



NEWSLETTER

On Occupational Safety and Health & Working Environment

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Viet Nam National Institute of Occupational Safety and Health - VNNIOSH

THE PRESIDUM OF VIETNAM GENERAL CONFEDERATION OF LABOUR WORKS WITH VIET NAM NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH



The Presidium of Vietnam General Confederation of Labour works with Vietnam National Institute of Occupational Safety and Health

On 20 February 2020, in the afternoon, the Standing Presidium of Vietnam General Confederation of Labour (VGCL) has worked with the Vietnam National Institute of Occupational Safety and Health (VNNIOSH), the meeting presided by Mr. Nguyen Dinh Khang, Member of Party's Central Committee, President of VGCL.

Attending the meeting were Mr. Tran Thanh Hai, Standing Vice President of VGCL and Vice Presidents: Mr. Tran Van Thuat and Mr. Ngo Duy Hieu; the leadership of VGCL's departments and the leadership of VNNIOSH.

At the meeting, a report was presented by the leadership of VNNIOSH on performance results of the Institute in 2019, plans and tasks in 2020 and the OSH strategy for the stage of 2021-2030. Accordingly, in 2019, 23 projects of all levels have been accepted and assessed in which the State level independent project DTDL.CN06/15: "Assessing workload, nutritional needs, portion and establishing a set of criteria for nutrition and food safety of shift meals for workers in some sectors" has been completed. This scientific project is really practical and necessary, the findings from the project contribute to the scientific fundamentals to propose policies in order to prevent benefit and health of the workers and applied at some businesses.

Regarding the state management on environment protection, VNNIOSH has successfully completed the task of 2019 on working environment monitoring at 85 enterprises of 10 industrial sectors across the country. The statistics from the monitoring activities is the basis for Ministry of Natural Resources and Environment to make National Environment Report on occupational environment and health. In addition, VNNIOSH has implemented services on working environ-

ment monitoring and analysis, ambient monitoring for over 1.500 enterprises across the country; organizing 314 OSH training courses for 27.600 people; organizing periodical and occupational health checking, occupational disease and medical tests for nearly 111.300 people at 300 enterprises and businesses.

Mr. Tran Thanh Hai, Standing Vice President of VGCL, accessed VNNIOSH has always been together with VGCL to contribute to the voice to protect the workers. Comrades from VGCL's Presidium recognized the efforts and results VNNIOSH has achieved in 2019 and supposed that VNNIOSH needs to concentrate on establishing a collective of active and creative scientific researchers and staff at every working positions; focusing on issues related to new technologies, female workers and occupational diseases, etc.

Mr. Nguyen Dinh Khang highly appreciated VNNIOSH's achievements in 2019, especially the findings of the State level independent project DTDL.CN06/15 which is so helpful for the workers. He commanded VNNIOSH to urgently establish self-financed project. Besides, VNNIOSH should actively establish the development strategy and work with Ministry of Science and Technology to put the strategy into the national science and technology development strategy. Closely coordination with Ministry of Science and Technology and Ministry of Natural Resources and Environment, other institutes and universities in researching and conducting activities of VNNIOSH. Increasingly coordinate with departments of VGCL on media activities to promote VNNIOSH research findings. Continue to promote international cooperation activities. Raising the capacity of staff, having appropriate policies to create motivation for young staff in response to the requirement of the integration period.

Vietnam General Confederation of Labour (VGCL) implements activities to support workers during COVID-19 pandemic

Ho Thi Kim Ngan

Deputy Head of Labour Relations Department, VGCL

Since the beginning of 2020, the world has faced the acute respiratory infections caused by Corona virus (COVID-19). The pandemic has been increasingly complicated and unpredictable. As of May 12, 2020, there have been 4.268.490 cases of COVID-19 infection worldwide and 287.463 deaths. Meanwhile, in Vietnam, thanks to the determination of the Party, the Government and the political system in preventing the pandemic from the early days, with the motto "fight the pandemic as though an enemy", Vietnam has been able to control the disease. As of May 12, 2020, there have been 288 cases of COVID-19 in Vietnam, the number of people who have recovered is 249 and no deaths.

However, the pandemic has been continuously affecting the economy, production and business activities of enterprises, particularly the work, life and income of union members and labourers.

According to the reports of the provincial, municipal and industrial confederations of Labor, up to now, about 20% of enterprises had to cut production scale; implement extended interval between shifts and alternate-day duty roster; postpone or terminate labor contracts, mainly in the fields of tourism, accommodation, catering, textiles, footwear... It is estimated that COVID-19 has directly affected the employment and income of 2.1 to over 3.0 million workers, and directly affected about 20 million people, turning their lives harsher and requiring State support.

While confronting the negative impact of the COVID-19 pandemic, trade unions at all levels throughout the country have been actively and fervently in coordinated efforts with involved agencies and employers to remarkably prevent and control the pandemic.

Regarding the direction:

Since January 29, 2020, the Party Committee and Presidium of the Vietnam General Confederation of Labor has issued many documents directing the strict implementation of the directives of the Politburo, Secretariat of the Communist Party, and Government on each specific stage of the battle against COVID-19 as follow: (1) Guidance on raising labourers' awareness on occupational safety and health during the pandemic. (2) Encouraging union members and labourers to participate in blood donation; (3) Instructing all levels of the trade union to provide workers with facemasks and disinfectants for handwashing; (4) Promoting donations, support, and encouragement to physicians, medical workers, army soldiers, police officers and appropriate authorities commencing prevention and control at the frontline. (5) At the same time, provide legal advice; assist labourers and union members who have their employment affected and their income greatly reduced, as well as those living in extremely difficult circumstances; using Trade Union financial sources. (6) Coordinating with the Ministry of Labor-Invalids and Social Affairs to send out documents to the provincial People's Committees to guide the localities in gathering resources to organize the Action Month for OSH together with the Workers' Month, reducing crowded activities to social distancing, reducing the risk of disease spreading.

Implementation results:

Based on the guidelines and instructions of VGCL, 100% of the provincial, municipal and central-level industrial trade unions have directed all levels of trade unions to seriously prevent and control COVID-19 with the spirit of "fight the pan-



Vice President of VGCL
Ngo Duy Hieu presents gifts to
workers of Hung Long II Garment
Joint Stock Company

demical as though an enemy”, secure the health and life of labourers.

Regarding production safety at the time of COVID -19 pandemic disease: Most grassroots-level trade unions have actively coordinated with employers to implement pandemic prevention and control measures, such as body temperature measuring, preliminary health-check for workers before coming to work; installing disinfection chamber at enterprises; equipping masks, hand-wash sanitizer for workers; creating partitions at shift dining table to avoid infection; provide enough drinking water and clean water for workers; ensure the safety distance within the factory, cafeteria, shuttle bus for workers, establish plans for workers to take alternate days-off and annual leave; arrange reasonable working shifts to ensure production safety during the COVID-19 pandemic.

Regarding solutions to support enterprises and workers facing difficulties due to the impact of COVID-19 pandemic: Standing shoulder to shoulder with enterprises to overcome the pandemic and stabilize employment, VGCL and provincial, municipal and industrial labor unions have implemented numerous solutions to support businesses and laborers, namely:

*) *At central level:* VGCL has issued Official Document no 245 / TLĐ on March 18, 2020 on delaying the payment of trade union fee for enterprises affected by COVID-19 until June

30th. Should the COVID-19 pandemic has not been relieved after the aforementioned time and enterprises continue to face difficulties, that time will be delayed until December 31, 2020.

- Direct the grassroots trade union to cooperate with the enterprise to ensure the income of workers and union members isolated by the disease, apply the annual leave wage to make sure that the income of workers is not lower than the regional minimum wage as prescribed under the law.

- As the pandemic is likely to be prolonged, affecting the employment and life of the workers, the Government’s support package valued more than 62 trillion VND, issued under Resolution No. 42 / NQ-CP, with targets including workers whose employment affected and income greatly reduced, is highly expected by union members and workers. However, there were cases where enterprises took advantage of the situation to fire workers en masse and enjoy the support package, instead of finding ways to overcome difficulties and maintain production. Facing this situation, the VGCL established a Task Force to research and assess the impact of the disease on employment and life of cadres and workers of the Trade Union, to propose policies and solutions to support union members and workers affected by COVID-19.

- VGCL contributed ideas to: (1) The Prime Minister's Draft Decision on implementing meas-

ures to support people in difficulties due to the Covid-19 pandemic, in order to deploy the support package of Government; (2) Contributed ideas to the Interim guidance on assessing the risk of disease transmission at production and business facilities, compiled by the National Steering Committee for COVID-19 Prevention and Control. (3) Propose the Standing Committee of National Assembly and the Government to consider the addition of a number of disadvantaged people whose income reduction is not subjected to the Government's support package, and proposed to allow enterprises and workers to pay health insurance premiums when suspending labor contracts without having to pay for health insurance by household.

- Currently, VGCL is also establishing a plan to deploy a direct support package to union members and workers with a total value of about 500 billion VND, taken from the financial resources of Vietnam Trade Union.

**) In localities and branches:* Numerous provincial and municipal confederations of labour have organized or directed the grassroots trade unions to hold conferences, seminars for exchanging, listening to ideas and recommendations in order to find ways to support the union members, workers and enterprises in difficulties.

- Extracting funds from trade union budget to timely support disadvantaged workers right from the beginning of the pandemic season, e.g the confederations of labour in Ho Chi Minh City, Hanoi, Dong Nai, and Da Nang supported teachers of non-public schools, union members, workers with serious illness, unpaid wages, job losses (with the budget of 1 million VND/ person).

- Encouraging landlords to exempt and reduce the fee of rent, electricity and water usage for union members and workers, e.g the confederations of labour in Binh Duong, Hai Phong, An Giang encouraged over 1,000 landlords to commit the exemption and reduction from 10% - 50 % of the rent for 2-3 months, the total amount of exempted and reduced rent money accumulated to more than 10 billion VND.

- Many provincial confederations of labor are encouraging and cooperating with enterprises, organizations and individuals to provide rice and

instant noodles, install "Rice ATMs", sell goods at discount prices, and shouldering workers in difficulties such as the labour confederations of Bac Ninh, Ca Mau, Can Tho.

- In addition, all union levels increase the operation of legal consultation, legal support for workers and union members on the regulations of contract postponement, unpaid leave, job discontinuation, termination of labor contracts for workers to fully and correctly understand the rights and obligations of themselves and the employers. Based on that, workers have the foundation to choose the appropriate plan, ensure their rights and limit the cases of self-resignation.

- Introduce the activities of the trade union's microfinance funds (CEP, national employment fund) so that workers can get preferential loans to solve some difficulties during the time of pandemic.

In addition to the aforementioned solutions, the VGCL Presidium also request the provincial and municipal confederations of labour to actively propose to the provincial and municipal Party committees in directing the provincial and municipal People's Committee to issue documents requesting the appropriate authorities to inspect, supervise the implementation of the law regulations for workers. Participate in implementing, inspecting and supervising workers supports in accordance with the Government's Resolution No. 42 / NQ-CP on April 9 2020, ensuring the the implementation was carried out timely, publicly, transparently and aimed at correct subjects. Promote activities to take care of, support in material and spiritual for disadvantaged labor groups. At the same time, actively support and seek funding, encouraging enterprises, benefactors, individuals, in donating materials to support workers in need, etc.

In the upcoming time, the Trade Union will continue further promoting its role of taking care of and protecting workers, supporting enterprises, actively coordinating with appropriate authorities to synchronous measures to support workers in quickly repelling the COVID-19 pandemic, stabilizing life, contributing to economic and social development.

Highlights in the Labor Code (Amended) in 2019

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On November 20th, 2019, the XIV National Assembly, 8th session officially adopted the 2019 Labor Code (Code No. 45/2019 / QH14) to replace the current 2012 Labor Code.

The 2019 Labor Code consists of 17 chapters and 220 articles, with many new contents and important changes taking effect from January 1, 2021. The 2019 Labor Code has expanded the scope and subject of adjustment, which are workers without labor relations and a number of separate standards. This latest revision of the Labor Code provides a better completed legal framework for employment relations, working conditions and representative functions of employers and employees. The revised Labor Code also focuses more on making voluntary collective bargaining, an essential tool for a socialist-oriented modern market economy in the far-reaching global integration.

The most important adjustment in the revised Labor Code is the possibility for workers in enterprises to establish or join a representative organization of their choice, not necessarily a member of the Vietnam Trade Union.

The improvements are shown in the new definitions of discrimination and harassment, allowing workers to unilaterally quit their jobs with appropriate prior notice. The Code also provides more detailed guidance on forced labor and juvenile labor, helping employers better understand what is allowed and not allowed by law, as well as helping to improve the capabilities of labor inspectors in consulting and enforcing laws in these areas.

Accordingly, the 2019 Labor Code has many new major contents for employees and employers, specifically as follows:

I. New articles directly concerning employees

1. For the first time, the scope of adjustment and the subjects of the Labor Code are extended to employees who do not have labor relations with respect to a number of labor standards.

2. Trade union rights and grassroots labor representation organizations (Articles 170-177). The employee has the right to establish, join and participate in activities of the representative organization of the employees including: grass-root Trade Unions (under Vietnam Trade Union), or the organization of workers at the enterprise. The representative organizations of workers are equal in their rights and obligations in protecting the legitimate rights and interests of employees in labor relations.

3. The parties may choose flexibly on probation (Article 24-27); The probationary content may be stated in a labor contract or a separate probationary contract. During the probationary period, each party has the right to cancel the signed probationary contract or agreed labor contract without prior notice and without compensation; Supplementing the provision of probationary period of no more than 180 days for the job of the enterprise manager in accordance with the Enterprise Law, the Law on management and use of state capital invested in production and business in enterprises.

4. Increase the flexibility in concluding, implementing and terminating labor contracts; Supplementing regulations to increase the identification of labor relations take place in reality. Permitting the use of the form of contract concluded electronically, with the value of a written labor contract; Abandoning seasonal contracts or a specific job, only two types of labor contracts remain being indefinite-term labor contracts and

definite-term labor contracts (not exceeding 36 months); The employee has the right to unilaterally terminate the labor contract without any reason but only need to notify in advance according to the time limit specified in the type of labor contract; The employee is entitled to request the employer to provide copies of documents related to his / her employment process upon termination of the employment contract, and the costs of such provision are provided by the employer.

5. Enhancing the flexibility and autonomy of the parties in the labor relations regarding wages through discussion and negotiation.

6. Being more flexible and harmonious in work time - rest time. Expanding the overtime frame by month from 30 hours/month to 40 hours/month; Specific regulations on cases of overtime from 200 hours to 300 hours in a year to ensure long-term benefits for workers; Additional one paid leave day adjacent to or before the National Day of September 2nd; In addition, supplementing the case when the employee is entitled to take personal days-off and still enjoy full salary.

7. Regulations on adjusting the retirement age according to the roadmap to prepare and respond to the aging population and satisfy the labor market needs (Article 169). The retirement age for workers under normal working conditions is adjusted according to the roadmap until they reach full 62 years for male workers in 2028 and 60 years for female employees in 2035. The right to retire earlier than 5 years-old shall apply to employees with reduced working capacity; doing heavy, hazardous and dangerous works; Working in areas with extremely difficult socio-economic conditions; The right to retire no later than 5 years of age applies to employees with high technical qualifications and some special cases.

8. Regulations related to female workers and ensuring gender equality (Articles 135-142) have been changed in terms of access to ensuring women's employment and labor rights, instead of restrictive regulations as in the current Labor Code 2012, in order to create conditions to expand employment opportunities for female workers while ensuring labor conditions and

standards; Completing regulations on maternity protection, ensure and create conditions for female workers to exercise their rights; Minimizing the prohibited rules. Supplementing the regulation that should the labor contract expires during the time of female employee's pregnancy or raising children under 12 months of age, they will be given priority to conclude a new labor contract.

9. More specific regulations on mechanisms to better protect specific labor groups, including disabled workers, juvenile workers, Vietnamese laborers working abroad, laborers doing housework; Foreign workers working in Vietnam are entitled to negotiate and conclude definite-term labor contracts in multiple occasions.

10. Regulations for elderly employees (Article 148-149). Identify the elderly employee as the person who continues working after the retirement age under normal working conditions (according to the roadmap for men aged 62 and 60 years old for women); Elderly workers are entitled to conclude labor contracts with definite terms; The elderly employee has the right to negotiate with the employer on shortening daily working hours or applying the part-time working regime.

11. The regulation on expanding the scope of application of a sectoral collective labor agreement or a collective enterprise collective bargaining agreement to encourage the application of more favorable agreements to workers.

12. Regulations on settlement of labor disputes and strikes (Articles 179-190) Specifying 3 types of labor disputes, namely: individual labor disputes; collective labor dispute on rights; Collective labor disputes on benefits. The "Labor Arbitration" is supplemented as an authority settling individual labor disputes (establishing the Labor Arbitration Board). Revising the process and procedures for labor dispute resolution, including the regulations on the participation of labor representative organizations in enterprises.

II. New articles directly concerning the employers

1. For the first time, the role of representing, protecting legal rights and interests, and taking

part in building the progressive, harmonious and stable labor relations of Vietnam Chamber of Commerce and Industry, Vietnam Cooperative Alliance and other employers' representative organizations was legalized (Article 7).

2. Enabling more flexibility in the employer's right to unilaterally terminate the labor contract in the following cases: (i) The employee is at the retirement age unless otherwise agreed; (ii) The employee quits his / her job without plausible reasons for 5 consecutive working days or more; (iii) The employee provides dishonest information when entering into a labor contract, negatively affecting the recruitment (Article 36).

3. The employer has the right to sign definite labor contracts on multiple occasions with laborers who are elderly people (Article 149) and labor-

ers who are foreigners in Vietnam (Article 151).

4. The State does not directly intervene in the wage policies of enterprises, but rather on the basis of negotiation and agreement between the parties; Enterprises actively build wage scales, payroll and labor norms (Article 93).

5. The regulation of periodical discussions at enterprises is raised to once a year (formerly once a quarter) (Article 63).

6. Enable flexible regulations on the registration of labor regulations by being able to authorize the specialized labor agencies of the district-level People's Committees (Article 119).

7. More flexible regulations on resolving dispute that facilitate both employees and employers.

Opening ceremony of the Action Month on occupational safety and health in 2020

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On the morning of May 8, 2020, the Vietnam General Confederation of Labor cooperated with the Ministry of Labor, Invalids and Social Affairs to hold the opening ceremony of the Action Month on occupational safety and health (OSH) in 2020 with the motto "Promoting the improvement of working conditions and control of OSH risks at the workplace".

The action month on OSH takes place from May 1st–31st 2020 nationwide. This is a very important annual activity in raising the awareness and compliance with OSH laws. At the same time, it promotes the implementation of solutions to improve working conditions, reduce the pollution of working environments, limit occupational accidents and diseases, take care of

workers' health.

This year, the opening ceremony of the OSH Action Month took place amid the impact of the COVID-19 pandemic. Therefore, improving working conditions and strengthening risk prevention measures are very important in order to create a safe and sustainable working environment. Thereby contributing to improving labor productivity and workers income.

Speaking at the ceremony, President of Vietnam General Confederation of Labor, Mr. Nguyen Dinh Khang proposed that all levels of trade unions and union members, workers nationwide promote their creative spirit to effectively carry out 4 core tasks as follow.



Firstly, widely implementing the 2020 Workers' Month with the topics of "High productivity - Occupational safety - High income", "Maintaining employment - Occupational safety - Stable income" with the topic of OSH Action Month to union members and workers.

Secondly, focus on drastically implementing solutions to ensure safety for union members and workers at the workplace, and to stabilize employment and income, to improve labor productivity; prepare the conditions to exert all efforts and accelerate when COVID-19 pandemic ends.

Thirdly, focus on taking care of and protecting workers facing difficulties due to job loss, job discontinuation or job termination, especially pregnant female workers who raising children, workers who are ill or sick, etc. Through specific and practical activities.

Fourthly, promote the dissemination, propaganda, encouraging union members, workers to stabilize their minds and cooperate with enter-

prises to overcome difficulties; continue to uphold the virtue of the Vietnamese working class, repelling the pandemic as a whole country.

Prior to that, in order to implement activities in the OSH Action Month, the Vietnam General Confederation of Labor issued plans and guidelines for implementing activities in response to the 2020 OSH Action Month at all union level. The core tasks set out in the 2020 OSH Action Month organized by Trade Union are:

- Diversify the forms of propaganda and dissemination of policies, laws and knowledge of OSH; employ education to raise the awareness and responsibilities of employers and employees in implementing OSH regulations, especially COVID-19 disease prevention and control.

- Promote movements to improve the effectiveness of mass movements in OSH activities such as: "Green - Clean - Beautiful, Ensuring OSH", "Workers for the Green - Clean - Nice city", movements of creative labor, technology improvement, working conditions improvements for workers ...; organize a green Sunday "For

occupational safety and health - for the health of workers", thus promoting the participation of employers and workers in ensuring OSH.

- Establishing, consolidating and formulating working regulations of the OSH network. Promote the development of quantity, improve the quality and performance of the OSH practitioners network in production facilities.

- Promoting the cooperation with MOLISA, Public Health and Social Insurance sectors ... in disseminating, training and prevention of COVID-19; cooperating in investigating and supervising the compliance of law, consultancy and policy discussions related to workers enterprises; taking care of and guaranteeing the rights of union members and employees.

- Providing online consultancy on legal policies of labor safety for workers.

- Taking care of workers' mid-shift meals, improving health during the pandemic season through negotiation of the Collective Labor Agreement concerning the quality of shift meals

and occupational safety and health, to ensure long-term health protection for workers.

- Organizing visits and encouragement for victims of occupational accidents and diseases and their families, sick laborers, people in difficult circumstances, those affected by COVID-19 pandemic.

- Timely organize, mobilize, encourage and reward union members and workers coming up with initiatives and solutions to improve technologies and working conditions, increase labor productivity and ensure OSH.

- Commending and rewarding groups and individuals with outstanding achievements in the movement "Green - Clean - Beautiful, ensuring OSH", enterprises doing well in operation of OSH, facilitating staff safety and hygiene at the facility. Praising and rewarding groups and individuals with unexpected outstanding achievements, good models and practices, bringing about effectiveness in the prevention and control of COVID-19 pandemic.

Current situation of occupational accidents in 2019

1. Number of occupational accidents

The Ministry of Labor-Invalids and Social Affairs has just released the Report on the situation of Occupational Safety in 2019. Accordingly, in the whole country, there were 8.150 occupational accidents that killed 8.327 people (including the area having labor relations and the area where laborers do not have labor contracts). In particular, the number of deaths due to occupational accidents decreased.

In which the number of fatal occupational accidents was 927 cases (the area having labor relations: 572 cases; the area where workers do not have labor contracts: 355 cases); 979 people died of occupational accidents (area having labor relations: 610 people; area without labor

contracts: 369 people); 1.892 people seriously injured; female worker victims: 2.771 people.

Compared to 2018, the number of fatal occupational accidents in areas having labor relations decreased by 06 cases, equal to 1.03%. In areas where workers do not have labor contracts, the number of occupational accidents decreased by 39, equal to 9.9%. The number of deaths due to occupational accidents in areas having labor relations decreased by 12, corresponding to 1.93%; In areas without labor contracts, the number of deaths due to occupational accidents decreased by 48, equivalent to 11.5%.

The localities with the highest number of deaths due to occupational accidents in 2019, including the areas having labor relations and

the areas where workers do not have labor contracts are: Ho Chi Minh City, Hanoi; Quang Ninh, Binh Duong, Thai Nguyen, Hai Duong, Quang Ngai and Quang Nam.

According to the preliminary report of localities, physical damage due to occupational accidents in 2019 is as follows: Expenses for medicine, burial, compensation for families of the dead and the injured ... is 9.934 billion VND; property damage was 533.896 billion VND; The total number of days-off due to occupational accidents is 138.089 days.

Through analysis of occupational accidents from investigation records in areas having labor relations, the service sector accounted for 19.2% of the total number of accidents and 22.03% of the total number of deaths; construction sector accounts for 17.12% of total accidents and 17.8% of total deaths; field of mining and mineral exploitation accounted for 10.81% of the total accident cases and 10.17% of the total number of deaths; mechanical engineering and metallurgy accounted for 9.01% of the total number of cases and 9.32% of the total number of deaths; production of construction materials accounted for 8.11% of the total number of cases and 7.63% of the total number of deaths.

Limited liability company accounted for 38.74% of fatal accidents and 41.53% of deaths; joint stock companies accounted for 30.63% of fatal accidents and 29.66% of deaths; state enterprises, administrative units accounted for 29.72% of fatal accidents and 19.49% of deaths; private enterprises, individual business households accounted for 4.5% of accidents and 4.24% of deaths.

2. The major deadly traumatic factors

- Traffic accidents accounted for 30.64% of the total accident cases and 28.81% of the total number of deaths;

- Falling from height accounted for 18.92% of the total accident cases and 17.8% of the total death cases;

- Clamping and rolling machines and equipment accounted for 15.32% of the total number of cases and 14.41% of the total number of deaths;

- Electric shock accounted for 9.01% of the total accident cases and 8.47% of the total death cases;

- Collapse of structures accounted for 7.21% of total cases and 9.32% of total deaths.

3. The main cause of a fatal labor accident

- * Employers being the causes of occupational accidents accounted for 47.74% of the total number of accidents and 49.99% of the total number of deaths, detailed as follow:

- Employers do not develop safe working procedures and measures accounted for 24.32% of the total accident cases and 26.27% of the total death cases;

- Employers do not provide occupational safety training or adequate occupational safety and sanitation training for employees accounted for 14.41% of the total accident cases and 13.56% of the total number of deaths;

- Labor organization and working conditions accounted for 7.21% of the total accident cases and 8.47% of the total death cases;

- Equipment that does not meet labor safety accounted for 1.8% of the total accident cases and 1.69% of the total number of deaths;

- * Employees violated the labor safety standard procedure accounted for 14.41% of the total number of cases and 14.41% of the total number of deaths.

The remaining 37.85% of the total occupational accidents and 35.6% of the total number of deaths occurred due to other causes such as traffic accidents, inevitable objective factors.

4. Measures should be taken to prevent and limit occupational accidents

Based on the actual situation and causes of occupational accidents in 2019, in order to proactively prevent and limit occupational accidents in the upcoming time, the Ministry of Labor-Invalids and Social Affairs will propose ministries, industries, localities, enterprises and organizations, employers and employees to carefully implement the following main contents:

4.1. The ministries and industries shall direct

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enterprises under their management to actively inspect the work of OSH; coordinate with the Ministry of Labor-Invalids and Social Affairs in inspecting and examining enterprises operating in areas prone to occupational accidents and serious incidents such as construction, production of construction materials, textiles and footwear, mining, especially for key constructions, adjacent to residential areas, crowded with people.

4.2. The Ministry of Health intensifies the guiding and urging of occupational accident statistics at hospitals under the Ministry of Health and the Department of Health, send them to MOLISA for compilation in accordance with regulations;

4.3. People's Committees of provinces and cities directly under the Central Government shall direct the local functional agencies in:

- Intensifying the inspection and examination of compliance with OSH regulations of enterprises in the area, paying attention to the establishment of safe working processes and measures at enterprises; reporting on occupational accidents in accordance with the Law on OSH.

- Heightening the organization of propaganda and dissemination of knowledge and legislation on OSH in line with each field and industry, prioritizing the propagation and dissemination of legislation on safety and labor hygiene for workers who do not work under labor contracts;

- Intensifying the organization of investigation of occupational accidents for workers who do not work under labor contracts;

- Intensifying the implementation of prevention of labor accidents and occupational diseases.

4.4. Enterprises intensify the implementation of OSH, focus on self-inspection activities, proactively control and prevent harmful and dangerous factors at their places, prevent labor accidents due to high falls, electric shocks, falling objects, collapsing; organize training on occupational safety and labor hygiene for employees.

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