



NEWSLETTER

On Occupational Safety and Health & Working Environment

NUMBER 2, 2016

National Institute of Labour Protection of Vietnam-CIS/ILO Collaborating Centre

Signing ceremony Agreement on Occupational Safety and Health Between the National Institute of Labour Protection, Vietnam and the Korean Industrial Safety Association, Korea

Tran Bich Ha

With support and permit of Vietnam General Confederation of Labour (VGCL) the National Institute of Labour Protection, Vietnam (NILP) and the Korean Industrial Safety Association, Korea (KISA) agreed to sign the Memorandum of Understanding on occupational safety and health co-operation on the 11th August, 2016 in Hanoi, Vietnam.

Attending the signing ceremony there were:

- Mr Do Tran Hai, member of VGCL presidium, NILP director general;
- Mr Young Kee Kim, KISA's chairman;
- Representatives of both sides, NILP and KISA;
- Mr Nguyen Van Ngang, Deputy president of VGCL;
- Ms Hoang Thi Thanh, member of VGCL presidium, director of international department of VGCL;
- And reporters of some press, newspapers come to write down the event.

At the ceremony, Mr Do Tran Hai gave some information about Korean investment in Vietnam: there are 5,273 projects with registered capital of 49 USD billions, taking the first place for the total registered capital and projects among 115 nations invested into Vietnam. The FDI business of Korea is important component of Vietnamese economy, employing about 700,000 employees and contributing more than 25% total export value of Vietnam. The FDI investment of Korean companies into Vietnam continues increasing with more employment of Vietnamese workers. In Korea, there are about 45,000 Vietnamese workers; Vietnam is the leading foreign country that has the most workforce in Korea. With large number of Vietnamese employees in both countries, Vietnam and Korea, the ensuring occupational safety and health for them is very important issue that has to be paid more attention from all levels of management of the country.



Giving speech at the ceremony, Mr Young Kee Kim hopes the co-operation between NILP and KISA will achieve good success. He also informs that KISA will give financial support for NILP staff who are nominated to Korea to be trained within 6 months and hopes those people will be a good contacting point and promoters for further co-operation between two organizations.

Representing both sides, Mr Do Tran Hai, NILP director general and Mr Young Kee Kim, KISA's chairman had signed the Memorandum of Understanding (MoU) on OSH co-operation. According to the MoU both sides will strengthen co-operation by utilizing the capacity and resources of each side in order to develop syner-

gies and promote global disaster free society. The content of co-operation includes: technical support and training for accident prevention; Academic exchange such as joint research, organizing seminars; Information exchange such as training course, market trend and Promoting joint campaign for spreading safety culture.

Giving speech at the signing ceremony Mr Nguyen Van Ngang, Deputy president of VGCL highly appreciated the help and support given by the Korean government to Vietnam for the activity of cooperation and development. He emphasized that VGCL welcomes and supports the signing Memorandum of Understanding between two organizations. VGCL hopes relationship between NILP and KISA

will develop and strengthen and be accompanied with practical activities in order to contribute to the course of occupational safety and health and development of both countries, Vietnam and Korea. Especially, the co-operation between NILP and KISA will bring benefits for employees at workplace.

Since 2000, the relationship between NILP and KISA had been established and begun with many activities, practically and efficiently. It's pity that this relationship has been interrupted for a while. The re-connection of the relationship this time will promise to push the co-operation between two organizations on new stage of development for the sake of safety and health of employees in Vietnam and Korea.

The National Programme of Occupational safety and health in the period of 2016 - 2020

Bui Thi Xuan Dai

The National Programme of Occupational Safety and Health (for short, called the Programme) in the period of 2011-2015 has got a lots of encouraging achievement. The activities of the Programme have active effects on reducing occupational accidents and raising awareness of employers. Through surveying enterprises it showed that employers have more attentions to working conditions and employees are also aware of protecting themselves and seriously following the rules of occupational safety.

To continuing achieved results

of the Programme of 2011-2015, it is necessary to set up the next Programme for the period of 2016-2020 to contribute to the environmental protection and sustainable development of the country.

The Prime Minister has approved the Programme for the period of 2016-2020 on 5th January, 2016 with the following objectives:

General objective

Taking care of working condition, reducing pollution of working environment; preventing occupational accidents and diseases,

taking care of workers' health; raising awareness and following legal regulation of labour protection, securing workers' life, property of state, business, organizations, contributing to sustainable development of the country.

Particular objectives through 2020

- Annually reducing by 5% fatal occupational accidents in the next five years.

- Above 50% of employees at high risk of suffering occupational diseases will be re-diagnosed for occupational diseases; more than 70% large-sized and 30% SMEs having high risk of suffer-

ing occupational diseases will be monitored for working environment.

- Average annually increased to 2,000 SMEs that apply the basic contents of OSH management system; initially starting to build safety culture at enterprises.

- More than 90% of management staff, OSH officers and activists at district level and management department of industrial parks, export and high tech zones will be trained for raising capacity on occupational safety and health.

- More than 80% of employees of highly strict requirement for OSH, 80% of OSH activists of medical services, 90% of OSH activists at enterprises will be trained for occupational safety and health;

- More than 80% of staff of first aid, emergency at workplace will be trained for update skill of first aid and emergency.

- More than 80% of handy craft villages, 70% of collectives of high risks of work-related accidents and diseases will be to

assess to OSH information.

- 100% of employees who have work-related accidents and diseases and are recognized as victims of diseases will be treated and rehabilitated by law;

- 100% of cases of fatal accidents will be notified, investigated and settled by law.

The main contents of the programme

1. The activities of raising capacity and effectiveness of management of occupational safety and health including:

- Reviewing, amending and adding legal documents, standards, regulations on OSH.

- Ongoing study to integrate our standards to those of International Labour Organization (ILO) for OSH.

- Raising capacity and effectiveness for controlling quality of the products, of inspection system, monitoring safety and health.

- Investigation, statistics and evaluation of occupational accidents and diseases, technical incidents that cause serious acci-

dents; strengthening state data base on OSH;

- Implementing OSH management system at business, enterprises and handy craft villages that have high risks for work-related accidents and diseases.

2. The activities of raising capacity of occupational health, taking care of employees' health at workplace including:

- Implementing measures to prevent popular occupational diseases at businesses and enterprises that are at high risks of diseases.

- Training to raise capacity of diagnosis, treatment and rehabilitation for injured victims; raising professional competence of monitoring of working environment and evaluating hazardous factors;

- Training of professional competence for health worker who work at business and enterprises; training for those who take responsibility for first aid and emergency at workplace;

- The activities for prevention, reduction and remedy of consequences of occupational diseases, especially TNT poisoning in national defence enterprises.

3. The activities of promotion, education, training and consulting on occupational safety and health including:

- Raising capacity of training, consulting centers for occupational safety and health;

- Strengthening curriculum, training materials and communication; providing further training, fostering extending network of trainers, promoters of occupational safety and health;

- Implementing OSH training courses; consulting and technical



fostering for improving working condition of those enterprises that are target of the Programme.

- Raising effectiveness of OSH mass movement.

The measures to implement the programme

1. Mechanism and policy

- Creating favorable condition for employers, employees proactively to implement measures to ensure safety and health, to improve working conditions, to apply advanced OSH management system, to build safety culture;

- Encouraging enterprises, business, organizations and individuals as in home and overseas, foreign countries to take part in providing resource, knowledge and experience to implement activities of improving working conditions and taking care of workers' health;

- Implementing the policy of facilitating OSH information, education and training for employees who are not bound to labor contracts;

- Studying and proposing flexible policies on social insurance for occupational accidents and diseases ;

- Pushing forward socialized services in the field of occupational safety and health, especially the services on technical verifying of occupational safety, OSH training and working environment monitoring;

- Strengthening co-ordination between state agencies and business, enterprises and individuals who participate in the Programme;

- Strengthening integration of the activities of the National OSH Programme with other Target Programmes and the National Target Programme;



- Bringing into play all monitoring systems, evaluating effectiveness of implementing the OSH programme.

2. Information and promotion

- Strengthening the information and promotion activities so that employers and employees, other organizations and individuals participate in implementing and responding to the programme activities;

- Continuing renewal of contents and various forms of information and promotion in order to raise awareness and responsibility of employers, employees and community on occupational safety and health.

3. International co-operation

- Strengthening international co-operation in order to raise fund in the regions for OSH;

- Sharing information and experience in the field of occupational safety and health, especially with ASEAN countries;

- Continuing applying ILO's OSH standards that Vietnam has ratified and approved.

4. Science and technology

Strengthening researches and application of OSH science and technology for preventing and handling the hazardous factors in industries and professions that have high risks of work-related accidents and diseases (exploiting and processing mineral ores, metallurgy, chemicals, construction and others).

Conclusion

The National OSH Programme in 2016-2020 period is really motivation for occupational safety and health which is to protect workers' health and ensure sustainable development of enterprises; speeding up ensuring OSH at national level that is appropriate with Conventions and Recommendations of International Labour Organization (ILO) that Vietnam has ratified and approved, including Convention 155 on occupational safety and health and working environment and Convention 187 on promotional framework for occupational safety and health.

Building and developing Safety Culture in production in Vietnam

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VOSHA Honor President*

1. Preface

Building and developing Safety Culture in production is inevitable tendency and necessary of all countries in the world including Vietnam in order to meet the occupational safety and health (OSH) development and be tailored with globalization and international integration which are now stronger and wider.

To build and develop Safety Culture in production in Vietnam to get good success, it is necessary to do research theoretical and practical basis of Safety Culture, analyzing the Safety Culture development of the world in combination with practices in Vietnam; based on these, it can result in giving full concept of Safety Culture in production suitable with Vietnam condition. Using these results, build the model of Safety Culture, apply it into practice then try to complete the model so that it can be widely applied in Vietnam.

The National Institute of Labour Protection (NILP) in cooperation with Vietnam Occupational Safety and Health Association (VOSHA) conducted the research: "Studying theoretical and practical basis and building the model of Safety Culture in production in Vietnam" in 2013-2015 period to solve the above problems.

2. The main achieved results

The authors of the research conducted many activities focusing on the following issues:

2.1. Studying theoretical and practical basis of safety culture in production

- The authors collected materials related with Safety Culture that have been studied by many researchers in the world, then deeply analyzing to find out their basic, common and most logical points of these researches in the world. Also, authors conducted survey on awareness and result of application of Safety Culture in enterprises in Vietnam. Combining all these activities, the authors come to conclusion about the view point, requirement and content of Safety Culture in production and give the basis of definition of safety culture in production in Vietnam.

- To have full definition of Safety Culture in the production which reflects practices in Vietnam and also satisfies the concepts and definition that are given in international literature, the authors address many issues relating with basic viewpoint and requirement to build and develop Safety Culture in production in Vietnam. They are as follows:

+ Building and developing Safety Culture in production in Vietnam is inevitable tendency because Vietnam tries to become industrialized country and internationally integrated;



+ Vietnam government has the point of view and policy supported to build and develop Safety Culture in production;

+ Closely following natural condition, people feature, level of socio-economic development, tradition and culture character of Vietnam to build Safety Culture suitable with Vietnam;

+ It needs to consider Safety Culture as core value, basic content of OSH in new human civilization period and an important content of enterprise's production culture.

2.2. The concept and definition about safety culture in production in Vietnam

Until now there has been no full definitions on Safety Culture in production in Vietnam. When addressing safety culture it often cited the conclusion of ILO conference taken place in June, 2013 to explain this concept in Vietnam. However, we would like to have it more clearly and feasible to apply in Vietnam condition.

Before giving a definition, the authors agree on the basic points as follows:

- From the aspect of political, social and economic points, to have good Safety Culture in production all level of authority, management, employers and employees it should have correct perception, respect rights of human in ensuring OSH as basic and important rights;

- From the aspect of mental, social ethnic and traditional values, it needs to have attitude of humanity, responsible and self-conscious behavior with shared and co-operative love in OSH;

- From the aspect of legislation, all individual and organiza-

tions, especially employers and employees should commit to follow well OSH regulations and policy;

- From the aspect of behavior and response, it needs to have action program and measures to ensure OSH while prioritizing prevention measures as leading ones.

Based on these, the authors give the following definition of Safety Culture in production in Vietnam:

Safety Culture in production in Vietnam is principal content and core value of OSH activity in every enterprise where all people have correct perception on OSH, considering to have good safety and health, no accidents and diseases is the basic and human rights that need to be respected. People should know well about the stipulation of OSH regulation and policy as well as traditional values of Vietnam and need to have correct attitude and behavior, recognizing responsibility, obligation and clear commitment, being self-conscious and co-operative to implement well OSH and action plan, giving priority to

prevention measures; timely evaluating and reviewing so that OSH continuously is improved. Thus, OSH is a career of culture, humanity, suitable with new era of development and becomes invaluable treasure and tradition of enterprise.

This is a full definition of Safety Culture in production in Vietnam. In particular circumstances, after having good understanding of Safety Culture concept, the definition can be shortened, emphasizing just on some main points for easy memory.

2.3. Building the model of safety culture in production

- To build a model of Safety Culture in production, the authors have to set up criteria of the model so that it covers all invisible value of enterprise which has safety culture not only shows the safety climate but also shows that core and basic activity from OSH perception and belief to OSH measures and action results of enterprise.

The criteria of the model of Safety Culture in production needs to cover as follows:



(1) OSH policy of enterprise, the commitment of leadership on OSH;

(2) Knowledge, attitude and belief of all people of enterprise. Bringing into play national tradition, cultural character of Vietnam in implementing OSH;

(3) Clear responsibility and obligation of all people, especially employers and employees on OSH;

(4) Having all OSH records, especially clarifying all hazards that workers are exposed to and measures available to control them;

(5) Having had OSH management system;

(6) Having OSH action plan (includes policy, administration, technological measures, budget, manpower to implement OSH), while prioritizing prevention measures as leading ones.

(7) Participation of employees, trade union who is their representative;

(8) Having good method of receiving OSH information for everyone. Having good OSH promotion and training for all target people.

(9) Having good audit, monitoring and evaluation on OSH at enterprise level;

(10) Having good notification, investigation and reporting on occupational accidents and diseases, ensuring publicity, clearance on occupational accidents and diseases and other incidents;

(11) Timely evaluation and review to improve OSH activity;

(12) Respecting and awarding those who have good OSH achievement; and fining those who violate OSH regulation;

- The authors also proposed method to classify level of Safety Culture level of enterprise.

+ Level of Safety Culture: after referring experience of authors in the world, we proposed 5-level of Safety Culture of enterprise. For each level, enterprise should satisfy criteria in responding; the highest level is 5 which is almost perfect in OSH implementation and continuous improvement;

+ The authors have proposed groups of criteria and marking-scheme to evaluate level of Safety Culture of enterprise. There are 4 groups of criteria including 23 criteria and marking scheme of 50 corresponding 5 levels of Safety Culture of enterprise.

2.4 Application of proposed model into practice

- At first, the authors prepared the guidance what needs to do to apply the model of Safety Culture in enterprise. There are 10 tasks needed to do, from setting up the plan, selecting enterprises for case study, forming team, learning the content and to training team staff, employers and employees about the main points of the model; conducting activities, monitoring and evaluating the result of application; learning experiences and giving the level of Safety Culture to enterprise and writing final report;

- The authors selected 04 enterprises with different products and scope of production, level of technology and located in different areas of Vietnam for case study;

After around 18 months of application, the authors have good experience and knowledge to supplement and improve the model of Safety Culture of enterprise.

- First time in Vietnam, the topic of Safety Culture has been fully studied, from theoretical and practical basis of Safety Culture, giving definition, fully and generally on Safety Culture of enterprise to building the model of Safety Culture of enterprise that can be applicable to Vietnamese condition, applying this model into enterprises, having experiences to improve it for wider application in the future;

- The authors have compile promoting materials to introduce Safety Culture for Vietnamese people, to compile and produce CDs on Safety Culture of enterprise in Vietnam;

- The authors have set up petitions to government of Vietnam and other governmental agencies proposing them to have policy to build and develop Safety Culture of enterprise in Vietnam more strongly and widely in the future;

- The results of our research contributes to diversifying researches and applications of Safety Culture of enterprise in the world and also contributes to development of occupational safety and health in the period of wide globalization and international integration at present.

3. Conclusion

The information presented in this paper is result of almost 3-year study of Vietnamese scientists with hope that Safety Culture in production is at attention and more developed in Vietnam, not only contributing to social-economic development of Vietnam but also contributing to OSH development in the world, in the sake of safety and health of employees-the most valuable treasure of all countries.

Vietnam issued Decrees detailing guidance of implementation of OSH law

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The National Assembly of Vietnam approved the Law on Occupational Safety and Health (OSH Law) on 25th June, 2015. To bring the Law into practice, Vietnamese government has promulgated many legal documents to guide implementation of OSH law. The promulgation of guidance is necessary in order to create more feasibility of implementation and reduction of blockage during implementing the OSH Law. This paper introduces 03 decrees of guiding implementation of OSH Law.

1. Decree No 37/2016/NĐ-CP detailing and guiding the implementation of certain articles of OSH Law with regard to compulsory insurance for occupational accidents and diseases

This Decree addresses the following issues:

- Insurance fund of occupational accidents and diseases;
- Fostering education for workers who have been injured and suffered from occupational diseases to get new jobs;
- Condition, rate, profile and procedure of fostering medical examination and treatment for diseases; OSH training and rehabilitation;
- Rights and responsibilities of employers, employees and other related – organizations.

In these issues, there are some highlighted points:

Every month employer pays 1% salary fund for social insurance for employees who are governmental staff and Vietnamese workers that have labour contract with no limit time from 3 months and more and those having labour contract with limit time from 1 to up to 3 months. This does not include domestic workers;

Employee who has labour contracts with many employers has the right to get compensation for work-related accidents once in package or monthly based on total payment that employers pay for him/her for social insurance by the time the accident occurs but maximum is no more than stipulated by the law of insurance;

Employee who is retired or does not work any more for old jobs that have high risk of accidents or suffering from occupational disease is found to get occupational disease caused by hazardous factors of old jobs; he/she can come to see doctors for diagnosis for occupational diseases and if he/she is recognized as a victim of occupational disease, he/she can have 100% compensation for fees of this diagnosis.

In addition, the decree also stipulates the fostering fee for OSH training for employers and employees; fostering education for changing jobs and rehabilitation for victims of occupational accidents and diseases.



2. Decree No 39/2016/NĐ-CP detailing certain articles of of the Law on occupational safety and health

They are:

- Monitoring hazardous factors at workplace. Employer has to get monitored regularly the hazardous factors at workplace; employer has responsibility to set up plan, check and review the effectiveness of the measures of control for hazards, minimum once a year; for business and enterprises, the check should be carried at team-work level;

- Notification, investigation, statistics and report of work-related accident, technical incidents causing work-related accident and incident causing serious work-related accident. The decree clearly stipulates how to classify the accidents for easy notification and investigation; stipulates the time, form of notification and how to form investigation team and procedure of investigation. The decree also stipulates notification, investigation, statistics and report of work-related accident of employee who works oversea; it stipulates how to cooperate between organizations in especial case; it stipulates notification, investigation, statistics and report of technical incidents causing work-related accidents and incident causing serious work-related accidents; it stipulates expenditure of accident investigation and policy of compensation for injured victims in case of accident taken to the criminal course;

- OSH for aging employees, sub-contracted employees, employees who are student, or those working in sport and art fields. The decree stipulates the condition that must be followed when employing aging people for



job or occupation with heavy, toxic or dangerous tasks; stipulates the responsibility of business when do sub-contract based on article 65 of the OSH Law adding new items for better protection of sub-contracted employees. In addition, the decree also stipulates to foster educating establishment for students injured when they carry out apprentice including service for first aid, emergency and medical fees and financial support. In addition, the decree also addresses ensuring OSH for those who work in the field of sport and art.

- OSH to business and enterprise; state management on OSH. The decree stipulates the responsibility of management board of industrial, export and high-tech parks for OSH issues; stipulates how to form OSH team or OSH committee/council.

3. Decree N0 44/2016/NĐ-CP detailing certain articles of the Law on occupational safety and health about OSH technical verification, training and monitoring of working environment

3.1 OSH technical verification

Besides of stipulation on the condition for issuing Certificate recognizing satisfaction of verification, guiding to form profile to get Certificate, procedure and authorization to extent and re-issue Certificate as well as responsibility of verifying organization, the decree also stipulates the responsibility of individuals or organizations who use equipment, machines with strict requirement on OSH should have verified them before use and regularly verified during the time of use and only use them if they satisfy all requirement of verification.

3.2 OSH training

The decree details the content of OSH for each target group: (i) OSH management; (ii) OSH officers; (iii) employees doing the jobs with strict requirement on OSH; (iv) employees of criteria (1, 2 and 3); (v) medical workers; (vi) OSH activists. The decree stipulates on fostering financial support for training of employees who are poor, nearly

poor, just out of poor, minority group ect and non –labour contracted people when they do the job required strictly on OSH.

3.3 Monitoring of working environment

The decree clearly stipulates monitoring of working environment: condition, profile, procedure to carry out monitoring of working environment. The condition that must be satisfied is: it should be a non-productive organization or business that provides service of monitoring of

working environment with enough manpower and equipment, chemicals to meet minimum requirement for operation of monitoring activity.

4. Conclusion

These new decrees create the legal platform to implement the Law on occupational safety and health at governmental and local levels. However, to implement the Law effectively it must be got mobilization and agreement of all management levels, industries, trade union and social

- political organizations, publics groups for achieving OSH objectives. In its function, all organizations and associations should promote their members and employees to follow OSH regulations; they should participate in monitoring and checking the implementation of the OSH Law. Employers and employees also proactively are equipped with knowledge and skills on OSH; fulfilling all their rights and responsibilities that are stipulated in the Law on occupational safety and health.

Study on designing, producing and applying effervescent atomizer in spraying system for dust suppress in production of lime stone for construction material

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During processing lime stones for construction material it generates and emits dust containing silica particles to the working and surrounding environments. Employees exposed regularly to silica dust have high risk of chronic respiratory problem, silicosis, lung tuberculosis and lung cancer. The dust control has deciding significant in prevention and elimination of suffering and developing diseases related with silica dust.

At present, in the world the following measures of dust control are recommended: (i) local ventilation to catch and filter dust; (ii) dust suppress at the source by spraying system. In principle,

local ventilation to catch and filter dust at source is better than the later one because it can eliminate dust before it emitting to the environment. However, installation of ventilation system requires big

investment and some time is not efficient because of affecting factors, for example cross-wind that brings dust out of hood. Therefore, dust suppress at source by spraying is the good

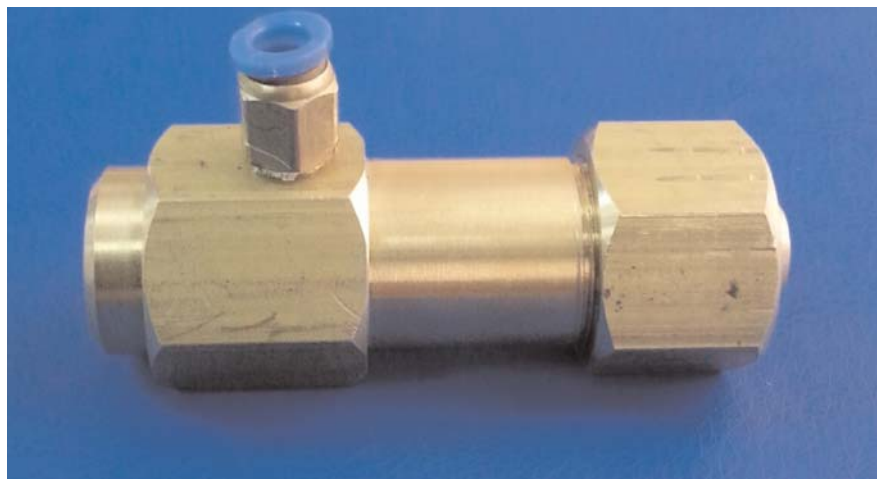


Figure 1: Picture of effervescent atomizer

choice, both economical and technical, especially for Vietnam at this time. The point is that it needs to carry out study on designing and producing effervescent atomizer with high quality to have good efficiency of dust suppress. The National Institute of Labour Protection (NILP) is to assign to do the research on this issue and apply to lime stones processing of construction material company. The figure 1 shows the picture of effervescent atomizer designed and produced by the NILP research group.

The result of measuring diameter of droplet of water by interference photograph method shows that the diameters are ranged from $6.2 \mu\text{m}$ to $62 \mu\text{m}$, average diameter Sauter SMD (d_{32}) from $19.7 \mu\text{m}$ to $25.5 \mu\text{m}$. The research in lab also determines the spraying angle is $20 - 220$ and the maximum length of spraying jet is from $1,500$ to $2,000$ mm. Regarding to diameter of droplet, effervescent atomizer meets well with requirement of dust suppress because the size range of droplet covers the recommended range of droplets for dust suppress ($10 - 100 \mu\text{m}$). In addition, the angle of spraying jet is small ($20-220$) therefore air amount involved in the jet is low resulting in high efficiency of dust suppress.

The application of effervescent atomizers to dust suppress for jaw crusher of lime stones of Cam Pha exploiting and producing construction materials company serves to determine the condition of operation of spraying system as follows:

- Pressure of compressed air: $P=0.5 \text{ Mpa}$;
- Flow rate of compressed air: $Q_G = 25 \text{ l/min}$;
- Flow rate of water: $Q_w = 1.05 \text{ l/min}$;

- Ratio air/water GLR=0.03;
- Average diameter Sauter SMD (d_{32}): $42 \mu\text{m}$;
- Angle spraying jet: ($20-220$);
- Length of spraying jet: from 800 to $1,200$ mm;
- Diameter of spraying jet at above length: $300 - 450$ mm;
- Efficiency of dust suppress at source: 89.7% ;
- Dust concentration at 6 m from jaw crusher reduced of 48.3% in comparing to not using spraying system.

In short, effervescent atomizer has been designed, produced and applied successfully in practice. The effervescent atomizer needs to be applied widely to improve working condition for industry of exploiting and producing lime stones of construction material as well as for other industries such as ore exploitation and production, coal mining, construction, etc.



a) Before the operation of atomizing system



b) After the operation of atomizing system

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Some pictures of Signing ceremony Agreement on Occupational Safety and Health Between NILP and KISA



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