



# GOOD PRACTICES AND LESSONS LEARNED ON OCCUPATIONAL SAFETY AND HEALTH INITIATIVES

FOR WORKERS IN SMALL AND MEDIUM-SIZED ENTERPRISES  
AND THE INFORMAL ECONOMY



International  
Labour  
Organization



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The Association of Southeast Asian Nations (ASEAN) was established on 8 August 1967. The Member States are Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Singapore, Thailand and Viet Nam. The ASEAN Secretariat is based in Jakarta, Indonesia.

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This document was developed as an outcome of the workshop hosted by the Ministry of Labour and Vocational Training on 17-18 October 2022 in Siem Reap, Cambodia. It aims to promote good practices and lessons learned by ASEAN Member States to improve occupational safety and health standard and working condition for workers in SMEs and informal economy across the region.

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## Abbreviations

<b>ASEAN</b>	Association of Southeast Asian Nations
<b>ALM</b>	ASEAN Labour Ministers' Work Programme
<b>AMS</b>	ASEAN Member States
<b>ASEAN-OSHNET</b>	ASEAN Occupational Safety and Health Network
<b>ERIA</b>	Economic Research Institute for ASEAN and East Asia
<b>ILO</b>	International Labour Organization
<b>MLVT</b>	Ministry of Labour and Vocational Training of Cambodia
<b>MSMEs</b>	Micro, Small and Medium-sized Enterprises
<b>OSH</b>	Occupational Safety and Health
<b>OSHMP25</b>	Occupational Safety and Health Master Plan 2021-2025 of Malaysia
<b>OSHS</b>	Occupational Safety and Health Standards
<b>PAOT</b>	Participatory Action-Oriented Training
<b>PPE</b>	Personal Protective Equipment
<b>SHENA</b>	Safety, Health and Environment National Authority of Brunei Darussalam
<b>SMEs</b>	Small and Medium-sized Enterprises
<b>WIND</b>	Work Improvement for Neighbourhood Development
<b>WISCON</b>	Work Improvement for Small Construction
<b>WISE</b>	Work Improvement for Small Enterprises
<b>WISH</b>	Work Improvement for Safe Home

## Executive summary

The ASEAN-Occupational Safety and Health Network (ASEAN-OSHNET) has made great effort to promote workplace safety and health culture in the region, in line with the ASEAN Labour Ministers' Work Programme (ALM WP) 2021–2025. The ASEAN-OSHNET is a forum that brings together the national Occupational Safety and Health (OSH) institutions in Southeast Asia to exchange experiences and strengthen the collective effort at addressing OSH issues.

The Department of Occupational Safety and Health of the Ministry of Labour and Vocational Training in Cambodia, with support from the International Labour Organization (ILO), through the ILO/Japan Multi-bilateral Programme, organized a two-day workshop on 17–18 October 2022 in Siem Reap to discuss good practices and lessons learned on OSH initiatives for workers in small and medium-sized enterprises (SMEs). The purpose of the workshop was to encourage greater application of successful practices and experiences towards the improvement of OSH for workers in SMEs by exchanging insights on ASEAN Member States' experiences.

The practices in this document, those featured during the workshop as well as collected through the post-workshop questionnaires, were selected based on eight criteria: relevance, effectiveness, sustainability, transferability, innovativeness or creativity, multisectoral and interagency cooperation and partnership, human rights and ethics and gender sensitivity. The good practices largely reflect the use of the ILO Participatory Action-Oriented Training (PAOT) programmes such as Work Improvement in Small Construction Sites (WISCON) and Work Improvement in Neighbourhood Development (WIND) for small-scale agriculture workplaces.

These good practices have been used to improve OSH in SMEs and in informal economy workplaces in ASEAN Member States. This particularly covers high-risk workplaces, including those in construction, small and household enterprises and plantations, and involves building up the capacities of micro, small and medium-sized enterprises (MSMEs).



## Introduction and Purpose

Small and medium-sized enterprises (SMEs), which constitute the vast majority of global enterprises, are generally characterized by their precarious nature and poor occupational safety and health (OSH) conditions and often operate partially or wholly outside the formal sector. These socio-economic factors, in combination with lack of awareness and poor compliance with OSH standards, leave workers exposed to risks to their safety and health.<sup>1</sup> Among the Member States of the Association for Southeast Asian Nations (ASEAN), SMEs account for 97–99 percent of all enterprises and about 60–80 percent of total employment.<sup>2</sup>

Government agencies and relevant stakeholders often have to address various challenges to effectively and sustainably deliver OSH services and ensure the strict compliance to the OSH standard for workers in SMEs. A range of factors influence OSH in these and informal workplaces and should be taken into consideration when designing, implementing, and evaluating policies, strategies, programmes, initiatives, and tools aimed at improving their OSH measures. As the 2020 report on such enterprises by ILO concluded, “to ensure that MSMEs and SMEs effectively implement OSH measures, the national supporting initiatives should be: low cost or preferably free of charge; easy to access; action-oriented; and tailored to the specific needs of these enterprises. And initiative should also integrate OSH with other management goals or business process.”<sup>3</sup>

To accelerate efforts to extend OSH protection to workers in SMEs and the informal economy across the region, the Ministry of Labour and Vocational Training of Cambodia, in collaboration with the ILO, hosted an ASEAN-OSHNET workshop on 17–18 October 2022 in Siem Reap to share good practices and lessons learned. Member States were asked to share OSH initiatives for workers in SMEs that would be collated into a published document. Each ASEAN Member State completed and submitted the form of good practices to the Ministry of Labour and Vocational Training of Cambodia, based on requested criteria and what had been learned through their experiences to strengthen and possibly scale up each practice, with one programme chosen per country.

In this document, **good practice** is defined as:

*Any aspect of an intervention that has been effective in promoting safety and health at work and building a strong and resilient OSH system for workers in small and medium-sized enterprises and the informal economy.*

The practices were reviewed against the following criteria:

### i. **Relevance**

Assess the practice’s relevance to improving and promoting the safety and health of workers in SMEs and the informal economy.

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<sup>1</sup> ILO, *Improving Safety and Health in Micro-, Small and Medium-Sized Enterprises: An Overview of Initiatives and Delivery Mechanisms*, 2020.

<sup>2</sup> ERIA, *ASEAN MSMEs in a COVID-19 World: Lessons From ERIA MSMEs Talks 1–5*, 2020.

<sup>3</sup> ILO, *Improving Safety and Health in Micro-, Small and Medium-Sized Enterprises: An Overview of Initiatives and Delivery Mechanisms*, 2020.

- ii. **Effectiveness**  
Assess the degree to which the practice was successful in producing the desired outcomes, including whether an evaluation of the practice was conducted.
- iii. **Sustainability**  
Assess the practice's ability to be maintained in the long term with the available resources, adapting to the social, economic, and environmental requirements of the context.
- iv. **Transferability**  
Assess the extent to which the practice can be transferred to other workplaces, sectors, countries and regions or whether it can be scaled up.
- v. **Innovativeness or creativity**  
Assess the extent to which the practice is innovative or creative using new technology and ideas.
- vi. **Multisectoral and interagency cooperation and partnership**  
Assess whether the practice involves or fosters a multisector and interagency approach to addressing the needs of target workers.
- vii. **Human rights and ethics**  
Assesses whether the practice upholds and promotes respect, protection, and the fulfillment of the human rights of all workers, regardless of their age, sex, employment status, or nationality (migrant status), in accordance with the ILO Fundamental Principles and Rights at Work and other international human rights law. The practices should also respect ethical values and safeguard the dignity of workers.
- viii. **Gender sensitivity**  
Assess whether gender-specific risks and needs are properly understood and addressed. Does the practice mainstream a gender perspective and promote gender equality and the empowerment of woman workers?

## **Good practices and lessons learned on occupational safety and health in SMEs and the informal economy by country**

The following practices were prepared by the relevant agency in each ASEAN Member State.



**Brunei Darussalam**

## Brunei Darussalam

There are two major events celebrated every year in Brunei Darussalam, for which temporary food stalls are made available in all the main towns. Each last around a month: Gerai Ramdhan, which takes place during the Muslim fasting month of Ramadhan, and Tamu Perayaan, which takes place in honour of His Majesty Sultan's birthday celebration.

In 2021, the Food Stall Safety Awareness Programme, launched by the Safety, Health, and Environment National Authority (SHENA), sought to improve workplace safety of all food stall operations by raising safety awareness for these vendors and operators and the general public. In collaboration with municipal authorities, all vendors and operators were engaged and educated on the safety aspects associated with using electricity and gas cylinders and cooking appliances, as well as traffic hazards and general safety, such as slips, trips and falls at their allocated temporary premises. Safety posters were distributed and displayed within their stalls.

### Food Stall Safety Awareness

<b>Country</b>	Brunei Darussalam
<b>Region</b>	All main towns
<b>Sector</b>	Informal economy
<b>Description of the good practice</b>	The objective of the Food Stall Safety Awareness programme, which the Safety, Health and Environment National Authority (SHENA) conducted, was to improve workplace safety of temporary food stall operations by providing safety awareness to the vendors and operators and the general public.
<b>Year of implementation</b>	2021
<b>Source</b>	SHENA, <a href="http://www.shena.gov.bn/SitePages/Homepage.aspx">www.shena.gov.bn/SitePages/Homepage.aspx</a>
<b>Relevance</b>	The programme targeted micro, small and informal businesses during the festival periods.
<b>Effectiveness</b>	Health and safety significantly improved with a reduced number of accidents
<b>Sustainability</b>	The improvements were impactful yet at a low cost.
<b>Transferability</b>	This programme is applicable to any small business.
<b>Innovativeness or creativity</b>	The practice leads the way in health and safety awareness in public events and festivities.
<b>Multisectoral and interagency cooperation and partnership</b>	Relevant government and non-government agencies were engaged by the programme.
<b>Human rights and ethics</b>	The health and safety of workers were promoted during briefing sessions.
<b>Gender sensitivity</b>	The programme targeted men and women vendors and operators.
<b>Notes (lessons learned)</b>	Improved safety and health awareness among food stall vendors and operators and the public is attributed to the proactive approach by the regulators and their continuous engagement in the form of townhall briefings, roadshows, leaflets, posters and banners. This helps to reduce incidents and accidents involving injuries while promoting the reporting of unsafe acts or situations to SHENA.



**Cambodia**

## Cambodia

The Royal Government of Cambodia, through its Ministry of Labour and Vocational Training, declared OSH as a priority in its Strategic Plan 2019–2023. The third National Occupational Safety and Health Master Plan 2023–2027 was developed, based on the Ministry’s Strategic Plan and previous Master Plan 2018–2022, with the technical and financial support of the ILO/Japan Multi-bilateral Programme.

The ILO Participatory Action-Oriented Training (PAOT) programme has been implemented in Cambodia since 2003, mainly targeting the informal economy:

1. Work Improvement in Neighbourhood Development (WIND) for farmers, with 56 participants in 2021 (8 of them are women)
2. Work Improvement for Small Enterprises (WISE), with 50 participants in 2019 (7 of them are women)
3. Work Improvement for Safe Home (WISH) for home workers, with 50 participants in 2019 (9 of them are women)
4. Work Improvement in Small Construction Sites (WISCON), with a training of trainers from the national and subnational levels of the Ministry of Labour and Vocational Training and from trade unions since 2019. Based on the WISCON tool, the Work Improvement for Large Construction (high-rise buildings), or WILCON, was developed and rolled out. It entailed the training of 20 national trainers and raising awareness among 433 (35 women) engineers, members of the Board of Engineers Cambodia, supervisors, and workers from different companies.

### WISCON Programme in Cambodia

<b>Country</b>	Cambodia
<b>Region</b>	Phnom Penh, Kandal, Siem Reap, Kampot and Kep provinces
<b>Description of the good practice</b>	Due to the rapid development of the construction sector in Cambodia, the Department of Occupational Safety and Health within the Ministry of Labour and Vocational Training scaled up the Work Improvement for Small Construction (WISCON) training programme, which aimed to improve the safety and health of workers in small-sized construction sites or self-employed construction workers, including engineers, main contractors, subcontractors, lead workers, site supervisors and general workers.
<b>Years of implementation</b>	2019 to 2022
<b>Source</b>	Project reports of the Department of Occupational Safety and Health, trade unions and the ILO/Japan OSH Project.
<b>Relevance</b>	The training programme focused on building up the OSH capacities of small-sized construction workers by building up the training capacities of the Government, employers’ and workers’ organizations at the national and subnational level.
<b>Effectiveness or impact</b>	Outputs by 2022. <ul style="list-style-type: none"> <li>• Training of trainers:</li> </ul>

	<ul style="list-style-type: none"> <li>- 119 staff persons (12 women) within the Department of Safety and Health and Provincial Departments of Labour and Vocational Training</li> <li>- 21 persons (8 women) within trade unions</li> <li>• Training of workers: <ul style="list-style-type: none"> <li>- 845 construction workers (164 women) by trained government officials</li> <li>- 569 trade union members in construction (253 women) by trained trade union officers</li> </ul> </li> </ul>
<b>Sustainability</b>	Because the programme has built up tripartite partners' capacities, they have made the programme a priority and have expanded it widely in response to the booming construction sector.
<b>Transferability</b>	All trained trainers can deliver training to construction workers in their targeted areas and to national, provincial and trade union members. The programme has been expanded nationwide.
<b>Innovativeness or creativity</b>	Tripartite mechanism
<b>Multisectoral and interagency cooperation and partnership</b>	Tripartite partners
<b>Human rights and ethics</b>	OSH is recognized as a fundamental right at work and is a priority in the Strategic Plan of the Department of Occupational Safety and Health. WISCON is a tool to follow through on that priority.
<b>Gender sensitivity</b>	The programme has engaged women and men workers in the training of trainers and outreach training nationwide.
<b>Notes (lessons learned)</b>	<ul style="list-style-type: none"> <li>• WISCON has been expanded in a timely manner for booming period of the construction sector.</li> <li>• The user-friendly tool employing participatory training approach for learning good OSH practices works well for low-literacy and low-skilled workers. The good practices can be easily applied in the workplace using local resources at very low cost.</li> <li>• Political commitment and leadership of the Department of Occupational Safety and Health was critical to speed up the application of the programme at all levels.</li> </ul>



**Indonesia**



## Indonesia

OSH awareness among workers in the fishing sector in Java was improved, and the OSH culture was promoted through the training for small-scale, family-run fisheries, reaching 1,000 fishers in Cilacap, 400 fishers in Batang, and 400 fishers in Kendal regencies.

### Socialization of OSH Importance and Improving the Awareness of OSH Culture for Fishers in Java

<b>Country</b>	Indonesia
<b>Region</b>	Java (Kendal, Jepara, Cilacap)
<b>Sector</b>	Fisheries
<b>Description of the good practice</b>	OSH awareness among workers in the fishing sector in Java was improved and the OSH culture was promoted through the training for small-scale, family-run fisheries. In addition, personal protective equipment (PPE), such as safety gloves, safety shoes, emergency light, safety helmets and safety goggles was distributed.
<b>Years of implementation</b>	2015 to 2017
<b>Source</b>	Ministry of Manpower
<b>Relevance</b>	The programme targeted small-scale, family-run fisheries.
<b>Effectiveness</b>	A total of 1,800 fishers are better equipped with OSH knowledge and protection measures including PPE.
<b>Sustainability</b>	The programme was carried out within low cost.
<b>Transferability</b>	This practice can be applied to other high-risk SMEs and informal economy workplaces, like tire repair, or to individual sellers of gasoline.
<b>Innovativeness or creativity</b>	By collaborating with the Badan Penyelenggara Jaminan Sosial Kesehatan (Social Security Agency on Health), the programme contributed to the universal coverage of employment injury scheme.
<b>Multisectoral and interagency cooperation and partnership</b>	The programme involved local governments through the Department of Manpower and the Badan Penyelenggara Jaminan Sosial Kesehatan.
<b>Human rights and ethics</b>	The occupational health and safety of workers was promoted.
<b>Gender sensitivity</b>	Men and women were invited to participate.
<b>Notes (lessons learned)</b>	OSH awareness programmes for SMEs should be carried out sustainably and not as a one-off event to achieve real capacity-building.



# Lao People's Democratic Republic

## Lao People’s Democratic Republic

The major OSH policy framework of the Lao People’s Democratic Republic includes Labour Law No. 43/NA, 24 December 2013; Prime Minister Decree on Occupational Safety and Health No. 22/GOV, 5 February 2019; the National Occupational Safety and Health Profile of Lao PDR 2021; and the National Five-year OSH Programme 2022–2026.

In 2019–21, the Ministry of Labour and Social Welfare, in collaboration with employees’ and employers’ organizations, strengthened the capacities of government officials to improve OSH in agriculture (coffee and banana plantations, including small-scale workplaces) through the ILO Vision Zero Fund project. The outputs included:

1. OSH promotion workshop aiming at sharing good practices and enhancing collaboration among the tripartite partners and related ministries.
2. OSH training course to enhance the capacity of labour inspectors in OSH inspection of garment and agriculture workplaces.
3. Establishment of a workplace bipartite OSH committee in the ten pilot factories, each of which took a leading role in OSH promotion.
4. Training on OSH for employers and workers in coffee plantations in the southern provinces.

### Building Capacity of Government Officials in OSH

<b>Country</b>	Lao PDR
<b>Region</b>	Vientiane and Champassak
<b>Description of the good practice</b>	The project focused on building up the capacity of government officials in OSH as well as employers and workers in garment factories and coffee and banana plantations, including small-scale workplaces.
<b>Years of implementation</b>	2019 to 2021
<b>Source</b>	Report of the ILO Vision Zero Fund project
<b>Relevance</b>	The project specifically targeted the agriculture sector (coffee and banana plantations) where most workers do not have access to social security schemes.
<b>Effectiveness</b>	More than 60 government officials and more than 350 farmers were trained on OSH improvement measures.
<b>Sustainability</b>	
<b>Transferability</b>	Labour inspectors were trained as trainers to scale up the OSH training to workers regionwide and nationwide.
<b>Innovativeness or creativity</b>	Social partners and other relevant government agencies were involved.
<b>Multisectoral and interagency cooperation and partnership</b>	
<b>Human rights and ethics</b>	OSH was promoted to workers at the central and provincial levels.
<b>Gender sensitivity</b>	Women and men were encouraged to participate.
<b>Notes (lessons learned)</b>	



**Malaysia**

## Malaysia

The Government of Malaysia through the Department of Occupational Safety and Health launched the five-year Occupational Safety and Health Master Plan (OSHMP25) in 2021. One of the priorities of OSHMP25 is OSH promotion in SMEs.

### Occupational Safety and Health Master Plan

<b>Country</b>	Malaysia
<b>Region</b>	All
<b>Sector</b>	Manufacturing, agriculture and fishery
<b>Description of the good practice</b>	Cooperative members and industry players are jointly collecting local good practices and identifying significant work-related risks through OSHMP25 under the Department of Occupational Safety and Health and supported by allied agencies.
<b>Years of implementation</b>	2021 to 2025
<b>Source</b>	Department of Occupational Safety and Health website <a href="http://www.dosh.gov.my/index.php/listof-documents/penerbitan/oshmp2025">www.dosh.gov.my/index.php/listof-documents/penerbitan/oshmp2025</a>
<b>Relevance</b>	The collection and dissemination of good practices target small-scale employers (with fewer than 10 workers) and individual entrepreneurs.
<b>Effectiveness</b>	More than 1,500 workers in SMEs, mainly in the manufacturing sectors, and around 800 farmers and workers in the informal economy or in automotive, fishery, paddy, logging and furniture-making sectors are receiving training on OSH improvements.
<b>Sustainability</b>	The improvements are low-cost and using locally available materials in workplaces.
<b>Transferability</b>	This practice can be applied globally.
<b>Innovativeness or creativity</b>	The project is promoting leadership of small-scale employers and individual entrepreneurs.
<b>Multisectoral and interagency cooperation and partnership</b>	Relevant government agencies, non-government organizations, stakeholders, industry players and unions are engaged.
<b>Human rights and ethics</b>	
<b>Gender sensitivity</b>	Both women and men participate.
<b>Notes (lessons learned)</b>	Integration of the programme into national OSH policies and programmes further ensures sustainability and wider application, including dissemination of good practices.



**Philippines**

## Philippines

Some 1,080,810 enterprises were listed as establishments operating in the country in 2021, according to the Philippine Statistics Authority. Of them, 1,076,279 (99.6 percent) were micro, small and medium-sized enterprises (MSMEs) and 4,531 (0.4 percent) were large enterprises. Micro enterprises constituted 90.5 percent of them, or 978,612 establishments, followed by small enterprises, at 8.6 percent (93,230 establishments), and then medium-sized enterprises, at 0.4 percent (4,437 establishments). An enterprise is classified as micro if it has fewer than 10 employees; small if it has 10–99 employees; medium if it has 100–199 employees; and large if it has 200 or more employees. Most of the MSMEs are in wholesale and retail trade; repair of motor vehicles and motorcycles; accommodation and food service activities; manufacturing; and financial and insurance activities.

The constitutional mandate on providing full protection of labour rights and workers' rights is complemented by the Labour Code; Republic Act 11058 (2018) on Strengthening Compliance with Occupational Safety and Health Standards (OSHS) and Providing Penalties for Violations Thereof; the Occupational Safety and Health Standards; and other OSH-related regulations and guidelines issued as department orders, labour advisories or memorandum circulars. These legal instruments are all products of consultations with the tripartite partners and stakeholders.

### Productivity Olympics

<b>Country</b>	Philippines
<b>Region</b>	All
<b>Sector</b>	Micro, small and medium-sized enterprises
<b>Description of the good practice</b>	The Productivity Olympics is a national award bestowed by the Department of Labor and Employment every two years and aims to showcase best productivity improvement programmes; to intensify national awareness and commitment to quality and productivity; and to promote OSH towards zero accidents in the workplace.
<b>Years of implementation</b>	Biennial, since 2008
<b>Source</b>	National Wage and Productivity Commission within Department of Labor and Employment
<b>Relevance</b>	Recognition system for good practices on productivity and OSH for MSMEs.
<b>Effectiveness</b>	The practice promotes improved labour and enterprise productivity while ensuring just and humane work conditions.
<b>Sustainability</b>	The Productivity Olympics recognition (which is conducted every two years) is coupled with training services to build up the capacities of workers and enterprises on productivity and OSH.
<b>Transferability</b>	The programme activities can be adopted by enterprises in other countries.
<b>Innovativeness or creativity</b>	The innovativeness is the integrated approach to OSH and productivity.

<b>Multisectoral and interagency cooperation and partnership</b>	The Productivity Olympics involves tripartite partners.
<b>Human rights and ethics</b>	The Productivity Olympics recognizes OSH as a fundamental right for workers.
<b>Gender sensitivity</b>	The practice engages women and men workers.
<b>Notes (lessons learned)</b>	Productivity tool kits can be scaled up to integrate innovative but practical OSH measures to address the specific needs, conditions and characteristics of microenterprises.





**Singapore**

## Singapore

The StartSAFE Project was developed and launched by the Workplace Safety and Health Council in 2016 and continues to offer free onsite workplace safety and health assistance visits to SMEs to impart risk management know-how. It involves a walkthrough of a workplace to guide employers and workers on how to identify hazards and then recommend appropriate control measures.

### StartSAFE Project

<b>Country</b>	Singapore
<b>Region</b>	All
<b>Sector</b>	Small and medium-sized enterprises
<b>Description of the good practice</b>	The StartSAFE Project offers free onsite workplace safety and health assistance visits to SMEs to impart risk management know-how, to guide employers and workers on identifying hazards in their context and then recommends control measures.
<b>Years of implementation</b>	2016 to present
<b>Source</b>	Workplace Safety and Health Council website <a href="http://www.tal.sg/wshc/programmes/startsafe">www.tal.sg/wshc/programmes/startsafe</a>
<b>Relevance</b>	StartSAFE is designed specifically for SMEs.
<b>Effectiveness</b>	Around 2,500 SMEs have participated in the StartSAFE Project since its inception, with an estimated 7,200 incidents prevented.
<b>Sustainability</b>	The project is dependent upon government funding, although 17 per cent of enterprises visited thus far have continued their workplace safety and health journey with bizSAFE.
<b>Transferability</b>	This model is used for the low- and medium-risk sectors. It can be easily scaled up.
<b>Innovativeness or creativity</b>	The project uses a vendor-developed application to facilitate the workplace visits.
<b>Multisectoral and interagency cooperation and partnership</b>	The Workplace Safety and Health Council collaborates with individuals from the industry, unions, trade associations and agencies to promote StartSAFE.
<b>Human rights and ethics</b>	
<b>Gender sensitivity</b>	The practice engages men and women workers.
<b>Notes (lessons learned)</b>	The key to success of the practice has been its tailored, hands-on assistance offered free-of-charge.













**Thailand**

## Thailand

The Occupational Safety and Health Division of the Department of Labour Protection and Welfare achieved the improvement of OSH in small-scale family-run agriculture workplaces by applying the Work Improvement for Neighbourhood Development (WIND) tool. The training programme has been integrated into the national OSH policies and programmes, thus ensuring its sustainability.

### OSH Improvement in Small-scale Farms

<b>Country</b>	Thailand
<b>Region</b>	South-East Asia
<b>Sector</b>	Agriculture
<b>Description of the good practice</b>	OSH for small-scale farmers in the informal economy was improved in a sustainable manner by applying the Work Improvement in Neighbourhood Development (WIND) training programme.
<b>Years of implementation</b>	2008 to present
<b>Source</b>	Occupational Safety and Health Division within the Department of Labour Protection and Welfare
<b>Relevance</b>	The practice targeted workers in small-scale farms in the informal economy.
<b>Effectiveness</b>	The training enables small-scale farmers to learn good examples of low-cost OSH improvements that they can afford.
<b>Sustainability</b>	The improvements are at low-cost and use locally available resources.
<b>Transferability</b>	The WIND programme is already applied globally.
<b>Innovativeness or creativity</b>	The practice cultivates leadership of informal workers.
<b>Multisectoral and interagency cooperation and partnership</b>	The practice engages relevant government agencies, social partners and NGOs.
<b>Human rights and ethics</b>	The health and safety of workers are promoted.
<b>Gender sensitivity</b>	The programme emphasizes the need to invite both women and men to participate, primarily the wife and husband in each household.
<b>Notes (lessons learned)</b>	The integration of WIND into national OSH policies and programmes further ensures the training's sustainability and wider application.

OSH improvement among small-scale farm in Thailand	Before and after	
Access to worksite		
Storage of tools		
Handling materials		
Labelling for safety		
Electricity safety		



**Vietnam**

## Viet Nam

SMEs accounted for 97.6 percent of all enterprises in the country in 2020, or around 800,000 businesses. Also in 2020, more than 5.14 million individuals were running household businesses, employing some 20.9 million informal labourers. The five-year National OSH Programme, currently in its fourth iteration (2021–25), prioritizes OSH promotion in SMEs and the informal economy with such activities as:

- wide propaganda: communication projects (integrated into reality TV shows);
- deep propaganda: training (ILO’s Participatory Action-Oriented Training programme), consulting and guiding enterprises to implement an OSH management model.

### Improvement Support Programme at Households

<b>Country</b>	Viet Nam
<b>Region</b>	Van Du Commune, Doan Hung District, Phu Tho Province
<b>Sector</b>	Wood-processing household and small and medium-sized enterprises
<b>Description of the good practice</b>	The programme assisted wood-processing households in the selected commune to make improvements on electricity and machine safety, working environments, chemical storage and first aid, through training and the provision of personal protective equipment (PPEs).
<b>Year of implementation</b>	2020
<b>Source</b>	Department of Work Safety, Ministry of Labour, Invalids and Social Affairs
<b>Relevance</b>	The programme focused on OSH improvements at the household level using local resources and experience.
<b>Effectiveness</b>	<ul style="list-style-type: none"> <li>• 20 households participated in the programme</li> <li>• 107 enterprises improved their working conditions</li> </ul>
<b>Sustainability</b>	The programme built up local SMEs’ capacity to apply good practices on OSH.
<b>Transferability</b>	The programme can be easily replicated by communities.
<b>Innovativeness or creativity</b>	The practice involved a bipartite mechanism.
<b>Multisectoral and interagency cooperation and partnership</b>	The practice involved tripartite partners.
<b>Human rights and ethics</b>	The programme recognized that OSH is a fundamental right for workers and thus applied training on OSH improvements in SMEs, especially in household enterprises.
<b>Gender sensitivity</b>	Because the programme was implemented at the household level, it engaged women and men workers.
<b>Notes (lessons learned)</b>	<ul style="list-style-type: none"> <li>• Commitment of the registered businesses and households to improve OSH was a key. This could be partly attributed to the provision of PPEs.</li> <li>• A variety of activities were conducted to improve working conditions.</li> <li>• Engagement of local authorities facilitated the programme implementation.</li> </ul>

## Conclusion

Through their own unique and innovative initiatives and programs, ASEAN Member States have made considerable progress in their effort to promote and strengthen occupational safety and health standard for workers in Small and Medium-sized Enterprises and informal economy sector. Given the fact that a substantially large proportion of workers in Southeast Asia are employed in these enterprises and sector, these initiatives are paramount to ensure safe working conditions and decent works for workers, improve their productivity and quality of life, and consequently contribute to the national and regional development.

These good practices serve as some of examples of several good works being done in this area across the region. To realise ASEAN-OSHNET's vision of *"fostering a safe and healthy work environment, productive and competitive workforce, and better quality of life for all workers*, it is important that ASEAN continue utilizing and expand the implementation of these initiatives, as well as set out new policies and programs to improve OSH in SMEs and informal economy. In addition, ASEAN needs to further enhance continue their collaboration through knowledge exchange and capacity building.

Several tools such as ILO PAOT can be utilized and are being to applied in several countries. There are many other ILO tools that should be adopted and used in other sectors, including WISE for small enterprise workers and WISH for home workers, as well as those addressing specific hazards and risks.

ASEAN Member States can continue documenting their good practices and lessons learned through these experiences, including what tools are particularly effective. The documentation of these practice can be shared so that Member States continue to learn from one another and enhance OSH standard for its workers.







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