



# NEWSLETTER

On Occupational Safety and Health & Working Environment

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Vietnam National Institute of Occupational Safety and Health - VNNIOSH

## THE TECHNICAL COLLABORATION BETWEEN VNNIOSH AND KOSHA



## **SIGNING OF THE TECHNICAL COLLABORATION ARRANGEMENT BETWEEN THE VIETNAM NATIONAL INSTITUTE OF OCCUPATIONAL SAFETY AND HEALTH AND THE KOREA OCCUPATIONAL SAFETY AND HEALTH AGENCY**

*On the morning of 25<sup>th</sup> November, 2022 the Vietnam National Institute of Occupational Safety and Health (VNNIOSH) and the Korea Occupational Safety and Health Agency (KOSHA) signed the Arrangement on Technical Collaboration period 2022-2025.*

Attending the ceremony, to the VNNIOSH side were Mr. Nguyen Anh Tho, Director General and leaders of departments under VNNIOSH; to the KOSHA side were Mr. Ahn Yong Ju, President, Mr. Jin Chan Ho, Director of International Cooperation Center and Mr. Yong Soo Seo staff of International Cooperation Center; and leaders of some specialized departments of the Vietnam General Confederation of Labour (VGCL).

### **Effectiveness achieved from cooperation programs**

The cooperation relationship between VNNIOSH and KOSHA have established since 2009 and been maintained until now with 04

technical collaboration arrangements through the periods of 2009-2012, 2012-2015, 2015-2018 and 2018-2021.

During the cooperation periods, over 30 delegations of researchers of VNNIOSH have attended directly training programs, coordinated intensive researches in Korea, as well as many delegations of KOSHA experts have visited VNNIOSH to exchange experiences and provide technical and professional support in the field of OSH for units under the Institute. Over time, cooperation activities have been valued and highly appreciated by the two organizations for the efficiency and high practical applicability.



*The panorama of the signing ceremony*

Delivering a speech at the ceremony, Mr. Nguyen Anh Tho, General Director of VNNIOSH said: “In the period of 2018-2021, although facing the outbreak of the COVID-19 pandemic, both organizations made efforts to overcome the difficulties of the pandemic situation in each country to maintain and promote cooperation activities. In 2019, VNNIOSH sent 02 staff to KOSHA to take part in cooperation programs of Biomonitoring and training program on Safety Certification System. At the same time, VNNIOSH welcomed a delegation of KOSHA experts to visit and exchange experiences on the systems and processes to assess means of protecting the respiratory organs from dust and toxic gases; systems and processes for assessing PPE including safety belts, safety glasses, safety shoes, insulting gloves, chemical resistant gloves, etc.”

At the ceremony, Mr. Ahn Yong Ju, President of KOSHA, shared his experiences in the field of OSH, acknowledged the cooperation activities between the two organizations in the past time such as participating OSH training programs, technology supports, etc. Mr. Ahn Yong Ju also expressed his hope in the coming time VNNIOSH and KOSHA continue to maintain sustainable cooperation as well as share information on joint research programs and organize academic seminars and conference, etc.

### **Continue to expand cooperation in the field of OSH**

The year 2022 marks the 30th anniversary of the establishment of diplomatic relations between Vietnam and Korea (1992-2022). Korea recently is the largest FDI investor in Vietnam with over 9.100 projects, the potential and opportunities for cooperation between the two countries are still very large. In particular, the Government of the two countries are guiding and having cooperation strategies to continue to achieve the goal of raising bilateral trade turnover to 100 billion USD by 2023 and 150 billions USD in 2050 in the direction of balancing through bilateral and multilateral cooperation mechanism. Along with that, the Government of Vietnam is encouraging Korean businesses to make new investments and expand their investment scale in Vietnam in which priority will



*KOSHA delegation visits laboratory of VNNIOSH*

be given to the fields of digital technology, electronics, renewable energy, development infrastructure, construction of specialized technology complexes, industrial parks. At the same time, promoting the efficiency of cooperation in science and technology, health, labour, culture, etc.

On this occasion, VNNIOSH and KOSHA continue to sign technical collaboration arrangement period 2022-2025. This is considered a precious opportunity for VNNIOSH and KOSHA continue to expand cooperation relationship in the field of OSH, and also take advantage of the support from KOSHA to improve professional capacity of the scientific research team, enhance learning from practical experiences applied to real conditions of Vietnam, contributing to the post pandemic socio-economic recovery.

“The purpose of this arrangement is to facilitate cooperation between VNNIOSH and KOSHA through improving research methods and exchanging information on OSH issues in each country. This technical collaboration arrangement aims to improve the effectiveness of cooperation from both sides in capacity building, thereby improving safety and health conditions for workers. These efforts, according to the long term plan, hope to expand research results and improve policies to raise up safety, health and maintain working life for workers”: Mr. Nguyen Anh Tho added.

# DIGITAL TRANSFORMATION OF OSH ACTIVITIES IN THE NEW CONTEXT OF VIETNAM

**Nguyen Anh Tho, Ph.D.**

*Director General of*

*Vietnam National Institute of Occupational Safety and Health*

## **Digital transformation in Vietnam and in the world**

On June 3rd, 2020, the Prime Minister issued Decision No. 749/QĐ-TTg approving the “National Digital Transformation Program to 2025, orientation to 2030”. In which, Vietnam aims to be in the group of 50 leading countries in e-Government (EGDI). The National Digital Transformation Program has gradually come into life and strongly promoted the digital transformation process in units, agencies and organizations. Digital transformation has been identified by the Government as an inevitable trend and a favorable opportunity for Vietnam to break through and develop comprehensively in the Fourth Industrial Revolution (The Industry 4.0). The National Digital Transformation has aimed to transform Vietnam into a smart country with 3 main pillars: (i) Digital Government; (ii) Digital Economy; (iii) Digital Society. The role of the Digital Government is an important factor: “the locomotive of the digital transformation train”.

The world is in the explosive phase of the Industry 4.0, a new technological revolution which is different from the previous ones. In term of speed, it increases exponentially; in term of scope and depth, it is a revolution based on digital revolution and combination of many technologies, leading to an unprecedented change in social-economic model; on systematic effects, it includes the transformation of entire systems, across countries, businesses, industries and society as a whole. Like other revolutions, it is necessary to accept the “smashing and sacrificing” of the old and backward in order to have a new one, in accordance with the law of development and evolution. To implement this Revolution

successfully and not to be left behind, countries must implement “Digital Transformation”.

In today’s world, the concept of Digital Transformation includes modernizing information technology, optimizing digital to change model of production, business, activities of organizations, businesses or countries and create new forms of business, providing digital services. The digital economy is currently worth an estimated 3 trillion USD. Businesses, agencies, organizations and individuals are gradually increasing their dependence on digital technology platforms, safe, stable and reliable internet, thereby making the transition from the traditional form of operation to a modern one on digital platform including OSH work gradually transferring a part of information, training, testing, assessment and supervision from face-to-face to online, e-learning and digital technology application.

## **Digital Transformation in OSH field**

In Korea, the Korea Occupational Safety and Health Agency has researched, developed and conducted online OSH training courses for decades. Up to now, virtual reality training is growing rapidly along with the growth of high-tech products of leading technology firms such as Samsung, LG, etc.

The COVID-19 pandemic is accelerating the process of digital transformation in all activities including telehealth. Digital transformation is increasingly changing the perception of leaders who have the ability to determine the direction and digital transformation of an organization. The government apparatus of many countries after realizing the importance of digital transformation in increasing operational efficiency and ensuring national security, have immediately entered a

new “race” in the application of digital transformation.

In Vietnam, there are currently some organizations have applied e-learning training programs in the field of OSH, but have not yet developed into software, only operated on website platforms. Towards the goal of digital transformation of OSH training and teaching activities, the Vietnam National Institute of Occupational Safety and Health is developing programs, lectures and related contents in order to develop online training software system through applications operating on mobile devices. In 2020, Vietnam Electricity (EVN) had developed a digital transformation project with the main goal of Towards the Cooperation’s activities to be digitized, automated and to apply new technologies to improve (i) Production and business efficiency; (ii) Service quality; (iii) Labour productivity; (iv) Governance capacity for EVN to become a digital enterprise by 2030.

With the increasing risk of occupational accidents, diseases and epidemics as well as other non-traditional risks, the shift to digital platforms to solve OSH issues for enterprises and employees becomes the top priority.

According to Decision No.749/QĐ-TTg, there are some sectors and fields need to prioritized digital transformation in which it is necessary to focus on implementing initiatives in order to link sectors and fields to provide new experience and bring value to people, businesses and society including:

(i) Developing a platform to support remote medical examination and treatment to help people get medical examination from distance, reduce the load of medical facilities, limit crowded contact and reduce the risk of cross infection; 100% of medical facilities have remote medical examination and treatment departments; promote digital transformation of the health sector. Developing and gradually forming a health care and disease prevention system based on digital technologies; entirely applying digital technology at medical examination and treatment facilities, contributing to administrative reform, reducing hospital workload, improving the quality of medical examination and treatment, applying electronic

medical records and to move towards not using paper medical records, paying hospital fees, building smart hospitals; developing a smart health management platform based on digital technology, integrating information and data, forming national medical database;

(ii) Developing a platform for supporting teaching and learning from distance, thoroughly applying digital technology in management, teaching and learning; digitizing documents and textbooks; developing a platform to share teaching and learning resources in both physical and online forms. Developing education technology towards personalized training. Striving for 100% of education institutes to implement distance teaching and learning;

(iii) Digital transformation in the field of natural resources and environment for example deploying smart solutions in monitoring, surveillance, management, environment incidents, early warning of natural disasters;

(iv) Digital transformation in the field of industrial production including digital transformation in the field of industrial production to the direction of focusing on the development of the pillars: developing a smart strategy and organizational structure, building smart factories operate intelligently and produce smart products, develop data services and develop skills for employees.

For now, digital transformation has become an imperative for businesses, agencies and organizations around the world and across industries, it is no longer just an option or strategic consideration on the table of businesses managers. Strategic discussions at businesses, agencies and organizations about digital transformation now have focused on substantive topics such as where to prioritize in the value chain of enterprises, organizations; who is the leader of the digital transformation project; allocating budgets and measuring digital transformation performance. Follow to the requirement of today’s reality as well as the goals and programmes of the Government, it is important and necessary for OSH organizations to timely propose projects and have adequate actions to promote and implement digital transformation in the field of OSH.

# Positive changes in the work of OSH of the Trade Union

In the period 2017-2022, every year more than 9.000 grassroots trade unions organize emulation movements on occupational safety and health (OSH), with over 400.000 participants; more than 15.000 initiatives to improve working conditions and reduce occupational accidents and occupational diseases.

After five years of implementation of Resolution No.10c/NQ-BCH dated January 12, 2017 of the Executive Board of the Vietnam General Confederation of Labour (VGCL) on: "Improving the effectiveness of Trade Union's OSH work in the new situation" and Directive No. 04/CT-TLĐ dated March 3, 2017 of the Presidium of VGCL on continuing to promote the movement "Green-Clean-Beautiful, Ensuring OSH" in the new situation, Trade Union of all levels have created positive changes in awareness and responsibility of the Trade Union officials, employers and employees about OSH work.

Trade Union officials in charge of OSH work are gradually consolidating and improving their capacity to meet the requirement of the new situation. Statistics from the reports, period 2017 to the end of June 2022, Trade Union at all levels have actively organized OSH training courses for over 2.5 million workers, Trade Union officials, OSH activists; coordinate with relevant authorities to organize OSH training courses for almost 4 million people, focusing on training for workers in enterprises, sectors, jobs and occupations with many dangerous, harmful factors and high-risk of occupational accidents, occupational diseases; also focusing on experience dissemination, training methods and skills to prevent occupational accidents and occupational diseases.

Emulation movements launched and implemented by the Trade Union have attached the participation of all levels, sectors, employers and employees, contributing to developing a safe and healthy working environment, helping

employees emulate production labour, improve product quality, increase productivity and work efficiency, reduce risk of occupational accidents and occupational diseases, bring practical benefits to employees by themselves and organizations when participating the movement.

Each year, over 9.000 grassroots Trade Unions organize the movement with more than 15.000 initiatives to improve working conditions in order to reduce occupational accidents and occupational diseases.

According to the assessment of VGCL, after 5 years of implementation the Resolution and Directive, there have been many positive changes in awareness, responsibility of Trade Union officials, employers and employees on OSH work; the direction of the Resolution and Directive implementation is integrated from VGCL to Trade Union of all levels; participation in the formulation of policies and legislation on OSH has been proactive and more effective which is highly appreciated by the authorities; the coordination with the authorities, employers in inspection and surveillance on OSH in more proactive and strict manner.

In addition, the work of information, propaganda and training on OSH has many innovations in content, diversity in forms, application of information and technology and social networks; the movement "Green-Clean-Beautiful, Ensuring OSH" has been maintained and promoted with many innovative models, suitable to the realities of localities and sectors. Along with that, OSH activist networks have been strengthened, increased in quantity and improved the quality of the operations. Results achieved from the implementation of the Resolution and Directives have contributed to the enhancing the role of Trade Union and contributing to the prevention occupational accidents and occupational diseases and the improvement of working conditions for employees.



## **Vietnam General Confederation of Labour Awards Decision on the Appointment of Director General of VNNIOSH**

On the morning of August 29th, 2022 at the headquarters of the Vietnam National Institute of Occupational Safety and Health (VNNIOSH), the Vietnam General Confederation of Labour (VGCL) awarded Decision on the Appointment of Director General of VNNIOSH.

At the ceremony, Mr. Nguyen Dinh Khang handed Decision No. 5193/QĐ-TLĐ dated 28/8/2022 of VGCL Presidium to appoint Mr. Nguyen Anh Tho, Member of VGCL's Executive Committee, Acting Director General of VNNIOSH – to hold the position of Director General of VNNIOSH. The term for the appointment of Director General is 5 years, from September 1, 2022.

Mr. Nguyen Dinh Khang assessed that during the appointment of holding position Acting Director General of VNNIOSH, Mr. Nguyen Anh Tho is an enthusiastic, responsible officer and completed all the assigned tasks. The President of VGCL hoped that after officially appointed the Director General of VNNIOSH, Mr. Nguyen Anh Tho would continue to promote the achievements of VNNIOSH in the past time, together with the leadership of the Institute to build up and develop VNNIOSH to become leading organization in the field of OSH. To unite, strive to cultivate moral qualities, improve the political courage, share and listen to the thoughts and aspirations of staffs and employees. At the same time, he hoped the leadership and staffs of

VNNIOSH always unite, strive to successfully complete the assigned tasks, implement the development roadmap of VNNIOSH according to the project which approved by VGCL.

Delivering a speech accepting the assignment, Mr. Nguyen Anh Tho sent his sincere thanks to the VGCL President and the comrades of the Presidium for trusting him. Mr. Nguyen Anh Tho promised together with the Party Committee and leadership of VNNIOSH, all staffs and employees to strive with all their best, pioneering, exemplary, dedicated to work, building the Institute's collective solidarity and democracy, creating, synergizing, effectively promoting the achievements of generations of Institute leaders over the periods have worked hard to cultivate the Institute worthy of being the leading national institute on OSH. At the same time, effectively implementing the project of job positions, improving internal management, the quality of scientific research and the quality of staffs and employees. Besides, Mr. Nguyen Anh Tho also hoped to continue to receive the attention and direction of the leaders of VGCL, the support and assistance of the departments and units in the trade union system, the collective consensus of the Party Committee, leaders, staffs and employees of the Institute to successfully implement the work programs and tasks assigned by the Party, the State and VGCL.

## The 36th Annual General Meeting and Conference of the Asia-Pacific Occupational Safety and Health Organization



The 36th Annual General Meeting and Conference of the Asia-Pacific Occupational Safety and Health Organization – APOSHO 36 took place from 23 to 26 November 2022 at Melbourne Convention & Exhibition Center, Australia. NSCA Foundation is the host of the conference this year.

The delegation of Vietnam National Institute of Occupational Safety and Health (VNNIOSH) to APOSHO 36 this year led by Dr. Vu Xuan Trung, Deputy Director and Dr. Nguyen Anh Tuan, Director of Occupational Safety Center attended committee meetings and Annual General Meeting. The content of the meetings focused on enhancing information exchange activities, sharing experience in the field of OSH, discussing to make development plan for APOSHO to become an organization with increasing position and voice in OSH field in the Asia-Pacific region and in the world.

With the motto “Educate, Enhance, Evolve”, the conference this year took place in two days on 24 and 25 November, 2022 with more than 40 presentations from prestigious speakers who are managers, researchers and experts... in the field of OSH in the Asia-Pacific region and the world to exchange experience and present reports and

presentations on many interesting topics such as mental health and wellbeing, ergonomics, occupational hygiene; occupational safety: safety culture, OSH management system, safety training, risks assessment, etc., update the trend of development, science technology, policies and laws in the field of OSH.

In addition, the delegation of VNNIOSH also participated in activities such as visiting booths at the OSH exhibition, meeting with KOSHA delegation; exchanging information and seeking for cooperation opportunities with other member organizations from Thailand, Hong Kong, Singapore, etc.

After a period of interruption due to COVID-19 pandemic and shifting to virtual conference, the annual conference this year is a message of solidarity and determination to overcome difficulties to all members of APOSHO towards the goal of building and developing a growing organization. APOSHO 36 is considered an opportunity for member organizations to directly meet, exchange and update information of OSH from countries in the Asia-Pacific region and some other regions in the world, strengthen the connections and stronger cooperation, contributing to protecting worker’s health, ensuring safer and healthier workplaces.



## Consider proposing the addition of Ethylbenzene poisoning disease into the list of insured occupational diseases



On September 8th, 2022, the Vietnam National Institute of Occupational Safety and Health (VNNIOSH) organized VGCL level scientific seminar: “Consider proposing the addition of Ethylbenzene poisoning disease into the list of insured occupational diseases”.

Attending the seminar were researchers working in OSH field and representatives from the authorities such as Vietnam Confederation of Labour (VGCL), Ministry of Labour, Invalids and Social Affairs (MOLISA), National Institute of Occupational and Environmental Health (NIOEH), Vietnam Social Insurance, etc.

Ethylbenzene is a homologue of benzene, a colorless liquid like gasoline, sweet smell, quick evaporating and flammable. Ethylbenzene is an organic compound that plays an important role in the petrochemical industry. Ethylbenzene is used to make other chemicals, in flues and as a solvent in printing inks, rubber-based adhesives, varnishes and paints. Ethylbenzene affects hearing, causes nerve-function impairment and affects kidneys, etc. Currently, occupational Ethylbenzene poisoning disease has been

recognized by many countries in the world.

Within the agenda of the seminar, participants had heard an overview report on Ethylbenzene including basic information on Ethylbenzene, effects of Ethylbenzene on health, Ethylbenzene exposure monitoring, guidelines on medical examinations of occupational Ethylbenzene poisoning disease. At the same time, listened to reports on the basic proposals and drafts of guidelines on diagnosis and appraisal of occupational Ethylbenzene poisoning disease including the basis for the proposal to add occupational Ethylbenzene poisoning disease to the list of insured occupational diseases in Vietnam, draft diagnosis guidelines, draft appraisal guidelines.

After two reports presented by the researchers of the VNNIOSH, there were many comments and suggestions. All these comments agreed that the proposal of addition of occupational Ethylbenzene poisoning disease to the list of insured occupational diseases in Vietnam is necessary and urgent in the period of promoting production in the country recently.

Some comments suggested VNNIOSH should focus on research, adjustment and complement the application for adding to the list of insured occupational diseases which considering the suitability to the condition of Vietnam such as each country has its own industries, occupations, production technologies; different working conditions and working environment; facilities and equipment for analysis and evaluation are still lacking and weaker in Vietnam than many other countries, etc.

Besides, VNNIOSH should also analyse and list typical industries that use a lot of Ethylbenzene in production, then give the (estimated) figure of the amount of Ethylbenzene used in Vietnam in the past few years; the

description of the proposal should be more convincing by stating the standard parameters of countries, international organizations at the same time based on the actual research situation to make arguments for the proposal of VNNIOSH; adding the occupational exposure limits in the environment.

Along with that VNNIOSH needs to consider the benefits for people suffering from occupational diseases, thereby calculating the impact on social insurance fund; it is necessary to speed up the time to complete the application for additional covered occupational disease in order to keep up with the upcoming addition of Circular 15/2016/TT-BYT of the Ministry of Health on the list of occupational diseases entitled to social insurance.

## RESULTS ACHIEVED FROM IMPLEMENTING THE LAW ON OSH 2015 AND SOME PROPOSALS FOR AMENDMENTS AND SUPPLEMENTS

**Nguyen Thu Hang, Ph.D.**

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The making and promulgation of the Law on Occupational Safety and Health (OSH) 2015 is extremely important, particularly in the period of industrialization, modernization and international integration of Vietnam. After more than 5 years of implementation, the Law on OSH has achieved many remarkable results. However, in the process of implementation, the Law on OSH also has certain shortcomings. In addition, in the context of Vietnam's adaptation to the Industry 4.0 and the process of deep integration with the world economy, the Law on OSH also need to be timely revised and appropriately supplemented.

### **1. Results achieved from implementing the Law on OSH**

#### ***1.1. The making and promulgation of legal documents under law***

In order to immediately put the law into life as well as realize the meaning and importance of OSH work in social and economic development

and carry out the sustainable development strategy, on September 15, 2015, the Prime Minister had promulgated Decision No. 1605/QĐ-TTg on promulgating the list and assigning agencies to be in charged of drafting documents of the Government and Prime Minister to specify details and guidelines of the implementation of the Law on OSH. Therefore, right after the Law on OSH ratified by the National Assembly in 2015, the Ministry of Labour, Invalids and Social Affairs (MOLISA), Ministry of Health together with other ministries had reviewed, gathered statistics and proposed a list of legal documents under law. From 2015 to 2021, 106 documents have been adjusted and other 23 documents related to OSH have been made and promulgated.

#### ***1.2. Propaganda and dissemination of the Law on OSH***

Based on the regulation of the Law on OSH

and other related legal documents, every year the relevant ministries, sectors, organizations represent to employers and employees have to promote the Law of OSH. The period 2016-2021, the number of people provided training courses by OSH training organizations is around 1.2 to 2.1 million people per year. In addition, enterprises and organizations also organize training for 2-5 million people per year.

After the Law on OSH was promulgated, the activities of the National Council and Provincial Council on OSH were promoted. The organization and maintenance of the annual dialogue of the National Council and Provincial Council on OSH help to share information and enhance understanding between employers and employees, representative organizations, government agencies have contributed to promoting legal knowledge and improving working conditions. Dialogue sessions of provincial council have been carried out across the country (63/63 provinces and cities), gradually put into order which has also contributed to timely solving problems of business' communities and employees.

In addition, the propaganda and dissemination of the Law on OSH in particular and OSH work in general are implemented through many information channels such as national OSH information network connected to the OSH network of the ASEAN (ASEAN-OSHNET), website, press, central and local television, contests from enterprise level, provincial level to national level to learn about Laws and knowledge on OSH, working condition improvement, the contests for good OSH trainer and good OSH activist, etc.

### ***1.3. Situation of occupational accidents, occupational diseases and the compliance of regulations on OSH***

Since the Law on OSH took effect to now (July 1, 2016), the situation of occupational accidents across the country has changed in a positive direction. According to the reports of MOLISA, the period 2016-2021, there were 47.261 occupational accidents nationwide causing 48.500 victims of which 5.089 cases of fatal occupational accidents caused 5.376 deaths, the frequency of fatal occupational accidents was reduced 24.2% in comparison to

the period 2011-2015. The period 2016-2020, there were 1.359.829 employees examined for occupational diseases, each year around 200.000 – 300.000 employees were examined for detecting occupational diseases and there were 3.000 to 5.000 cases of occupational diseases were detected (accounted for about 1%), higher than the period 2011-2015. Thereby, it is shown that work of health care, examination and detection of occupational diseases for employees has been paid more and more attention.

About the execution and compliance of businesses, enterprises have been followed to better way. Regulations on OSH training and monitoring, PPE, fostering health in kind, developing regulations, processes, OSH plans, operation processes, accreditation, repair, maintenance of machinery and equipment, etc., have been implemented in accordance with the Law. Moreover, many enterprises have applied international management standards to the management of OSH at their enterprises such as ISO 14000, SA 8000, OHSAS 18001 and ISO 45001, etc.

In general, after the Law on OSH took effect, activities related to OSH have been paid more attention and better implemented such as the implementation of measures to prevent dangerous and harmful factors; worker's health care regime; managing machinery, equipment, materials and substances subject to strict OSH requirement; handling incidents, occupational accidents and occupational diseases; occupational accident and occupational disease insurance; the assurance of OSH for enterprises and businesses; State management on OSH; make statistics, reports, develop database, national program on OSH.

### **2. Some proposals for amendments and supplements**

In the coming time, the world economy is forecasted to slow down, after the COVID-19 pandemic many working models has appeared (such as working from home). At the same time, the Industry 4.0 has rapid and profound impact on all aspects of the economy, especially great changes in industry and production, turning the digital economy into the growth trend of the times. Vietnam is not out of the common trend,

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particularly the deep integration with the world through new generation free trade agreements, international standards on OSH will be increasingly concerned and applied.

Besides, in the process of implementing the Law on OSH, there have been shortcomings such as some provisions of the Law on OSH and guiding documents have not kept up with the development the market economy and the development of the society, it is not feasible to put into practice and get problems in implementation. Therefore, in order to meet the integration and development process of Vietnam as well as overcome shortcomings in implementation process, the amendment and supplementation of the Law on OSH should focus on the following points:

- Adjust the Law on OSH in line with the policy of international economic integration, industrial development policy, trade policy including forecasting and internalizing conventions related to OSH that will be ratified by Vietnam.

- Ensure the consistency and synchronization with legal system in general. From the reality showed that there have appeared some provisions of the Law on OSH that are overlapping and inconsistent with other laws such as Labour Code 2019, Penal Code 2015, Investment Law 2015 and specialized laws such as the Law on amending and supplementing a number of articles of Construction Law 2020, Law on Electricity, Law on Chemicals 2007, etc.

- Currently, regulations on safety culture in the Law on OSH are quite vague, while this is a global trend and was recommended by the ILO at the International Labour Conference 2003. Hence, it is necessary to regulate more clearly, more specifically the content of safety culture in the Law on OSH.

- Overcome the shortcomings when implementing the Law on OSH as mentioned above such as studying, amending and supplementing regulations to keep up with the development of the market economy and the development of the society; remove problems related to voluntary occupational accidents and occupational diseases insurance, OSH work in areas without labour relations, etc.

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