

National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)



Occupational Safety and Health Bureau
Department of Labour Protection and Welfare
Ministry of Labour, THAILAND



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Decent Safety and
Health for Workers

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Table of Contents

	Page
Executive Summary	v
Chapter 1 Introduction	1
Chapter 2 OSH Situation, Trend and Analysis of Important Factors Contributing to the Development of OSH in Thailand	6
2.1 Summary of Occupational Accident and Injury Statistics	6
2.2 OSH Organizations, Personnel and Relevant Parties	8
2.3 Key Factors Affecting OSH Administration in Thailand	8
2.4 Results of OSH Administration in Thailand	12
2.5 Analysis of Strengths, Weaknesses, Treats and Opportunities for OSH Administration in Thailand	15
Chapter 3 Vision, Mission, Goals, Strategies & Strategic Approaches and Key Performance Indicators of the Plan	17
Chapter 4 Mechanisms on Implementation, Monitoring and Evaluation	21
Appendix	
1) Overview of the National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)	24
2) National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers”	26
3) Sub-committee on the Development, Monitoring and Evaluation of National Master Plan on Occupational Safety, Health and Environment	28
4) Summarized Results from the Workshop on the National Master Plan on Occupational Safety, Health and Environment	30
Bibliography	31
Editorial Staff	32





Decent Safety and Health for Workers





National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)

Executive Summary

The Ministry of Labour of Thailand, by the Department of Labour Protection and Welfare (DLPW), has issued the Master Plans on Occupational Safety and Health (OSH) to provide directions for the development of OSH in Thailand. The **1st OSH Master Plan** was launched in 2001 and was effective for 2002-2006. This first ever plan consisted of 9 main topics; OSH standards development, implementation, OSH administration structure, expansion of the scope of OSH protection, OSH personnel development, OSH information system, OSH research/study, prevention of occupational accidents and injuries, and promotion of OSH activities. For the continuous OSH development of the nation, the **2nd OSH Master Plan** was developed for 2007 – 2011. Under this 2nd plan, 5 main strategies and 33 sub-projects were established with special emphasis on the enhancement of skill and performance of OSH personnel, the improvement of efficiency in OSH management, the encouragement and promotion of OSH collaboration among relevant sectors, as well as the development of OSH information system and dissemination.

In order for OSH administration to achieve the target goals, the Ministry of Labour has realized that cooperation from relevant organizations is a critical success factor. Thus, at the end of this 2nd plan period, the **3rd OSH Master Plan** was developed as the **National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)** by integrating the OSH Master Plan of the Ministry of Labour with the Action Plan for the National Agenda “Decent Safety and Health for Workers”. The development process involved the review of results from the implementation the 2nd Master Plan and the 3-year Action Plan for Safety and Health at Work (2009 – 2011), as well as the analysis of government policy and OSH situation at the time. The drafted plan was introduced in mid-2011 by the Sub-committee on the Development, Monitoring and Evaluation of National Master Plan on Occupational Safety, Health and Environment. Criticizing process was also conducted to compile comments and information for further improvement of the plan. This National Master Plan has eventually been approved by the government cabinet on November 29, 2011, and is currently in effect.





The concept and principles in administration of the plan has been established based on the review of the action plans and results. The National Agenda “Decent Safety and Health for Workers” has been placed as the main target to achieve, with the 4 missions: 1) Establish or develop OSH standards, 2) Monitor, control and follow-up OSH issues those are problematic, 3) Develop and promote OSH activity, and 4) Develop OSH management system.

The National Master Plan covers 5 strategies as follows:

Strategy 1 Promoting labour protection with effective OSH standards, with the following strategic approaches: 1) Develop OSH standards/laws those are consistent to the international levels, 2) Monitor, follow-up, and develop effective OSH inspection system, 3) Conduct researches/studies to develop innovations on OSH, and 4) Promote and encourage the establishments to implement sustainable OSH management system.

Strategy 2 Promoting and strengthening the capacity of OSH networks, with the following strategic approaches: 1) Encourage and support the establishment of effective OSH network to cover all relevant sectors, 2) Develop and strengthen OSH network, and 3) Expand the coverage and enhance the capacity by seeking the collaboration with international OSH networks.

Strategy 3 Developing and managing OSH knowledge, with the following strategic approaches: 1) Conduct researches/studies to develop body of knowledge on OSH that covers all sectors (including students at each educational level, both registered and unregistered workers, etc.), 2) Promote and build-up technical capacity on OSH among relevant personnel in all sectors, 3) Create network among relevant organizations, both local and international, for OSH information and knowledge sharing, and 4) Establish OSH learning center.

Strategy 4 Developing OSH information system, with the following strategic approaches: 1) Establish, develop, and integrate OSH databases and networks, 2) Built-up or develop skill and capacity in information technology of OSH personnel in all sectors, 3) Develop and promote OSH information system and services, and 4) Use of computer and communication technology for OSH information dissemination and public relation.





Strategy 5 Developing effective mechanism for OSH administration, with the following strategic approaches: 1) Develop effective mechanisms to facilitate OSH administration and to integrate OSH activities, 2) Encourage all relevant sectors to get involve or actively participate in OSH administration and activities, 3) Develop proactive public relation system for OSH, and 4) Establish an autonomous agency to responsible for OSH administration and activities, with unity.

The administrative mechanism, including monitoring, evaluation, and review of plan are conducted twice a year (once a year for the review of project planning). These will be done by the sub-committee or the working group that has been authorized by the National Committee on Occupational Safety, Health and Working Environment, or the Administrative Committee for the National OSH Agenda “Decent Safety and Health for Workers”. These sub-committees or working groups comprised of representatives from over 20 concerned authorities/organizations. Progress and outcomes derived from the implementation of this National Master Plan will be proposed to the National Committee for OSH Promotion, chaired by the Deputy Prime Minister, for further consideration.





Decent Safety and Health for Workers





National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)

1. Introduction

1.1 Background

From 2002 to 2006, Occupational Safety and Health (OSH) in Thailand had been administered systematically under the framework of the 1st Occupational Safety and Health Master Plan. This Master Plan consists of 9 sub-plans that focus on the development of OSH standards, enforcement of OSH laws, improvement of OSH administrative structure, extension of the scope of OSH protection, enhancement of capacity among OSH human resources, development of information systems, OSH research and development, prevention and control of occupational accidents and injuries, as well as the promotion of OSH programs/campaigns. These activities had been continued until the end of the 2nd OSH Master Plan (2007 – 2011), which was developed with 33 projects under 5 main strategies. The 2nd Master Plan also endeavors to strengthen OSH administration and collaboration among organizations, and development of OSH information system and outreach. For the continuous improvement on OSH of the nation, the 3rd OSH Master Plan (2012 – 2016) has been developed under the administration of the National Committee on Occupational Safety, Health and Environment, which consists of representatives of employers, employees and representatives from various government agencies.

However, in order to achieve the ultimate goal in OSH administration with sustainability, collaboration among all relevant sectors is a critical success factor. Therefore, the Ministry of Labour proposed the principle and policy framework on “Decent Safety and Health for Workers” to the government, which later been approved by the Cabinet to be adopted as a national agenda. The 3-year Action Plan had been developed with 15 projects under 4 strategies, including OSH knowledge management, promotion of OSH development, OSH information system and collaboration network. The main objective is to ensure that all workers are effectively protected under National Master Plan on Occupational Safety, Health and





Environment. This Action Plan aims to involve every sector to prevent redundancy and to embrace every aspect concerning OSH in Thailand. Representatives from 18 ministries and their sub-organizations actively participate to drive this Action Plan into implementation.

1.2 Past Activities

For the development of OSH administrative directions and measures under the framework of the National OSH Master Plan (2012 – 2016), results from the administration under the past two OSH Master Plans and the National OSH Agenda have been taken into consideration. These results are summarized below:

1.2.1 The 1st Master Plan on Occupational Safety, Health and Environment (2002 – 2006) consisted of 9 main topics; OSH standards development, implementation, OSH administration structure, expansion of the scope of OSH protection, OSH personnel development, OSH information system, OSH research/study, prevention of occupational accidents and injuries, and promotion of OSH activities. In overall, the administration of this Master Plan had satisfactorily achieved the objectives with some limitations. However, it is obvious that the improvement of OSH organization was not successfully done.

1.2.2 The 2nd Master Plan on Occupational Safety, Health and Environment (2007 – 2011). Under this 2nd plan, 5 main strategies and 33 sub-projects were established with special emphasis on the enhancement of skill and performance of OSH personnel, improvement of efficiency in OSH management, encouragement and promotion of OSH collaboration among relevant sectors, development of OSH information system and dissemination. The implementation of this Master Plan had mostly achieved its framework and objectives. There were still some limitations in the implementation of a number of projects, particularly the improvement of OSH organization to be a department under the Ministry of Labour. However, at the end period of this Master Plan, there were some significant developments in OSH laws and standards, obviously the Occupational Safety, Health and Environment Act B.E. 2554 (A.D. 2011) which was released on January 17, 2011.





1.2.3 Program Plan of the National OSH Agenda “Decent Safety and Health for Workers”. This Program Plan has been developed for 10 years period (2007 – 2016), with an Action Plan for the first 3 years (2007 – 2011) that aims to be used as the OSH framework for all relevant sectors to drive together. The achievement in implementation of this Action Plan includes the active collaboration among participated agencies. However, there were some problems due to insufficient funding to support the implementation of all strategies, and the lack of OSH awareness among the workers, both in public and private sectors.

1.3 Reasons to Develop the National OSH Master Plan

At the end of the 2nd OSH Master Plan period (2007 – 2011), the 3rd OSH Master Plan should be developed for continuity in OSH administration of the country. However, this 3rd Plan has been developed as the National Master Plan on Occupational Safety, Health and Environment (2012-2016) by integrating the OSH Master Plan of the Ministry of Labour with the Action Plan for the National Agenda “Decent Safety and Health for Workers”. The reasons were to manage unity and define the directions for OSH development in order for each organization to synergize the compliance with the strategic plan and pursue in the same direction.

1.4 Process and Timeline to Develop the National OSH Master Plan

The National Master Plan on Occupational Safety, Health and Environment (2012 – 2016) has been developed under the conceptual framework that emphasize on the active involvement of relevant sectors. It consists of issues under the coverage of the Occupation Safety, Health and Environmental Act B.E. 2554 (A.D. 2011) which aims at creating effective OSH management system, leading to the “Decent Safety and Health for Workers”. Processes include:

1.4.1 Study, Review and Analysis of National OSH Statistics and Current Situation.

The resources also include the government policy, National Economic and Social Development Plan (issues 10th – 11th), and National Administrative Plan. OSH statistics obtained from the Office of Workmen’s Compensation Fund, and other important policies and plans of other relevant ministries were also taken into consideration.





1) Review of OSH Master Plans or Strategic Plans obtained from other neighbor countries. These include the current Malaysian OSH Master Plan (2005 – 2020), which targets at creating sustainable safety culture by 2020. Also, the National Strategic Plan on Workplace Safety and Health (WSH 2018) of Singapore, which targets at the reduction of the occupational accidents resulting in death to be below 1.8 cases per 100,000 workers by 2018. Lastly, the National OSH Strategic Plan of South Korea (2010 – 2014), which also targets at creating sustainable safety culture as the ultimate goal.

2) Review of OSH Statistics, both of Thailand and of other countries. The national statistics were used as baseline data for the development of strategies, projects, and preventive measures. Meanwhile, information from other countries was used for the study of conceptual framework, procedures, strategic approaches and administrative results.

3) Evaluation of the 2nd OSH Master Plan (2007 – 2011). This was done for the period of 2007 – 2010, by follow the administrative framework in a result-oriented approach with the concept of monitoring and evaluating the key success indicators in diffirent dimensions.

4) Evaluation of Action Plan under the National OSH Agenda “Decent Safety and Health for Workers). This was done for the period of 2009 – 2011, with special focus on the roles and missions persued by the relevant sectors.

1.4.2 Preparation of the draft National OSH Master Plan and submission to the government for approval. The drafting process of the National OSH Master Plan involve several meetings of the Sub-committee on the Development, Monitoring and Evaluation of National Master Plan on Occupational Safety, Health and Environment, to draft the Plan and organize a seminar to collect suggestions and comments from stakeholders. The results were incorporated into the Committee on Occupational Safety, Health and Environment, as well as the National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers” prior to submission to the National Committee for OSH Promotion, chaired by the Deputy Prime Minister, for consideration and proceeding to the government. Eventually, this National OSH Master Plan adopted the Cabinet approval on November 29, 2011. Later, at the meeting on March 22, 2012, the National Committee on National OSH Agenda has resolved the National Master Plan to apply for all relevant sectors.





2. OSH Situation, Trend and Analysis of Important Factors Contributing to the Development of OSH in Thailand

2.1 Summary of OSH Situation and Trend

Occupational accidents and diseases statistics (2002 – 2011) obtained from the Office of Workmen's Compensation Fund (WCF), Social Security Office (SSO), Ministry of Labour, were used in the analysis OSH situation and trend. These statistics also reflect all losses from the work-related accidents and injuries of the country.

1) Overview of Occupational Accident and Injury Classified by Severity Level and Workmen's Compensation during 2002 – 2011, is shown in Table 1, with a comparison and trend of those statistics in Figure 1.

Table 1 Statistics on Occupational Accident and Injury during 2002 – 2011, Classified by Severity Level and Workmen's Compensation

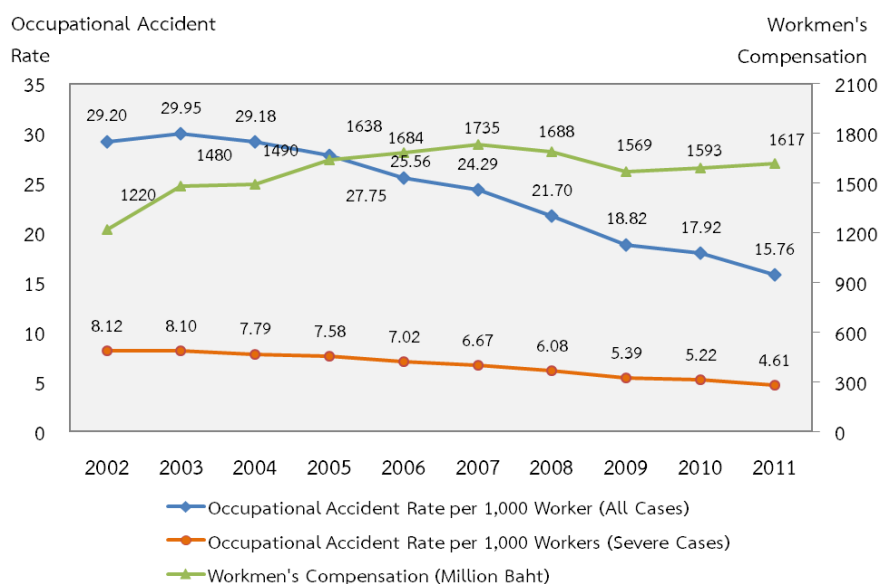
Year	Number of Employees	Decided Cases							Rate per 1,000 workers		Amount of Workmen's compensation (Million Baht)
		Death	Dis-ability	Lost of Organ	Leave work ≤ 3 days	Leave work < 3 days	All Cases	Severe Cases	All Cases	Severe Cases	
		(1)	(2)	(3)	(4)	(5)	(1-5)	(1-4)	(1-5)	(1-4)	
2002	6,541,105	650	14	3,424	49,012	137,879	190,979	53,100	29.20	8.12	1,220.14
2003	7,033,907	787	17	3,821	52,364	153,684	210,673	56,989	29.95	8.10	1,480.36
2004	7,386,825	861	23	3,775	52,893	157,982	215,534	57,552	29.18	7.79	1,490.19
2005	7,720,747	1,444	19	3,425	53,641	155,706	214,235	58,529	27.75	7.58	1,638.37
2006	7,992,025	808	21	3,413	51,901	148,114	204,257	56,143	25.56	7.02	1,684.23
2007	8,178,180	741	16	3,259	50,525	144,111	198,652	54,541	24.29	6.67	1,734.90
2008	8,135,606	613	15	3,096	45,719	127,059	176,502	49,443	21.70	6.08	1,688.35
2009	7,939,923	597	8	2,383	39,850	106,598	149,436	42,838	18.82	5.39	1,569.19
2010	8,177,618	619	11	2,149	39,919	103,813	146,511	42,698	17.92	5.22	1,592.63
2011	8,222,960	590	4	1,630	35,709	91,699	129,632	37,933	15.76	4.61	1,616.52

Table 1 indicates that during 2002 – 2011, number of injured workers has continually increased although slightly reduction was observed during 2007 – 2011. However, numbers of death and occupational accident rate per 1,000 workers (all cases and severe cases (not included leave from work < 3 days cases)) have reduced.





Figure 1 Occupational Accident Rate per 1,000 Workers (All Cases and Severe Cases) and Workmen's Compensation during 2001 – 2011



From Figure 1, occupational accident rate per 1,000 workers for all cases and severe cases have reduced while workmen's compensation paid had increased with decreasing trend until 2009 and slightly increased in 2010. These statistics indicate that workmen's compensation paid per case of accident had increased until 2007 with decreasing trend afterwards.

2) Overview of Occupational Disease Cases during 2003 – 2009. Yearly comparison and trend are shown in Figure 2

Figure 2 Number of Occupational Diseases during 2003 – 2009

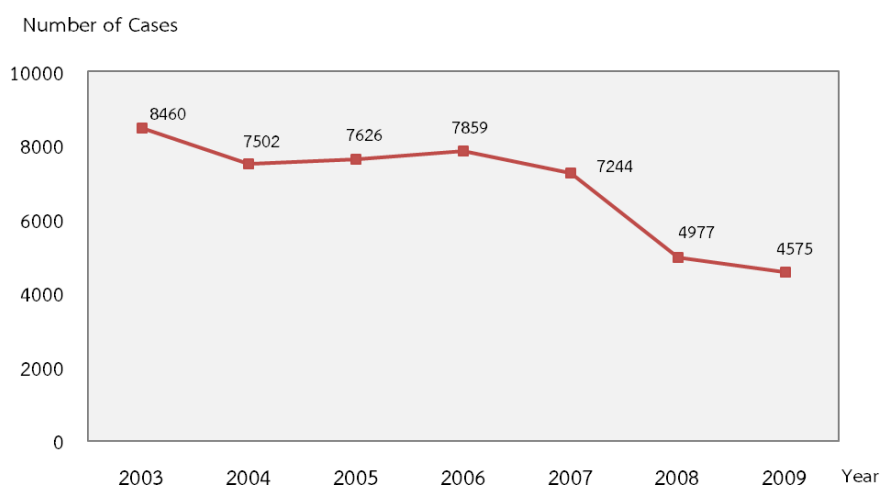


Figure 2 displays trend of occupational disease cases during 2003 – 2009. Overall, the number of cases had decreased but slightly increased during 2005 – 2006.





2.2 OSH Organizations, Personnel and Relevant Parties

OSH Organizations, Personnel and Relevant Parties are the key components that contribute to the achievement of OSH administration of the country. Current statistics on these components are summarized in Table 2.

Table 2 Statistics on OSH Organization, Personnel and Relevant Parties

Organization, Personnel and Relevant Parties	Number
• Graduates, with a degree program in OSH from a domestic institution	4,290 *
• Trained Safety Officers (all levels)	534,300 **
• OSH Training Units	95 ***
• Relevant specialists, including occupational medicine physician, nurse	1,650 ****

หมายเหตุ * Data from a short survey of academic institutions that offer OSH programs, March 2012

** Data from OSH Registration Group, Bureau of Occupational Safety and Health, 29 February 2012

*** Data from OSH Registration Group, Bureau of Occupational Safety and Health, 18 September 2012

**** Data from Occupational Medicine Center, Nopparatratchathani Hospital, 31 March 2555

2.3 Important Factors Contributing to the Development of OSH in Thailand

The administration of occupational safety and health in Thailand has been gradually developed. As can be observed, the rates of occupational accidents and injuries have overall trend to decrease, along with the increased number of OSH personnel and relevant networks. However, OSH issues including workplace accidents and injuries, unsafe work condition and environment, etc. are still problematic. Therefore, OSH policy and planning must be developed in proper direction. Important factors contributing to the development of OSH in the country are summarized as follows:

2.3.1 Constitution of the Kingdom of Thailand

The Constitution of the Kingdom of Thailand, B.E. 2550 (A.D. 2007), as proclaimed in the Government Gazette on 24 August A.D. 2007, includes several sections that may be linked to safety and health at work, as summarized in Table 3.





Table 3 Summary of OSH issues under the Constitution of the Kingdom of Thailand

Section	Issue Concerned	Relevant Laws/Standards
44 : A person has the right to security in respect of safety and welfare at work, including security in the living both during the working life and upon leaving the state of employment.	Ensuring occupational safety and labour welfare, as well as security in the living.	1. Labour Protection Act B.E. 2541 (A.D. 2008) 2. Occupational Safety, Health and Environment Act B.E. 2554 (A.D. 2011) 3. ILO Convention No. 155: Occupational Safety and Health (A.D. 1981)
84 : The State shall implement the economic policy: (1) Promote a free and equitable economy through market forces and sustainable development of economy by repealing and refraining from enacting business control laws and regulations which do not correspond with the economic necessity.		
(2) Promote principles of virtues, ethics and good governance in doing business.	Encourage the establishments to play responsibility to their employees, with virtues, ethics and good governance.	1. Labour Protection Act B.E. 2541 (A.D. 2008) 2. Labour Relation Act B.E. 2518 (A.D. 1975) 3. Occupational Safety, Health and Environment Act B.E. 2554 (A.D. 2011) 4. Home-based Workers Protection Act B.E. 2553 (A.D. 2010)
(7) Promote job opportunities for labour force, protect women and child labour, as well as promote labour relations and the tripartite system under which workers have the right to elect their own representatives, to arrange for social welfare system and to protect the equity, benefits and social welfare for workers without discrimination.	Promote job opportunities, women and child labour protection, labour relation and the tripartite system.	1. Labour Protection Act B.E. 2541 (A.D. 2008) 2. Labour Relation Act B.E. 2518 (A.D. 1975) 3. State Enterprise Labour Relations Act B.E. 2543 (A.D. 2000) 4. Home-based Workers Protection Act B.E. 2553 (A.D. 2010) 5. ILO Convention No. 138: Minimum Age for Admission to Employment and Work (A.D. 1973) 6. ILO Convention No. 182: Worst Forms of Child Labour (A.D. 1999)





2.3.2 National Economic and Social Development Plan

The 11th National Economic and Social Development Plan (A.D. 2012-2016) is considered strategic plan to provide roadmap for the country development. This national plan maintains the vision of “People are living with harmony, social equality, fare, and are immunized to respond to changes”. Mission, objectives, goals, strategies and directions for the country development have been established. For labour protection and welfare, the guidelines and strategies for development are emphasized on the promotion of basic labour rights at work, especially on occupational safety and health, number of working hours, non-discrimination, more opportunity for female and elderly workers as well as workers with disabilities. Regional and inter-regional collaborations for the promotion on these issues are also encouraged. Necessary standards on labour management shall be developed or improved to ensure worker’s rights and protection in compliance with the international labour standards.

2.3.3 Government Policy

The current government let by Prime Minister Yingluck Shinawatra announced the national administration policy at the National Assembly on August 23, 2011, encompassing 8 topics for which the 7 issues on labour are stated in Topic 4 – Social and Quality of Life Policy. This government has considered labour as a main factor to promote the industrial growth, along with labour market, labour skill, and labour relation. In addition, labour both in the formal and information sectors shall be protected under the Thai labour standards, with special emphasis on occupational safety and health, as well as employment conditions and welfare.

2.3.4 National Administration Plan

On September 6, 2011, the Cabinet approved the National Administration Plan for 2012 – 2016. This plan was developed based on the “sufficiency economy” philosophy, in line with the above government policy and the constitution. Labour in all sectors has been considered a main factor to strengthen the economic system and ensure active trade liberalization with security by the year 2016. Emphases are also placed on OSH and labour welfare as well as work and social security. Various strategic measures have been developed to promote labour protection and welfare to meet the standards or requirements set by the laws.





2.3.5 Ministry of Labour Strategies

Strategy 2 Enhancement of Employees' and Employers' Capacity for the Economic Competition

Strategy 4 Improvement of Labour Security and Quality of Life

Strategy 5 Development of Mechanisms in Administration of the Ministry of Labour, to serve the social and economic structure of the country. For example, the Ministry has declared the year 2011 as the "Year of Workplace Safety and Health". Special OSH activities and campaigns were conducted throughout the year.

2.3.6 National Agenda "Decent Safety and Health for Workers"

The Ministry of Labour has recognized that, in order to achieve the ultimate goal in the administration of OSH with sustainability, collaboration among all relevant sectors is a critical success factor. Therefore, it proposed the policy on "Decent Safety and Health for Workers" to the government to be considered as a national agenda. On December 11, 2007, the Cabinet had adopted the resolution to announce this policy as the national agenda applied for all relevant sectors.

This National OSH Agenda has been in effect with the following 7 objectives, namely:

- 1) Labour's work security has been promoted under the National Master Plan on Occupational Safety, Health and Environment
- 2) Labour in all sectors work under safe environment
- 3) Workers' awareness and knowledge on OSH are improved
- 4) Occupational accident and injury rates are continuously reduced
- 5) OSH information is fully accessible by the workers
- 6) Workers are protected under effective health and safety surveillance system
- 7) Safety culture is built-up among workers





2.3.7 International Convention and Covenant

Several international standards have been taken into consideration for the OSH administration. This includes the International Labour Organization (ILO) Convention No. 187 and Recommendation No. 197 Re: Promotional Framework for Occupational Safety and Health, 2006, and the ILO Convention No. 155 Re: Occupational Safety and Health Convention, 1981. Others include the standards on product quality and services, environmental management, chemical contamination, transportation and management of hazardous waste, etc.

2.4 OSH Administration Results

The results from OSH administration in the past can be summarized in 2 portions, which are 1) results from the administration under the National OSH Agenda, and 2) results from the administration under the 2nd OSH Master Plan, as below:

2.4.1 Administration under the National OSH Agenda

Under the National OSH Agenda “Decent Safety and Health for Workers” (2009 – 2016), an Action Plan for 3-year phase (2009 – 2011) was developed. This Action Plan endeavors to involve every sector to prevent redundancy and improve the procedure as well as aim to embrace every aspect concerning OSH in Thailand. There are 4 strategies: 1) strategy for OSH knowledge management, 2) strategy for the promotion and development of OSH administration, 3) strategy for the promotion and development of OSH networks, and 4) strategy for the development of OSH information system. Total of 15 plans/projects have been driven, with the progress (at the end of 2010) as follows:

- Completed (100%) -- 5 work plans
- In progress (over 80%) -- 2 work plans/projects
- In progress (over 60%) -- 2 work plans/projects
- In progress (below 60%) -- 3 work plans
- Not yet started -- 3 work plans





2.4.2 Administration under the 2nd OSH Master Plan (2007 – 2010)

Under the framework of the 2nd OSH Master Plan (2007 – 2010), 5 strategies with 33 conceptual frameworks were developed, as follows:

- 1) Strategy for the development of OSH capacity among relevant personnel: 4 conceptual frameworks, 32 projects/activities completed
- 2) Strategy for the enhancement of OSH management as a whole: 5 conceptual frameworks, 2 projects/activities completed
- 3) Strategy for the development of efficiency in OSH administration: 12 conceptual frameworks, 42 projects/activities completed
- 4) Strategy for the encouragement and promotion of OSH collaboration among relevant sectors: 5 conceptual frameworks, 18 projects/activities completed
- 5) Strategy for the development of OSH information system and dissemination: 7 conceptual frameworks, 13 projects/activities completed

2.5 SWOT Analysis of OSH Administration in Thailand

The Sub-committee on the Development, Monitoring and Evaluation of the National Master Plan on Occupational Safety, Health and Environment and the National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers” together conducted a survey and organized a workshop to compile suggestions and comments from stakeholders on strength, weakness, opportunity and treat, as well as the expected outcomes from the OSH administration in the next 5 years. Internal and external factors affecting OSH administration (sorted by priority, high to low) are summarized in Table 4 and Table 5, respectively.





Table 4 Internal Factors affecting Occupational Safety and Health Administration

Strength	Weakness
1. Continuously support from the government and relevant state enterprises.	1. Small number of government officers with OSH specialization, leading to slow services.
2. OSH Master Plan and National OSH Agenda “Decent Safety and Health for Workers” are in effect.	2. Responsible government officers have insufficient OSH knowledge to support their works, e.g. for legal judgement.
3. OSH Promotion Activities/Campaigns are conducted annually, such as National Safety Week, Contests for Workplace of Excellence in OSH, Zero Accident and Social Accountability.	3. Some OSH laws are outdate, impractical for the workplaces, and ambiguous for legal judgement.
4. OSH laws are in effect.	4. Ineffective enforcement of OSH laws, with weak penalty measures.
5. Corporate policies of many establishments have been announced with special emphasis on OSH.	5. Insufficient government support and lack of technical administration the production of OSH media/documents.
6. Audits on OSH are conducted, either directly or indirectly, by the sub-units or customers.	6. Underreport on OSH (e.g. cases of accident) or distortion of facts related to OSH due to some reasons by the establishments.
	7. Lack of explicit information and knowledge on OSH among employees, especially those in SMEs.
	8. Action plans are impractical and do not successfully correct OSH problems.
	9. Inappropriate management of DLPW personnel, and frequently changes of executives/specialists
	10. Organization of OSH units is not strong and not fully effective.





Table 5 External Factors affecting Occupational Safety and Health Administration

Opportunity	Treat
1. Inspection and audit are conducted systematically, both by the customers and the effective standards such as ISO 18001, ISO 14000.	1. Large number of unregistered migrant workers in the country. 2. New technologies and new raw materials have been applied for the industrial processes with insufficient knowledge on OSH.
2. Issues on OSH have been considered a trade barrier.	
3. International organizations (e.g. ILO) has released a large number of standards, rules, guidelines, etc. on OSH for the member states to adopt.	
4. Occupational Safety, Health and Environment Act B.E. 2554	
5. Networks for OSH activities and knowledge sharing, particularly Safety Officer Club, are existed in all regions.	
6. Statistics and Data on OSH are collected more systematically.	
7. Advance in communication technology allows more accessibility to OSH information.	
8. Increased number of individuals who are interested in OSH.	

For the next 5 years, expected outcomes from the OSH administration under the Master Plan can be summarized as follows:

1. All workers recognize the importance of OSH and have developed safety culture, with zero accident at the workplace.
2. Collaborations among working organizations should be enhanced, with special focus on creating sustainable development of OSH. Certified private bodies may get involve in some certain activities such as workplace audit on OSH.





3. Projects or activities on Safety, Health and Environment should be integrated for the development in the same direction.
4. OSH inspection should be conducted annually, with more coverage.
5. Gaps between the requirements of the OSH laws and practicality in actual situation should be minimized.
6. Thailand has moved forward to be a leading country on OSH among ASEAN state members.
7. Issues on OSH should be included in the curriculum at primary school.
8. OSH management should be developed in proper direction in order to reduce the rate of occupational accidents and injuries.
9. Government sector should work proactively, without any exception on OSH practices, e.g. use of personal protective equipment required for a work performed in a government organization.
10. A workplace of excellence in OSH should be extensively promoted as a good model for others.
11. Budget from the Workmen's Compensation Fund should be utilized for OSH promotion activities. A workplace with zero accident may have a privilege to waive the payment to the Fund for that year.
12. Administrative measures should be developed with special attention on the root-cause of problems to prevent the re-occurrence of occupational accidents and injuries.
13. Government organizations have not yet been good examples in OSH. Therefore, OSH contest may be initiated to promote OSH activities among these organizations.
14. Strengthen the enforcement of OSH laws so that over 80% of establishments are in compliance.
15. All Thai labours, either in government or private sectors, must be equally protected under the OSH laws.
16. Upon complaint on the work or service performed by a government officer, corrective action must be done.





17. Increase the production of OSH media and public relation to build-up OSH awareness among workers.

18. Establish and develop the National OSH Informational Center.

19. Government sector should develop proactive plans/guidelines for administration of OSH to reduce workplace accidents and injuries.

20. Academic institutions offered degree programs on OSH should standardize their curriculums and degree titles to be the same.

21. There are currently a large number of migrant workers in the kingdom. Thus, OSH manuals/guidelines should also be available in their languages.

22. Responsible government organization should develop measures for monitoring of private OSH training units to meet the required standards.

23. OSH networks should be involved in the organization of DLPW activities, e.g. Regional Safety Week.





3. Vision, Mission, Goal, Strategies & Strategic Approaches and Key Performance Indicators of the Plan

Vision

Decent Safety and Health for Workers

Mission

1. Establish or develop OSH standards
2. Monitor, control and follow-up OSH issues those are problematic
3. Develop and promote OSH activities
4. Develop OSH management system

Strategies

Strategy 1 Promoting labour protection with effective OSH standards

Goals

1. Employers, employees and relevant parties follow the OSH standards/laws.
2. OSH standards/laws are developed in consistent to economic and social factors and applicable for current OSH situation.

Strategic Approaches

1. Develop OSH standards/laws those are consistent to the international levels.
2. Monitor, follow-up, and develop effective OSH inspection system.
3. Conduct researches/studies to develop innovations on OSH.
4. Promote and encourage the establishments to implement sustainable OSH management system.





Key Performance Indicators

1. Percent of employees those are effectively protected under the OSH laws.
2. Rates of Occupational Accidents and Injuries continually decrease.
3. Numbers of OSH laws/guidelines/standards/measures those have been developed.

Strategy 2 Promoting and strengthening the capacity of OSH networks

Goals

Existing OSH networks are strengthened and all relevant sectors get involve or actively participate in OSH activities.

Strategic Approaches

1. Encourage and support the establishment of effective OSH network to cover all relevant sectors.
2. Develop and strengthen OSH networks.
3. Expand the coverage and enhance the capacity by seeking the collaboration with international OSH networks.

Key Performance Indicators

1. Number of OSH networks those have been established.
2. Percent of OSH networks those participated in the OSH development activities.
3. Number of OSH activities organized under the collaboration with OSH networks.

Strategy 3 Developing and managing OSH knowledge

Goals

1. Effective system for managing body of knowledge on OSH has been developed and fully functional.
2. OSH learning center for people at all ages has been established.
3. OSH knowledge shall be accessible to all groups of population.





Strategic Approaches

1. Conduct researches/studies to develop body of knowledge on OSH that covers all sectors (including students at each educational level, both registered and unregistered workers, etc.).
2. Promote and build-up technical capacity on OSH among relevant personnel in all sectors.
3. Create network among relevant organizations, both local and international, for OSH information and knowledge sharing.
4. Establish OSH learning center

Key Performance Indicators

1. Number of OSH knowledge bodies those have been initiated and developed in each relevant sector.
2. Level of achievement in the promotion of OSH knowledge in each relevant sector.

Strategy 4 Developing OSH information system

Goals

Developing information technology system to facilitate OSH administration and OSH services effectively.

Strategic Approaches

1. Establish, develop, and integrate OSH databases and networks that can be utilized appropriately and promptly.
2. Built-up or develop skill and capacity in information technology of OSH personnel in all sectors.
3. Develop and promote OSH information system and services.
4. Use of computer and communication technology for OSH information dissemination and public relation.





Key Performance Indicators

1. Level of achievement in the management of OSH information system.
2. Number of target individuals who have successfully accessed to OSH information system.
3. Percent of target individuals who were satisfied with the OSH information services.

Strategy 5 Developing effective mechanism for OSH administration

Goals

Establish policy, administrative structure, plans, measures, work processes, procedures, tools and necessary resources for the development of effective OSH administration.

Strategic Approaches

1. Develop effective mechanisms to facilitate OSH administration and to integrate OSH activities.
2. Encourage all relevant sectors to get involve or actively participate in OSH administration and activities.
3. Develop proactive public relation system for OSH.
4. Establish an autonomous agency to responsible for OSH administration and activities, with unity.

Key Performance Indicators

1. Level of achievement in the developing process of OSH administration.
2. Percent of individuals who involved in the OSH administration and were satisfied.
3. Percent of target individuals who were satisfied with the dissemination of OSH information and public relation.





4. Mechanisms on Implementation, Monitoring and Evaluation

4.1 Administration and Implementation of the Plan

The National Master Plan on Occupational Safety, Health and Environment (2012-2016) was developed under the conceptual framework that emphasizes on involvement of all relevant parties. It covers all key issues and requirements under the Occupational Safety, Health and Environment Act (A.D. 2011), which has been effective since July 16, 2011. The objectives and expectation are to develop sustainable occupational safety and health management system to achieve the ultimate outcome “Decent Safety and Health for Workers”.

Implementation of the strategic approaches under each of the 5 strategies is considerably a significant process. It, therefore, requires accessible resources, synergy teamwork and effective collaboration among relevant parties. In this regard, for each strategy, there must be a main organization designated to responsible for the core function as well as for the coordination. Meanwhile, a number of collaborating organizations should be formed to support or responsible for the share function. These are crucial for the achievement of the overall goal of this National OSH Master Plan.

Mechanisms on the implementation, monitoring and evaluation of the plan include the establishment of the “Sub-committee on the Development, Monitoring and Evaluation of National Master Plan on Occupational Safety, Health and Environment” under the National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers”. This National Committee comprised of representatives from over 20 concerned authorities/organizations, chaired by the Permanent Secretary of the Ministry of Labour. Under the administrative framework, each sector shall determine, prioritize and integrate their prospective work plans/projects with the National OSH Agenda and the National OSH Master Plan. The Ministry of Labour is serving as the coordinator and secretary for the implementation of the National OSH Master Plan. Progress and outcomes derived from the implementation of this Master Plan will be proposed to the National Committee for OSH Promotion, chaired by the Deputy Prime Minister, for further consideration.

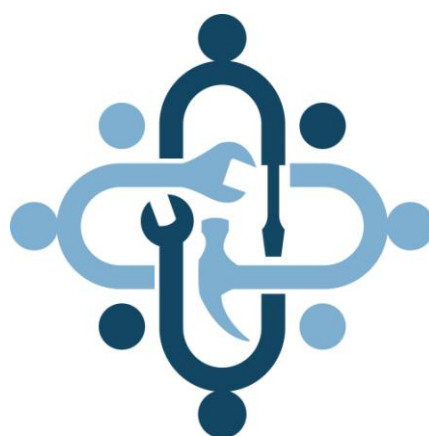




4.2 Monitoring, Evaluation, and Review of the Plan

Monitoring and evaluation of each project or activity under the plan shall be conducted every 6 months (every year for the review of project planning). These will be done primarily by the Sub-committee on the Development, Monitoring and Evaluation of National OSH Master Plan or the working group that has been authorized by the National Committee on Occupational Safety, Health and Working Environment, or the Administrative Committee for the National OSH Agenda “Decent Safety and Health for Workers”.

Results from the implementation of the National OSH Master Plan and from the review of its sub-plans or projects shall be proposed to the National Committee for OSH Promotion twice a year. The meetings of the National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers”, or other direct sub-committees are periodically organized, at least 2 times a year. However, a special meeting with urgent issues may also occur to push forward the implementation of important OSH plans/projects with more flexibility, more concrete and more effectiveness.



Decent Safety and
Health for Workers





Appendix

- 1) Overview of the National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)
- 2) National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers”
- 3) Sub-committee on the Development, Monitoring and Evaluation of National Master Plan on Occupational Safety, Health and Environment
- 4) Summarized Results from the Workshop on the National Master Plan on Occupational Safety, Health and Environment

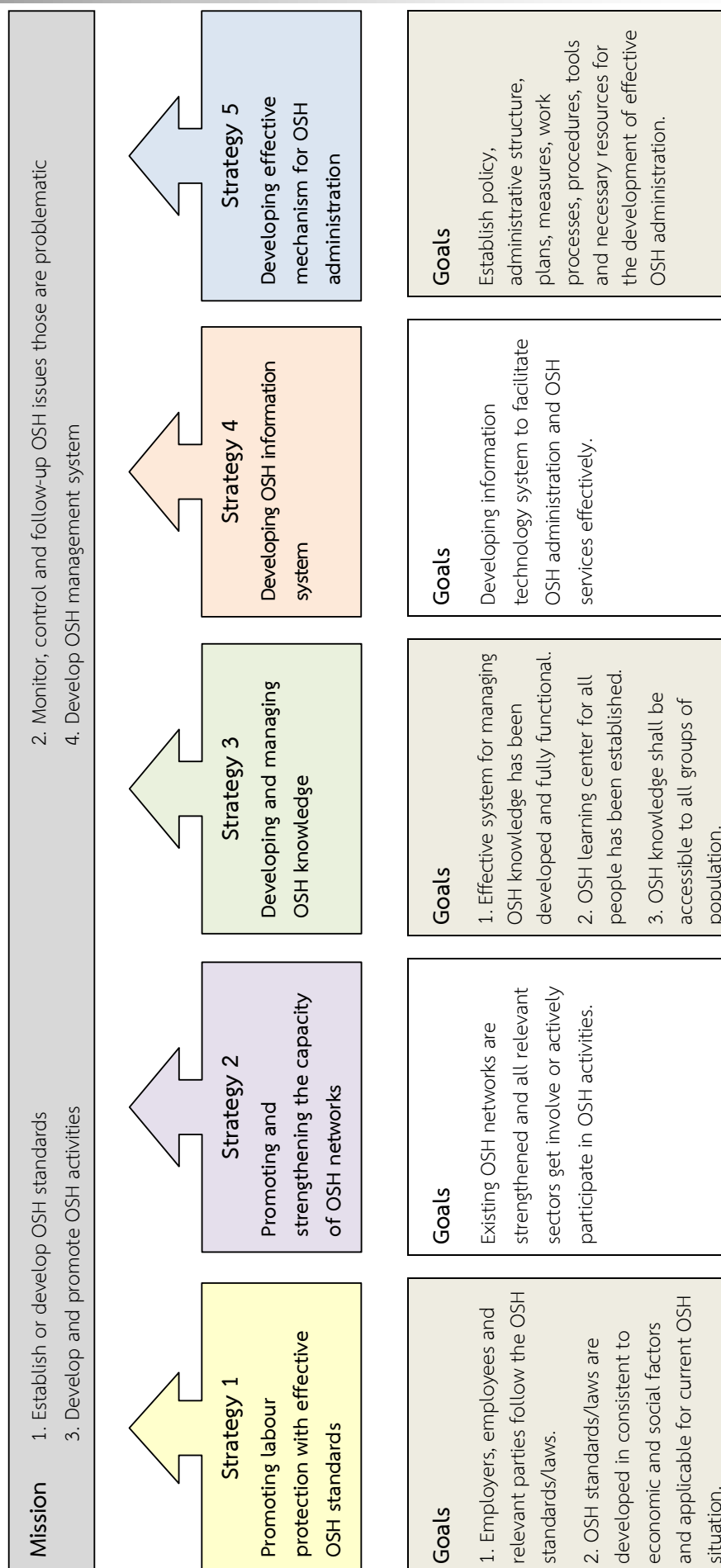




Appendix 1

Overview of the National Master Plan on Occupational Safety, Health and Environment (A.D. 2012 - 2016)

Vision : Decent Safety and Health for Workers





Strategy 1

Key Performance Indicators

1. Percent of employees those are effectively protected under the OSH laws.
2. Rates of Occupational Accidents and Injuries continually decrease.
3. Numbers of OSH laws/ guidelines/standards/measures those have been developed.

Strategic Approaches

1. Develop OSH standards/ laws those are consistent to the international levels.
2. Monitor, follow-up, and develop effective OSH inspection system.
3. Conduct researches/studies to develop innovations on OSH.
4. Promote and encourage the establishments to implement sustainable OSH management system.

Strategy 2

Key Performance Indicators

1. Number of OSH networks those have been established.
2. Percent of OSH networks those participated in the OSH development activities.
3. Number of OSH activities organized under the collaboration with OSH networks.

Strategic Approaches

1. Encourage and support the establishment of effective OSH network to cover all relevant sectors.
2. Develop and strengthen OSH networks.
3. Expand the coverage and enhance the capacity by seeking the collaboration with international OSH networks.

Strategy 3

Key Performance Indicators

1. Number of OSH knowledge bodies those have been initiated and developed in each relevant sector.
2. Level of achievement in the promotion of OSH knowledge in each relevant sector.

Strategic Approaches

1. Conduct researches/studies to develop body of knowledge on OSH that covers all sectors (including students at all level, both registered and unregistered workers, etc.).
2. Promote and build-up technical capacity on OSH among relevant personnel.
3. Create network among relevant organizations, both local and international, for OSH information and knowledge sharing.
4. Establish OSH learning center

Strategy 4

Key Performance Indicators

1. Level of achievement in the management of OSH information system.
2. Number of target individuals who have successfully accessed to OSH information system.
3. Percent of target individuals who were satisfied with the OSH information services.

Strategic Approaches

1. Establish, develop, and integrate OSH databases and networks that can be utilized appropriately and promptly.
2. Built-up or develop skill and capacity in information technology of OSH personnel in all sectors.
3. Develop and promote OSH information system and services.
4. Use of ICT for OSH information dissemination and public relation.

Strategy 5

Key Performance Indicators

1. Level of achievement in the developing process of OSH administration.
2. Percent of individuals involved in the OSH administration and were satisfied.
3. Percent of target individuals who were satisfied with the dissemination of OSH information and public relation.

Strategic Approaches

1. Develop effective mechanisms to facilitate OSH administration and to integrate OSH activities.
2. Encourage all relevant sectors to get involve or actively participate in OSH administration and activities.
3. Develop proactive public relation system for OSH.
4. Establish an autonomous agency to responsible for OSH administration and activities, with unity.



Appendix 2

National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers”

Members:

1. Permanent Secretary of the Ministry of Labour	Chairman
2. Deputy Permanent Secretary of the Ministry of Labour	Vice-Chairman
3. Deputy Permanent Secretary of the Ministry of Industry	Member
4. Deputy Permanent Secretary of the Ministry of Interior	Member
5. Deputy Permanent Secretary of the Ministry of Public Health	Member
6. Deputy Permanent Secretary of the Ministry of Natural Resources and Environment	Member
7. Deputy Permanent Secretary of the Ministry of Education	Member
8. Deputy Permanent Secretary of the Ministry of Agriculture and Cooperatives	Member
9. Deputy Permanent Secretary of the Ministry of Transportation	Member
10. Deputy Permanent Secretary of the Ministry of Information and Computer Technology	Member
11. Deputy Permanent Secretary of the Ministry of Finance	Member
12. Deputy Permanent Secretary of the Ministry of Social Development and Human Security	Member
13. Deputy Permanent Secretary of the Ministry of Culture	Member
14. Deputy Permanent Secretary of Bangkok Metropolitan	Member
15. Secretary-General of the Social Security Office, or representative	Member
16. Secretary-General of the National Health Security Office, or representative	Member





17. Governor of the Industrial Estate Authority of Thailand, or representative	Member
18. Manager of the Thai Health Promotion Foundation, or representative	Member
19. Secretary-General of the Office of the National Economic and Social Development Board, or representative	Member
20. President of the Federation of Thai Industries, or representative	Member
21. President of Safety and Health at Work Promotion Association of Thailand, or representative	Member
22. Asso.Prof.Dr.Chalermchai Chaikittiporn	Member
23. Mr.Charin Ngadeesanguannam	Member
24. Mr.Manus Kosol	Member
25. Director-General of the Department of Labour Protection and Welfare	Secretary
26. Executive Director of the Occupational Safety and Health Bureau	Assistant Secretary
27. Director of the OSH Strategy Group, OSH Bureau	Assistant Secretary





Appendix 3

Sub-committee on the Development, Monitoring and Evaluation of National Master Plan on Occupational Safety, Health and Environment

For the Development, Monitoring and Evaluation of the National OSH Master Plan, this Sub-committee has been established by the Order of the National Committee on Occupational Safety, Health and Environment No. 8/2010 dated April 5, 2010.

Members:

- | | |
|-------------------------------------------------------------------------------------------|----------|
| 1. Deputy Director-General of the Department of Labour Protection and Welfare (in charge) | Chairman |
| 2. Executive Director of the Occupational Safety and Health Bureau | Member |
| 3. Director of the Planning and Information Group
Labour Standards Development Bureau | Member |
| 4. Director of the OSH Strategy Group
Occupational Safety and Health Bureau | Member |
| 5. Director of the OSH Development Group
Occupational Safety and Health Bureau | Member |
| 6. Director of the OSH Promotion Group
Occupational Safety and Health Bureau | Member |
| 7. Director of the OSH Registration Group
Occupational Safety and Health Bureau | Member |
| 8. Director of the OSH Network Group
Occupational Safety and Health Bureau | Member |





9. Mrs. Paichit Krongkitichoo	Member
10. Mr. Dejboon Maprasert	Member
11. Mr. Manop Sophonwattanapaiboon	Member
12. Ms. Preeyanun Likhitsan	Secretary
13. Mr. Atthaporn Pradip Na Thalang	Assistant Secretary
14. Ms. Kannika Taenkhum	Assistant Secretary





Appendix 4

Summarized Results from the Workshop on National Master Plan on Occupational Safety, Health and Environment

The Department of Labour Protection and Welfare, by the Occupational Safety and Health Bureau, organized a workshop to collect suggestions and comments for further improvement of the (draft) National Master Plan on Occupational Safety, Health and Environment between 19-20 January 2011, at the Royal City Hotel, Bangkok. The workshop aimed to get together the relevant parties to share ideas and insights for the development of the National OSH Master Plan to be used as an integrated OSH framework between 2012 and 2016. Approximately 90 representatives from over 20 concerned authorities/organizations (as grouped below), actively participated in this workshop.

1. Representatives from the National Committee on Occupational Safety, Health and Environment
2. Representatives from the National Committee on the Administration of National OSH Agenda “Decent Safety and Health for Workers”
3. Sub-committee on the Development, Monitoring and Evaluation of the National Master Plan on Occupational Safety, Health and Environment
4. Representatives of OSH Committees from various state enterprises in Thailand
5. Safety officers from various establishments in Thailand
6. Representatives from registered OSH training agencies

There was a panel discussion on “A View of Current Occupational Safety and Health in Thailand, Future Expectation and Development of National OSH Master Plan” by a group of OSH experts from relevant government agencies, academic institutions, and establishments. Other activities in this workshop include past-situation analysis, SWOT analysis, brainstorming, public assembly, etc.

At the end of workshop, votes were casted on whether or not the OSH Master Plan to be released as a National Master Plan. All attendees in this workshop agreed unanimously that it should be a National Master Plan, without objections.





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