activities in the capacity of the Coordinating Board (Figure 1), which gives the network a strong formal status and mandate, and ensures appropriate funding and effective participation in cost-sharing (institutional support).

Figure 1. ASEAN-OSHNET structure



Sources: Modified from the ASEAN-OSHNET Secretariat, 2013b.
 ALMM – ASEAN Labour Ministers’ Meeting; SLOM – Senior Labour Officials’ Meeting; CB – Coordinating Board.

ASEAN-OSHNET comprises a Coordinating Board and a secretariat (ASEAN-OSHNET Secretariat, 2013b).

The Coordinating Board comprises heads of national OSH centres or their equivalents, and they meet yearly at the Coordinating Board Meeting (CBM) to decide on policy direction and plans of action. The hosting and chair of the CBM is rotated amongst member countries in alphabetical order. The 18th CBM was held in Cambodia in 2018.

The ASEAN-OSHNET executive director, with support of the secretariat, is in charge of administrative and operational matters, and oversees programme implementation. They have a three-year tenure and the assignment is rotated amongst member countries in alphabetical order. Myanmar was the ASEAN-OSHNET secretariat from September 2017 to 2019. There are also national members; OSH centres; OSH authorities, agencies, or institutions; and programme area coordinators in member countries, with special project assignments (see below).

4.1 Roles of governance bodies and actors

The ASEAN-OSHNET Memorandum of Understanding 2000 defines the roles of the network actors as the following:

4.1.1 Coordinating Board

The CBM is held once a year and decides the policy direction of ASEAN-OSHNET, and facilitates the approved programmes in collaboration with the secretariat. The tasks of the Coordinating Board are:

- a) deciding the policy directions and strategy;
- b) approving the Work Plan;
- c) coordinating programme area activities; and planning, implementation, follow-up, and evaluation;
- d) assigning programmes and projects to the area coordinators; and
- e) participating in preparing the ALMM.

4.1.2 ASEAN-OSHNET Secretariat

To facilitate the approved programmes, the ASEAN-OSHNET Coordinating Board designates a secretariat on a three-year rotating basis. The Coordinating Board also appoints an executive director and staff of the secretariat, with the following functions:

- a) organize the Coordinating Board Meeting and all other meetings as directed;
- b) plan and organize ASEAN-OSHNET programmes, projects, and activities;
- c) propose and develop a plan for sourcing and generating funds;
- d) coordinate, monitor, and evaluate programmes, projects, and activities;
- e) assess and review, periodically, the ASEAN-OSHNET accomplishments;
- f) submit the Report of CBM to SLOM unless the chair of CB can submit; and
- g) perform other functions that may be assigned by the Coordinating Board.

The secretariat also:

- a) assists in Coordinating Board activities;
- b) supports and assists programme area coordinators in programme preparations;
- c) reports on the programmes and projects to the Coordinating Board;
- d) prepares information on ASEAN policy or dialogue partner relations; and
- e) communicates with the national centres and programme area coordinators.

4.1.3 Programme area coordinators

The tasks of the programme area coordinators are to:

- a) prepare programme plans on selected topics for the secretariat;
- b) contact the programme partners and collaborators;

- c) prepare the plan for receiving programme financing; and
- d) report on the programme.

5. Members

The member countries have different societal and government models, and variation in administrative structures and practices. Besides the national official languages, English is widely spoken in the region, which facilitates ease of communication.

6. Functions and programmes

The network has agreed upon a multifunction strategy covering all key substantive areas of OSH, and developing them according to the needs of improving work conditions in the member countries, and taking into account international best practices and global developments. At present there are seven programme areas, with a programme area coordinator assigned for each area (Table 1).

Table 1. Assignments for programme area coordination for member countries

Programme area	Coordinating country
Information	Thailand
Research	Indonesia
Standards	Malaysia
Training	Philippines
Inspection	Singapore
National OSH framework	Viet Nam
SMEs and the informal economy	Cambodia

Source: ASEAN-OSHNET Secretariat, 2017c.

The key substantive functions of ASEAN-OSHNET (Memorandum of Understanding 2000; ASEAN-OSHNET Secretariat, 2017a, 2017b; ASEAN-OSHNET, 2015) are:

Generation, compiling, and sharing of information

The four main activities, with coordination by Thailand, are developed and implemented:

1. ASEAN-OSHNET website, hosted and maintained by the Thai Ministry of Labour, the Department of Labour Protection and Welfare. The website (ASEAN-OSHNET Secretariat, 2013 a) has been continuously updated and developed for broader substantive scope.

2. The ASEAN-OSHNET Scorecard has been updated by Thailand, as the country coordinator. The ASEAN-OSHNET Scorecard includes data on national policy and strategy, national programmes, national OSH systems, occupational accidents, and occupational and work-related illness.
3. The national OSH profiles of ASEAN Member States continue to be updated under the coordination of Viet Nam. Updating of the national OSH profiles continues by using ILO Convention No. 187 (Promotional Framework for OSH) as a framework.
4. The ASEAN-OSHNET Congress, international congresses such as the triennial World Safety Congress, and other national, regional, and international conferences are organized and participated in regularly. ASEAN-OSHNET organizes special sessions or congress days in these events, and utilizes the presence of members by organizing network meetings in the same context.

Research on OSH, with area coordination by Indonesia

The following research topics are covered:

- a) OSH standard development;
- b) development of, and training in, OSH inspection;
- c) development of national OSH frameworks;
- d) ensuring OSH for SMEs and the informal economy;
- e) developing and maintaining the ASEAN-OSHNET website;
- f) developing and updating the ASEAN-OSHNET Scorecard; and
- g) international collaboration.

Standards and guidelines for OSH

Malaysia acts as the area coordinator. Standards and guidelines have a double objective:

- a) guiding practical OSH activities, and
- b) harmonizing OSH practices in the ASEAN framework.

Some key standards have been produced – for example, on hazardous chemicals and on OSH in SMEs and the informal sector. Numerous guidelines have been drawn up, such as the Code of Integrity in OSH Inspection, and Guidelines for OSH in Retail Industries.

Training of OSH actors and experts

The Philippines acts as the area coordinator. The following target groups are trained in all member countries:

- a) OSH inspectors;
- b) other OSH experts;

- c) safety engineers; and
- d) workplace actors, particularly in SMEs.

Particularly for SME workplaces and the informal sector, the ILO methods for participatory training (WISE, WIND, WISH, WISCON) have been employed in several member countries.

Training is an important element in the effort to elevate the status and competence and effectiveness of OSH in the member countries. Harmonization of training curricula and programmes is included in the objectives of the current Work Plan.

Inspection

Singapore acts as the area coordinator. The ultimate objectives of OSH inspection are improvement of working conditions; protection of workers' safety and health through prevention of occupational accidents and diseases; enforcement of OSH law; control of compliance by enterprises; and advice on the implementation of regulations, to promote safety and health, thus supporting the objectives of decent work, including well-functioning and productive workplaces.

Development of inspection has focused on the following main activities:

- a) development of competences, and capacities of OSH inspection, through training;
- b) strengthening of the effectiveness of inspection capabilities, through the development of OSH management systems, by focusing on high-risk sectors;
- c) extending the outreach of inspection to SMEs, the informal sector, and other formerly uncovered sectors; and
- d) strengthening the advisory role and capability of inspection.

Training of inspectors in all member countries, and regionally, has been one of the main activities in the programme area, supported by the development of modern inspection methods and production of guidelines, checklists, and other instruments for good inspection practices.

Development of national OSH frameworks

Viet Nam acts as the area coordinator. There is substantial variation among the ASEAN-OSHNET members in national frameworks and capabilities for OSH activities, concerning law, implementation and enforcement, inspection, services, and other relevant activities such as training, and collection of statistics and information. ASEAN-OSHNET has adopted the ILO Promotional Framework on OSH Convention No. 187, and Convention No. 155 on Occupational Safety and Health, as the basis for OSH framework development. The activity aims at harmonization and equal development of OSH systems within ASEAN. The Work Plan 2016–2020 is the key policy document steering the activity. The ILO OSH-MS principles serve as practical guidance.

Development of OSH for SMEs and the informal economy

Cambodia acts as the area coordinator. The majority of workplaces in ASEAN are small, and half of them informal. Traditionally, these workplaces have not enjoyed the coverage of OSH

legislation and services, even though these workplaces are often high risk and vulnerable. The ASEAN policies aim at their equal inclusion in OSH protection and decent work developments. ASEAN-OSHNET activities for these sectors cover the following activities:

- a) surveys of work conditions in SMEs and the informal sector;
- b) production of special guidelines for SMEs and the informal sector, e.g. ILO OSH-MS; and
- c) participatory training and workplace improvement interventions by using the ILO methods (WISE, WIND, WISH, WISCON) (Khai et al., 2011).

Other activities – such as development of OSH frameworks, improvement of inspection outreach, and training of inspectors – support the objectives set for SMEs and the informal sector (Priyanto, 2017).

ASEAN-OSHNET conferences and awards to raise the OSH profile in ASEAN

Since 2014, annual ASEAN-OSHNET conferences have been held in conjunction with the Coordinating Board Meetings in the host country. These conferences allow for the sharing of the latest OSH developments and best practices, both in the region and internationally. In 2016, the ASEAN-OSHNET awards were introduced on a bi-annual basis, with the aim of showcasing, recognizing, and rewarding companies with excellent OSH achievements, and inspiring further improvement of OSH, which will build a positive image for ASEAN in the process of attracting greater foreign investment. Two types of awards are available:

- a) the ASEAN-OSHNET Award of Excellence; and
- b) the Best Practice Award.

The award ceremonies are organized in connection with the ASEAN-OSHNET congresses.

Principles for strategy implementation – strategic action

For practical implementation, the ASEAN-OSHNET principles have been described as follows (ASEAN-OSHNET Secretariat, 2017b):

- a) gathering and exchanging of information on OSH, training courses and materials, appropriate technologies, and formulating and implementing standards and guidelines, among others;
- b) developing a regional OSH knowledge base that is relevant and responsive to the needs of the ASEAN members;
- c) matching of training needs with capabilities in the region, through the secondment of experts and trainees, with a view to promoting mutual assistance and self-help;
- d) cost-sharing and the “lead shepherd” approach in implementing OSH activities and projects;
- e) carrying out research in collaboration with universities, specialized research institutions, private sectors, and NGOs;
- f) networking among OSH professional bodies;

- g) articulating the ASEAN common position in response to international standards or policies;
- h) mobilizing funding resources and technical assistance from ASEAN members, dialogue partners, and international agencies;
- i) establishing links with related ASEAN bodies, dialogue partners, international agencies, and private sector-based regional organizations, including labour unions, employers' associations, and professional OSH bodies; and
- j) disseminating information on OSH activities to the public, OSH professionals, and interested parties.

The Work Plan 2016–2020 contains 23 ongoing or planned projects, assigned to the member institutions and their partners (ALMM, 2016). Some of the projects are unique, while some are repeated annually on the basis of rotation:

- a) development of guidelines and checklists;
- b) organization and hosting of regular meetings, congresses, and workshops;
- c) participation in, and contributing to, international events such as the World Safety Congress and
- d) Asia-Pacific OSH Conference;
- e) training of OSH experts and inspectors;
- f) joint research projects; and
- g) collection and dissemination of OSH data, e.g. national OSH profiles.

ASEAN-OSHNET and HIV/AIDS prevention

This programme is for the implementation of the ASEAN Declaration of Commitment: Getting to Zero New HIV Infections by 2030, Zero Discrimination, and Zero AIDS-Related Deaths, of 17 November 2011 in Bali, which was delegated to the responsibility of the ASEAN ministers of labour and further to the ASEAN Senior Labour Officials' Meeting (SLOM).

In 2011 the SLOM established the Working Group on HIV/AIDS, (SLOM-WG-HIV). The working group, in its first meeting in 2011, adopted the SLOM-WG-HIV Work Plan 2011–15, in which the establishment of an ASEAN Business Coalition on HIV/AIDS (ASEAN-BCA) was included. In 2014, the 10th SLOM decided to subsume SLOM-WG-HIV under ASEAN-OSHNET, in order to streamline the issue of HIV prevention and control in the workplace, under the realm of occupational health.

The ASEAN BCA is now included in the ASEAN-OSHNET Work Plan 2016–2020 as a special thematic area (3.3). The programme contains three main areas (ASEAN Secretariat, 2016):

1. ASEAN BCA on HIV/AIDS (ASEAN BCA). The Coalition has been established and included in the Work Plan 2016–2020.
2. ASEAN Red Ribbon for Outstanding Workplace Awards (ARROW). First awards were granted in the inaugural ARROW award ceremony, hosted by the Ministry of Manpower of the Republic of Indonesia in 2016.

3. ASEAN Guidelines on Essential Workplace Action for Enterprises on the Prevention and Management of HIV and AIDS in ASEAN Member States were approved in 2016. In line with ILO and WHO guidance, the guidelines cover principles of HIV/AIDS prevention policy at company level; recognition and testing; care; prevention of stigmatization and discrimination; confidentiality of health information; education; and the development of healthy workplace (12th SLOM, 2016; ASEAN Secretariat, 2017a).

7 Financing

ASEAN-OSHNET operates on a cost-sharing basis. The cost-sharing between governmental bodies makes the financing, for a substantial part, stable and predictable, and ensures continuity, enabling the secretariat and resources needed for operations, and providing basic funding, which is important for continuity. The members assigned to programme area coordination support the network by using their resources in kind.

Projects may have several sources of funding. The network has generated a resource mobilization strategy based on the cost-sharing between members, cost-sharing among ASEAN Member States; sometimes with support from ASEAN dialogue partners and external parties through resource mobilization efforts by the country coordinators, or in collaboration and with the support of the ASEAN Secretariat (Memorandum of Understanding 2000).

8 Outputs

The 15-year Anniversary Report, “Turning Visions into Actions” (ASEAN-OSHNET, 2015) contains a comprehensive list of achievements in all of the previous strategy and programme objectives on information, research, standards and guidelines, training, inspections, national OSH frameworks, and SMEs and the informal sector. Some examples of achievements are described in Annex 3. The outputs are produced either as collective outcomes of the network, by different programme groups of members, or by individual members for the use of the whole network. While translating ASEAN OSH research into practice, they meet the strategic objective on harmonization of OSH policies and practices in the ASEAN region, and on improvement of efficiency and coverage of modern OSH activities, including inspection.

9 Collaborative partners

As constant partners of ASEAN-OSHNET, the Plus Three countries, ILO, ISSA, and IALI, are invited regularly to ASEAN-OSHNET Coordinating Board Meetings. On an ad-hoc basis, other OSH organizations may be invited into partnerships, subject to the consensus of all ASEAN-OSHNET members. Examples include ICOH and EU-OSHA (ASEAN-OSHNET, 2015).

10 Follow-up and evaluation

ASEAN-OSHNET's progress report is reported yearly at the SLOM, and every two years at the ALMM (ASEAN Secretariat, 2016).

The ASEAN-OSHNET Scorecard and national OSH profiles are used for both information and follow-up purposes.

The Work Plan 2016–2020 contains the plan for monitoring, follow-up, and reporting on the implementation of the Plan:

- The respective country coordinators will report the implementation progress of their respective items under the Plan of Action 2016–2020 at the annual ASEAN-OSHNET CBM.
- The ASEAN-OSHNET chair, with the assistance of the secretariat, will compile and report the progress of the Plan of Action 2016–2020 and report it annually to the SLOM, and, biennially, to the ASEAN-OSHNET CBM.
- Mid-term and final reviews of the Plan of Action 2016–2020 will be conducted and reported to the CBM by the secretariat (2018 and 2020, respectively).
- The implementation of the Plan of Action will be reported to the SLOM and ALMM.

11 Future challenges

Policy level

ASEAN-OSHNET has discussed on several occasions the future developments in OSH, and used the results in strategy and programme planning. An international event, the Fourth Singapore Workplace Safety and Health Conference, “Total WSH: the Future of Our Workplace”, 24–25 August 2016, Singapore, provided valuable input to the government-level OSH strategies, including the ASEAN labour ministers' work plans and statement signed on 3 September 2017 in Singapore: the “Statement on occupational safety and health for economic growth” (Ministry of Manpower, Singapore, 2016; ALMM, 2017). ASEAN-OSHNET is given the task (together with the SLOM) to work for the implementation of the statement objectives:

- Raise the OSH standard through development of regulation.
- Build (and enhance) OSH inspection capabilities and capacities.
- Strengthen risk management.
- Enhance the collection of OSH data through the ASEAN-OSHNET Scorecard.
- Promote sharing experiences, best practices, and knowledge.
- Improve private-sector OSH capability.
- Encourage the participation of employers' and workers' organizations.
- Improve productivity through new technology that reduces workplace hazards.

- Reduce the social cost of injury and illness, through OSH improvement.
- Improve collaboration with key partners, the ILO, and Plus Three countries.

It provided the policy framework for future development of ASEAN-OSHNET activities.

Technical level

The near-future technical priorities are listed in the activities for 2016–2020 above, which are concordant with the ALMM policy objectives (ALMM, 2016).

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ANNEX 1.

ASEAN-OSHNET member countries and organizations

Extracted from the report, “Turning Visions into Practice”. (http://asean.org/storage/2012/05/Turning-Visions-into-Actions_ASEAN-OSHNET.pdf)

Brunei Darussalam

Department of Labour, Brunei, Ministry of Home Affairs

(www.lbour.gov.bn/Theme/Home.aspx)

Brunei Darussalam is unique in its own governance of health and safety. Instead of having one ministry on OSH, Brunei Darussalam functions within a steering committee, multi-ministry approach to addressing issues related to health and safety. Under the national OSH profile, the following strategic missions are identified:

- a) to implement and enforce OSH legislation effectively;
- b) to develop a competent and efficient workforce in OSH; and
- c) to ensure strong tripartite involvement in raising OSH standards.

The Brunei Darussalam OSH profile aims to provide a benchmark for monitoring and assessing future OSH programmes and activities. It comprises information on enforcement and advisory authorities, laws and legislation pertaining to workplace safety and health, statistics, and ongoing government and private sector activities. The Brunei Darussalam national OSH profile is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_346855.pdf.

Kingdom of Cambodia

Occupational Safety and Health, Ministry of Labour and Vocational Training

(mlvt.gov.kh/index.php/en)

Cambodia administers the OSH mandate through:

- a) strengthening the OSH system at national level through the establishment of OSH regulations, extending a safety and health network to provincial level and a tripartite mechanism;
- b) improving OSH inspection and law enforcement through capacity building, extending the coverage of inspection, developing plans and strategies to address the challenges of inspection, and ensuring OSH inspection information and investigation of work-related hazards;
- c) encouraging OSH activities through employers' and employees' organizations, by assisting and promoting OSH cooperation among employers and employees;

- d) extending OSH protection to small enterprises in rural areas, and to informal workplaces, through WISE and WISE training; and
- e) promoting OSH training for farmers in target provinces through the WIND training programme.

Cambodia does not have a written national OSH policy or OSH-related articles in its National Socio-Economic Development Plan, but there are articles in the Royal Government Rectangular Strategy (Phase II) of the Fourth Mandate relating to the need for better work conditions, the establishment of social safety nets, and enhanced health services.

Cambodia is assigned with ASEAN-OSHNET programme coordination on SMEs and the informal economy. Cambodia's national OSH profile is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_187746.pdf.

Republic of Indonesia

Ministry of Manpower and Transmigration

Indonesia has identified OSH as a national policy and has committed to three key missions:

1. Increase the establishment and supervision of OSH.
2. Increase the implementation of the OSH management system.
3. Increase participation by enterprises, workers, and communities on OSH implementation.

The key strategies are to:

- a) develop OSH policies in accordance with needs;
- b) increase capacity and capabilities in human resources for OSH;
- c) increase facilities and infrastructure to support OSH inspection activities;
- d) increase the establishment and implementation of the OSH management system; and
- e) build networking and enhance the participation of institutions, personnel, and related parties in OSH activities.
- f) Indonesia is assigned as the ASEAN-OSHNET programme area coordinator on research.

Indonesia's national OSH profile is available at:

<http://www.ilo.org/safework/countries/asia/indonesia/lang--en/index.htm>.

Lao People's Democratic Republic

Ministry of Labour and Social Welfare

(www.molsw.gov.la)

The Lao PDR is still developing its national OSH policy and law. It is gradually putting in place a systemic approach towards raising OSH performance. A key to this effort was the establishment of

the Central Committee on OSH (CC-OSH) in 2009. This tripartite committee comprises members from the Ministry of Labour and Social Welfare (MOLSW), the Ministry of Trade and Industry, the Ministry of Agriculture and Forestry, the Ministry of Power and Mines, the Ministry of Education, the Ministry of Public Health, the Ministry of Construction and Transportation; and the Water and Environment Organization. The Lao Federation of Trade Unions represents workers, and the Lao National Chamber of Commerce and Industries represents the interests of employers.

To raise the Lao PDR's OSH performance, the CC-OSH has a number of important roles, including to:

- a) draft the National Plan on Occupational Safety and Health;
- b) promote OSH laws, regulations, and agreements;
- c) set up local OSH committees; and
- d) report on OSH developments and performance.

The Lao PDR's national OSH profile is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_187798.pdf.

Malaysia

Department of Occupational Safety and Health, Ministry of Human Resources

(www.dosh.gov.my/index.php/en)

The publication of the Malaysian National Profile on Occupational Safety and Health (2008) was a major step by the Department of Occupational Safety and Health (DOSH), the Ministry of Human Resources, in providing complete information on the current status of OSH in Malaysia. In May 2009, the OSH Master Plan for Malaysia 2015 (OSH-MP 15) was launched. The MP 15 is a strategic plan developed at the national level to inculcate safety culture among employees in Malaysia.

There are four national strategies under OSH-MP 15:

1. Foster and enhance government leadership and practices.
2. Establish a preventative workplace culture.
3. Industry leadership and community engagement.
4. Strong partnership locally and internationally.

Malaysia has been assigned with ASEAN-OSHNET programme area coordination for OSH standard development.

The OSH structures and activities for Malaysian OSH are described in the OSH Master Plan 2015:

http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/policy/wcms_182420.pdf.

Republic of the Union of Myanmar

Factories and General Labour Laws Inspection Department, Ministry of Labour, Immigration, and Population

(www.mol.gov.mm/announcements-in-english)

The primary responsibility for safety, health, and working conditions rests with the Factories and General Labour Law Inspection Department (FGLLID) under the Ministry of Labour, Immigration, and Population.

In 2010 Myanmar set up its National Profile on Occupational Safety and Health and updated its second version in 2018, and has been formulating a national OSH strategy and programme to address OSH challenges and concerns. Recent initiatives include working environment measurements on noise, illumination, and ventilation; the formation of safety and health committees in factories; the establishment of private-public partnerships to train OSH professionals; OSH seminars; and national training strategies for labour inspectors.

Myanmar recognizes that most provisions in its Factories Act, 1951 are unable to keep pace with societal and technological changes. Hence, the FGLLID has formulated a new Occupational Safety and Health Law, in line with international standards and norms. The draft law received technical input from the ILO and the Korea Occupational Safety and Health Agency.

Myanmar's national OSH profile is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_242224.pdf.

Republic of the Philippines

Occupational Safety and Health Centre, Department of Labour and Employment (DOLE)

(<https://www.dole.gov.ph/>)

(www.OSHc.dole.gov.ph)

The DOLE is the lead agency in implementing and enforcing OSH policies and practices in the Philippines, and has set up a National Occupational Safety and Health Profile and National Occupational Safety and Health Medium-Term Plan (N OSH MTP) 2005–2010. The vision is for all workers to enjoy a better quality of life through OSH policies and programmes; to give all OSH stakeholders the capability to carry out cost-effective OSH preventative programmes of the highest quality, reaching out to the majority of workers in the formal and informal sectors, in all regions of the country; and to reduce work-related injuries and illnesses. Strategies include: harmonizing OSH systems and programmes and mechanisms, with a focus on prevention through policy, training, information, technical services, and research; and delivering and mobilizing quality OSH services.

The Philippines has been assigned responsibility for ASEAN-OSHNET programme area coordination on OSH training. The National OSH Country Profile of the Philippines is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_187818.pdf.

Republic of Singapore

Occupational Safety and Health Division, Ministry of Manpower

(www.mom.gov.sg/workplace-safety-and-health)

The Singapore framework is designed to engender a paradigm shift and ingrain good workplace safety and health (WSH) habits in all individuals at the workplace. This is enshrined in three key principles of the framework, with risk management being the cornerstone. The underpinning principle under the framework is to eliminate or mitigate risks. The second principle calls for greater industry ownership of WSH outcomes. The third principle seeks to effect greater penalties on workplaces with unsafe practices and systems, even if accidents have not occurred.

To support the framework, the WSH Council – comprising industry leaders, government, and union representatives – was set up in 2008 to spearhead WSH initiatives. In 2011, the WSH Institute was also set up to help the Ministry of Manpower (MOM) and WSH Council recalibrate and ensure that policies and programmes continue to stay relevant and effective.

Four strategies have been developed to achieve the ambitious target of a fatality rate of 1.8 per 100,000 employed persons by 2018:

1. Build strong capabilities to better manage workplace safety and health.
2. Implement an effective regulatory framework.
3. Promote the benefits of WSH, and recognize best practices.
4. Develop strong partnerships locally and internationally.

Singapore has been assigned ASEAN-OSHNET programme area coordination on the development of OSH inspection. Singapore's workplace safety and health profile (National OSH Profile) is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_436953.pdf.

Kingdom of Thailand

Department of Labour Protection and Welfare, Ministry of Labour

(<http://www.labour.go.th/en/index.php/home>)

The department, with the assistance of the National Institute of Occupational Safety and Health, initiated a National Master Plan on Occupational Safety, Health, and Environment (2012–16) and has in place the following missions:

- a) to establish or develop OSH standards;
- b) to monitor, control, and follow up on OSH issues that are problematic;
- c) to develop and promote OSH activities; and
- d) to develop OSH management systems.

Five strategies have been identified to meet these objectives:

1. Promoting labour protection with effective OSH standards.
2. Promoting and strengthening the capacity of OSH networks.
3. Developing and managing OSH knowledge.
4. Developing OSH information systems; and
5. Developing an effective mechanism for OSH administration.

Thailand has been assigned with ASEAN-OSHNET programme area coordination on OSH information, including the establishment and maintenance of the network website. Thailand's national occupational safety and health profile 2015 is available at:

http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/policy/wcms_436936.pdf.

Socialist Republic of Viet Nam

Department of Work Safety, Ministry of Labour, Invalids, and Social Affairs

(www.molisa.gov.vn/en/Pages/Home.aspx)

On 25 June 2015, the National Assembly passed the Law on OSH. Among other things, this law widens the coverage for labourers without labour contracts, particularly for those working in agriculture, craft villages, and household businesses. In order to ensure the rights of workers in the informal areas, the law also regulates the fund for occupational accidents and diseases insurance, with the volunteer participation. Major OSH policies have gradually been integrated in the law, including a national policy; national advisory council; national programme; national profile; support mechanisms for the promotion of working conditions; collaboration among management, workers, and their representatives, with a policy on the prevention of occupational accidents and diseases; regulations on promotional frameworks for OSH services; information; and OSH training and inspections. The law covers workers in sectors without labour relations (the informal sector, private sector, and agriculture).

Viet Nam has been assigned ASEAN-OSHNET programme area coordination on the development of national OSH frameworks. Viet Nam's national OSH profile is available at:

http://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---sro-bangkok/documents/policy/wcms_125431.pdf.

ANNEX 2.

Current activities listed in the ASEAN-OSHNET Work Plan 2016–2020

(Source: ASEAN Secretariat, 2016.)

- Development of a common checklist for OH and OSH inspection standards.
- Collaborate with SLOM-WG on convening the ASEAN Labour Inspection Conference.
- Training of trainers on labour inspection in SMEs and the informal sector.
- ASEAN-OH and OSHNET Awards.
- ASEAN-OH and OSHNET Conference 2016–2020.
- Workshop to improve the ASEAN-OH and OSHNET Scorecard 2017–18, Thailand ILO.
- Workshop on OH and OSH data collection and analysis (including on work injury compensation systems).
- Participate in international events to raise the ASEAN-OH and OSHNET profile.
- Annual updating on ASEAN Member States' training requirements and expertise.
- Development of an ASEAN risk management guidebook.
- Regular updating of national OH and OSH profiles using ILO Convention 187 (Promotional Framework for OH and OSH) as a framework.
- Stock-taking of existing injury compensation institutions in ASEAN Member States, for OH and OSH standards and performance enhancement.
- Workshop on prevention and awareness-raising on work injury compensation.
- Stock-taking of annual national OH and OSH campaigns in ASEAN Member States.
- Workshop on OH and OSH and work injury compensation in the informal sector and rural employment.
- Training of trainers to enhance understanding and implementation of the Guidance Note on OH and OSH Management Systems for SMEs.
- Undertake joint research on risks and economic benefits of OH and OSH among research institutions in ASEAN, 2017.
- HIV prevention and control.
- Thematic area of the ALM Work Programme 2016–2020. HIV prevention and control in the workplace.
- Contributing to the ASCC Blueprint, 2025 Strategic Measures.
- Support accelerated implementation among ASEAN Member States to extend coverage, accessibility, availability, comprehensiveness, quality, equality, affordability, and sustainability of social services and social protection.
- ASEAN Business Coalition on HIV/AIDS (ASEAN BCA) 2016–2020.
- ASEAN Red Ribbon for Outstanding Workplace (ARROW).

- ASEAN Guidelines on Essential Workplace Action for Enterprises on the Prevention and Management of HIV and AIDS.
- Development of ASEAN guidelines on HIV counselling and testing in the workplace.
- Workshop to review the current practices on HIV in migration, recruitment policies, and mandatory testing in the workplace.
- ASEAN regional forum on addressing stigma and discrimination in the workplace against people living with HIV and AIDS.

ANNEX 3.

Examples of outputs in different programmes areas by ASEAN-OSHNET

Programme area	Coordinating country	Key outcomes in different countries (examples)
Information	Thailand	<ul style="list-style-type: none"> a) ASEAN-OSH website; national OSH profiles. b) First to third ASEAN-OSHNET conferences; annual activity reports. c) “Turning the Vision into Actions: 15 Years of Collaboration” (ASEAN-OSHNET, 2015). d) ASEAN-OSH Scorecard. e) Awards.
Research	Indonesia	<ul style="list-style-type: none"> a) Several research projects; Rice dust, OSH in SMEs. b) Survey on work conditions in SMEs. c) Participatory OSH research projects. <p>Formulation of research strategy</p> <ul style="list-style-type: none"> • Comparative studies of OSH gaps and issues. • Broader OSH issues: GHS, OSH-MS, OSH culture. • Risk sectors: construction, agriculture, garments, mining, SME and the informal economy. • Specific hazards and risks. • Standards, capabilities, and tools. • Good OSH practices and low-cost solutions.
Standards and guides	Malaysia	<ul style="list-style-type: none"> a) Code of integrity; Good OSH practices. b) ASEAN-OSHNET Guidance Note on OSHMS for SMEs. c) ASEAN Guidelines on Classification, Labelling, and Packaging of Hazardous Chemicals. d) ASEAN Guidelines on Implementation of OSH-MS in SMEs (ASEAN Guidelines with 14 checklists). e) ASEAN-OSHNET Guidelines for the Retail Industry. f) ASEAN-OSH Guidelines for Good Occupational Health Practices (the ASEAN Occupational Safety and Health Network and the Ministry of Manpower, Singapore). g) ASEAN Guidelines for OSH, Prevention, and Control of HIV/AIDS in the Workplace.
Training	Philippines	<ul style="list-style-type: none"> a) Approximately 20 OSH courses in different countries. b) Assessment of ASEAN-OSHNET members’ training needs. c) Courses such as “Training for Safety and Health Officers” and “Train the Trainers Course on Forklift Safety”.

Programme area	Coordinating country	Key outcomes in different countries (examples)
Inspection	Singapore	<ul style="list-style-type: none"> a) Strengthening capabilities for better OSH management. a) Good inspection practice. a) Inspector training. a) Effective implementation through strengthened inspection.
National OSH framework	Viet Nam and Lao PDR	<ul style="list-style-type: none"> a) Profile chapter on national OSH frameworks. b) National OSH strategies and programmes in the Lao PDR, Cambodia, the Philippines, and Myanmar. c) OSH framework development programmes in all members, for shaping national OSH frameworks. d) Policy dialogue and framework description. e) Drawing up national OSH strategies and programmes by all members.
SMEs and the informal economy	Cambodia	<ul style="list-style-type: none"> a) ASEAN-OSHNET. Good Occupational Safety and Health Practices 2008–09: 19 reports on various OSH development projects in nine ASEAN-OSH countries and in two Plus Three countries, including Cambodia OSH projects for SMEs and the informal sector by using participatory low-cost approaches, WIND, WISH, and WISCON. b) Several WIND, WISH, and WISCON projects for SMEs on different islands of Indonesia, and in the Lao PDR and Myanmar.

(Sources: ASEAN-OSHNET, 2015; Qun T F, Kawakami T. Good Occupational Safety and Health Practices 2008/2009; and other ASEAN-OSHNET output references, below.)

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