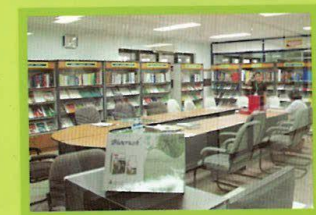


National Profile on Occupational Safety and Health

Myanmar



**Factories and General Labour Laws Inspection Department
Ministry of Labour , Myanmar**





National Occupational Safety and Health Profile Myanmar

**Participatory approaches for improvement occupational
safety, health and working conditions in industries**

**Factories and General Labour Laws Inspection Department
Ministry of Labour , Myanmar**

Preface

The National OSH Profile is an up-to date account of the OSH situations & activities in Myanmar. It is the outcome of discussion for the development of policies and a strengthening of institutions and networks that hold great promise for the creation of an effective internally consistent program on safety and health in Myanmar.

The Profile starts with commitment that OSH is a basic workers' right; compliance with OSH standards is at the same time beneficial to workers and their employers. More specifically the profile is meant to

- Serve as source and reference book for safety and health implementers and others interested in the laws, technique practice of safety and health;
- Facilitate coordinated action by all stakeholders in implementing the national OSH plan in the wider context of a national development strategy and finally,
- Provide a benchmark for monitoring and evaluation of OSH programs and activities.

The National Profile is the outcome of cooperation & coordination among numerous partners in the private and public sectors. This includes, in particular , FGLLID and other concerned government agencies and stakeholders.

There is general agreement on focusing on preventive programs in the context of a national OSH plan. Potentially, prevention through concerted initiatives, has considerable economic and social returns: expected tangible results include a reduction of work-related illnesses , injuries and deaths as well as related costs.

The National OSH Profile will remain
"a safe & healthy workplaces for every workers."

We would welcome any suggestions or comments to facilitate necessary updates and supplements.

(Aung San Tin)
Director General
FGLLID

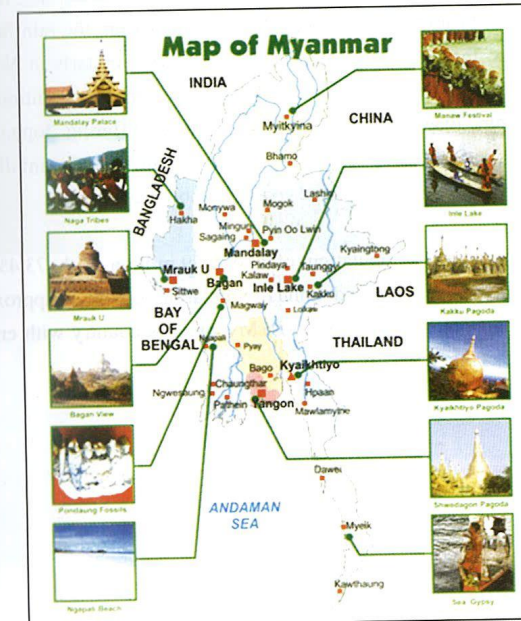
Abbreviation

ILO	=	International Labour Organization
MOL	=	Ministry of Labour
FGLLID	=	Factories and General Labour Laws Inspection Department
OHU	=	Occupational Health Unit
IHL	=	Industrial Hygiene Laboratory
WSHA	=	Workplace Safety & Health Act
OSH	=	Occupational Safety & Health
CIF	=	Chief Inspector of Factory
ASEAN-OSHNET	=	Association of South East Asia Nations-Occupational Safety & Health Network
TCTP	=	Third Country Training Programme
NOSHC	=	National Occupational Safety & Health Council

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Facts about Myanmar

The Union of the Myanmar is the largest country in mainland South-East Asia, stretching 2051 km from north to south and 936 km from east to west. It has total land area of 676,577 sq.km and has over 2800 km of coastline.

The Union of Myanmar is bordered on the north and northeast by the People's Republic of China, on the east and southeast by the Lao People's Democratic Republic, Kingdom of Thailand and the south by the Andaman Sea and the Bay of Bengal and on the west by the People's Republic of Bangladesh and Republic of India.

Although Myanmar is situated in monsoon region of Asia; the climate of Myanmar is roughly divided into three seasons: hot, rainy and cold season. From March to mid- May are hot season; the rain falls from mid-May to the end of October and the cold season starts in November and ends in the end of February. However, climatic conditions differ widely from place to place due to widely differing topographical situations. For instance, central Myanmar has an annual rainfall of less than 40 inches while the Rakhine coast gets about 200 inches.

Myanmar has population of about 59 million with 73.4% living in remote & rural area and annual population growth of approximately 2.02% with over 100 ethnic groups. Myanmar is country with enormous indigenous ethnic diversity.

Chapter 1

International OSH Cooperation

1.1 Cooperation with ILO

The promotion of decent, safe and healthy working conditions and environment has been a constant objective of International Labour Organization (ILO) action since the organization was founded in 1919. Myanmar became a member of ILO on 18.5.1948 after regaining its independence. Myanmar, as a membership has long journey at actively participation with ILO. A Myanmar Tripartite Delegation comprising of representatives of government, employers, workers together with advisors attend the ILO conference held in Geneva annually. Myanmar received the financial and technical assistance in the field on OSH from ILO. Myanmar has ratified 21 nos of ILO's convention. Two conventions out of them were denounced reason of social and economic factors. So far Myanmar has ratified 19 nos of ILO's convention and implemented necessary measures.

ILO conventions & implemented necessary measure are shown in annex I.

1.2 Cooperation with ASEAN-OSHNET

The ASEAN-OSHNET (ASEAN – Occupational Safety & Health Network), or regional network in the field of occupational safety & health has its origin in the ILO programme for the Improvement of working conditions and environment (PIACT), which was launched in 1976.

The organization was established to further and intensify the implementation of the aims and purpose of ASEAN as embodied in the declaration of ASEAN control and realized the vision of "a Community of Caring Societies" as stated by the ASEAN Leaders on their vision 2020 statement.

Myanmar became a member of ASEAN-OSHNET after signing the Memorandum of Understanding (MOU) on the establishment of the ASEAN-OSHNET by Director General of Factories & General Labour Laws Inspection Department (FGLLID), Ministry of Labour in August 2000.

After becoming member ship of ASEAN-OSHNET, Myanmar has been taking actively part on OSH activities. Responsible persons from our department have been attending ASEAN-OSHNET Coordinating Board Meeting (CBM) annually. Myanmar has held 7th ASEAN-OSHNET Coordinating Board Meeting in 2006 as a hosted country.

Then FGLLID actively participates the implementation of respective OSH programme area with designated coordinator countries.

Designated Coordinator country in respective programme areas as follows:

- Thailand for Information
- Philippines for Training
- Malaysia for Standard
- Indonesia for Research
- Singapore for Inspection and
- Vietnam for OSH Framework



Celebrating of 7th ASEAN_OSHNET CBM,
Yangon, Myanmar, 2006

1.3 National OSH policy

In Myanmar basic constitution 2008, article 24 has mentioned that **"The Union shall enact laws to protect the rights of workers if necessary".**

Every citizen has rights for a decent work and life that are appropriate for humanity. A decent work can be defined as a work that accommodates humanity and allows the workers to perform their work on a safe and healthy condition. Thus it is not merely the keep away from accidents and work related diseases, but also should provide protection that guarantees the physical & mental well-being.

One of the 12 objectives of nation has mentioned that

"Uplift the health, fitness and education standards of the entire nation".

In 1964, the law of Public worker's fundamentals rights & duties, chapter 2, session 5 has mentioned that

"Arrangements shall be provided the facilities for health,safety, welfare first aid treatment and fire fighting for workers".

Important role of industrial safety & health in the national development effort is well recognized by the government to improve the standards of Industrial Safety & Health in this country, particularly in the context of the rapid expansion of the industrial and constructional sectors resulting from the establishment of new industries and development projects with foreign aids and collaboration. In providing the necessary foreign experts, technical training for local personnel and equipments , the government continues at various stages to seek the assistance from the international organizations and foreign governments.

Chapter 2

OSH Organizations

2. OSH Organizations

There are many Public Agencies responsible for protection of Occupational Safety and Health of the workers and improvement of working conditions as follows:

- (a) Factories and General Labour Laws Inspection Department (FGLLID) under Ministry of Labour.
- (b) Boiler and Electrical Inspection Division, Department of industrial supervisory and inspection, under Ministry of Industry.
- (c) Planning and Inspection Department, under Ministry of Mines.
- (d) Occupational Health unit, Health Department under Ministry of Health.
- (e) Ministry of Construction.
- (f) Yangon City Development Committee (YCDC).
- (g) Myanmar Agriculture Service, Ministry of Agriculture and irrigation.

2.1 Ministry of Mines

The government promulgated the Myanmar mines law in 1994 after repealing previous act. The Planning and Inspection Department under Ministry of Mines was assigned to stipulate it.

About safety measures that inspects the health, sanitation, safety, prevention of accident, welfare, disciplinary measures of the personnel and workers in the mine has been mentioned in that law.

2.2 Occupational Health Unit Under Ministry of Health

The main aim of the health services in Myanmar is to provide comprehensive health care to the people including workers.

The Occupational Health Unit (OHU) has been established in the Public Health Division of the Department of Health since 1971. The role and functions of OHU are essentially to prevent of work-related diseases, injuries, health problems and to promote of health of workers in various sectors (including rural agricultural community). Depending on the needs and circumstances of the economy, the OHU has been providing the services viz surveillance of the workers and working environment, information, education and training on occupational health principles and practices to employers, workers aid treatment. The OHU is also taking the

lead in addressing the prevention of adverse health effects due to such environmental problems as air and water pollution, toxic and hazardous waste and chemical safety.

The assessment of these environmental health risks, the balanced communication of these risks to employees (workers), employers and the general public and the promotion of preventive strategies are now part of the responsibility of Occupational Health Unit. The concern for the health of the workers should not stop at the factory gate. It now clearly extends to the home, the community and the whole country. Achieving a healthful environment, inside and outside the workplace, is one of the objectives of OHU.

The ongoing projects in OHU are;

- (1) Environmental Health Hazards
- (2) Occupational Health and
- (3) Healthy Cities (Mandalay)

The OHU is implementing the activities such as advocating preventive measures to protect the public's health including workers' health, fostering community capacity to manage health environment, health impact and risk assessment and epidemiological surveillance of environment-related diseases according to the plans of action in the projects.

2.3 Boiler Inspection Agency

The Government of the Union of Myanmar promulgated the boiler laws in 1990 and empowered to Boiler Inspection Agency, Myanmar Industrial supervision and inspection, Ministry of Industry to stipulate this law.

The main function of Boiler Inspection Agency is to inspect boiler covered by boiler law annually for the purpose of the safe use of boiler and issues license for use. It controls design, construction, manufacturer, interrelation and import of Boiler compliance with various standards Such as ISO, BS, JIS etc.... for safe use of Boiler.

The National code or specifications accepted by the boiler inspection agency are as follows;

- (a) I.S.O (International Standards Organization) R.831
- (b) B.S (British Standard) 2790
- (c) A.S.M.E (The American Society of Mechanical Engineers)

- (d) J.I.S (Japanese Industrial Standards) B 8201
- (e) DIN/ TRD (DIN Technical Rules for Steam Boilers)
- (f) S.A.A (Australian Standard)
- (g) The Indian Boiler Regulations (IBR)

2.4 Documents to be supplied by Boiler Manufacturer

Every new boiler imported into the country must be accompanied by following document:

- (a) Inspecting authority's certificate of inspection during construction.
- (b) Constructor's certificate of Manufacturer and Test.
- (c) A drawing or print to scale in the case of large boilers not less than 1/20th full size and in the case of small boilers, not less than 1/10th full size showing all the principal dimensions of the longitudinal section and end view of the boiler and bearing the works number of the boiler and also the maker's office stamp. The drawing shall show all the details of the longitudinal and circumferential seam also of the various stays and supports.
- (d) In the case of fusion welded and seamless forged drums a certificate from the manufacturer furnishing the results of tests in regard to Chemical analysis, Tensile, Bend and Izod impact test and also the Radiographic Examination and Heat Treatment test results.

2.5 Maker's Stamp

Every boiler shall have stamped upon its front end plates in a conspicuous position the following particulars:

- (a) The name of the manufacturer
- (b) The manufacturer's serial number
- (c) The country of origin
- (d) The design gauge pressure
- (e) The year of manufacture
- (f) The inspecting authority's stamp

2.6 Electrical Inspection Agency, Ministry of Industry

With a view to carrying out safely the work in which exploration, generating, transmission, distribution and use of electricity, The Electrical Law was enacted in 1984. Minister for Industry issued the regulation of Electrical Law as order No 63/85, on 1st July 1985 to be practising.

2.7 Factories & General Labor Laws Inspection Department (FGLLID)

Although there are some public agencies undertaking the activities on safety and health of workers, primary responsibility for safety, health and working conditions to workers rests with FGLLID. The main responsibility of enforcing the legislative provisions for ensuring safety, health and welfare of the factory workers in Myanmar has been entrusted to the Factories Inspectorate (FGLLID) with objectives of enhancing the productivity of labour by ensuring workers to enjoy their legal rights regularly and fully under the existing labour laws.

Objective of FGLLID

To enhance the productivity of labour by ensuring workers to enjoy their legal rights regularly and fully under the existing labour laws.

Main function of FGLLID is enforcement of labour laws and provision of occupational safety and health training and advisory services.

Functions of FGLLID

- *Enforcement of Labour Laws*
- *Provision of OSH Training & advisory services.*

Major acts enforced by FGLLID are as follows-

- The Factories Act, 1951.
- The Oilfields (Labour and welfare) Act.
- The Factories (First Aid) Instructions.
- The shop and Establishments Act.
- The Leave and Holidays Act.
- The payment of wages Act.
- Rules on compensation payable to workers for delayed cash benefit concerning trade disputes.

- Minimum Wages Orders for Rice Milling Industry.
- Minimum Wages Orders for Cigar and Cheroot Industry.

And Rules are as follows -

- Hazardous occupation (Lead) Rule
- Hazardous occupation (aerated water) Rule
- Hazardous occupation (celluloses Spraying) Rule
- Hazardous occupation (sand blasting) Rule
- Hazardous occupation (Chromium) Rule
- Hazardous occupation (Rubber) Rule
- Hazardous occupation (Miscellaneous) Rule

2.8 Brief Provisions on OSH in 1951 Factories Acts

Occupiers or managers have the liability to protect workers by compliance accordance to the prescribed law. Brief provisions on OSH in 1951 factories acts are as follows,

2.9 Safety Provisions

The followings are the safety provisions for the workers.

- Fencing the dangerous parts of the moving machineries.
- Woman and child is not allowed to clean, lubricate or adjust any part of the machinery.
- No young person shall work or be required to work at any machine without sufficient training.
- Suitable striking gear or other efficient mechanical appliance shall be provided for cutting off power.
- Every set screw, bolt or key on any revolving shaft, spindle, wheel or pinion shall be sunk, encased or guarded to prevent danger.
- No woman or child shall be employed in any part of a factory in which a cotton opener is working.
- Every hoists, lifts, cranes and other lifting and hoisting machinery shall be in good mechanical construction, sound material and strength and shall be properly maintained.
- Protect the imminent danger to human life or safety.

2.10 Health Provisions

- The factory shall be kept clean and free from effluvia.
- Effective arrangements shall be made for the disposal of wastes and effluences.
- Workrooms must be adequately ventilated.
- Effective measures shall be taken to prevent inhalation of given off dust, fumes etc.
- The humidification must be according to the standard and the use of water shall be purified.
- No room in a factory shall be overcrowded.
- Provide sufficient and suitable lighting.
- Provide sufficient supply of clean drinking water.
- To provide latrines.
- To provide spittoons.
- Any part of the machinery or plant used in a manufacturing process is operated at above the atmospheric pressure, safety measures shall be taken that safe working pressure of such part is not exceeded.
- All floors, steps, passages and gangways shall be of sound construction and properly maintained.
- Every vessel, sump, tank, pit or opening in the ground or in a floor shall be either securely covered or strongly fenced.
- Woman, adolescent or child is not allowed to lift heavy load and adult person can not be permitted to carry or move the load more than 160 pounds or 44 visses too.
- Eye protection should be taken for the risk of injury to the eyes from particles or fragments thrown off and exposure to excessive light.
- No person shall be permitted to enter any chamber, tank, vat, pipe, flue or other confined space in which dangerous fumes are liable to be present unless it is provided with a man-hole of adequate size or other effective means.
- Every factory must be provided the means of escape and fire fighting apparatus.

2.11 Welfare Provisions

- Adequate and suitable washing facilities.
- Sitting facilities.
- A first aid box or dispensary (more than 250 workers).
- A canteen (more the 250 workers).
- Adequate and suitable rest sheds, rest rooms and dining rooms (more than 100 workers).
- Creches (more than 50 woman workers) for the children under the age of six years.

Chapter 3

OSH Service

3.1 Background of FGLLID

In Myanmar, 1911 factories Acts (INDIA) was enacted on 1.7.1912 with only one factory inspector appointed under the General Administration Department in 1912. Factories Inspection branch was formed in 1920 with appointment as Chief Inspector of Factory (C IF) and one factory inspector.

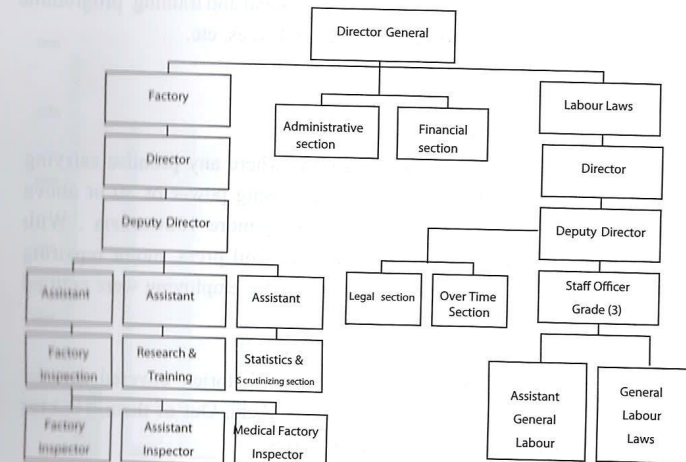
1911 Factories Act (INDIA) was amended and enacted in 1934 . Factories Inspection branch was associated with Explosive Materials & Mines Inspection Department in 1937. After regaining its independence , Factories Acts was translated to Myanmar version & enacted as 1951 Factories Act using until now. Accordance to the new administration system , Name of department was changed to existing name as Factories & General Labour Laws Inspection Department (FGLLID)

3.2 Organization

The FGLLID is headed by a Director General who is also the chief Inspector of Factories. Under the Director General, there are two main divisions namely Factories Inspection Division and General Labour Laws Inspection Division. Each Division is incharged with respective Director. There are (11) Inspectors of Factories including one person of medical factories inspector and (7) Assistant Inspectors of Factories concerned with Factories Inspection Division and (36) General Labour Laws Inspectors and (22) Assistant General Labour Laws Inspectors concerned with General Labour Laws Inspection Division. All of Inspectors including Factory Inspector & General Labour Laws Inspector are assigned at respective juristiction in the whole country.

To be more functional and effcient in OSH activities, each of assistant director supervises in factory inspection section, research & training section and statistics & scrutinizing section.

Organization Chart of FGLLID



3.3 Duties of factory inspector

- The factory inspectors are responsible for OSH with following duties and functions –
 - Inspect factories and Oil fields at regular intervals and follow up with instructions, consultations and where necessary warning and prosecution.
 - Investigate accidents, occupational diseases and other dangerous occurrences.
 - Maintain records of accidents and occupational diseases in good statistical order.
 - Conduct group surveys of workplaces by using field equipments, assess and control of hazards to improve working environment if necessary.

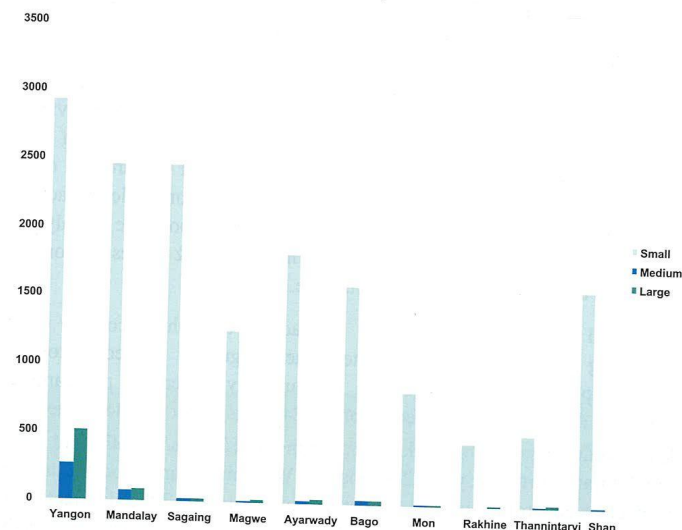
- provide technical and information services to employers and employees particularly with surveillance of working environment.
- conduct in OSH educational and training programme for employers and employees, etc.

3.4 Coverage of factories

According to factories act , factory means where any promise carrying out process working 10 or above workers using power or 20 or above workers without power or any store working more 100workers . With special need & circumstance, any letter press, oil press, motor repairing work and motor spraying work with one or more employing were entitled as factory.

At present, There are (17100) nos factories covered by the Factories Act working (441594) nos of workers. Out of them, (16342) nos are small and medium size scale industries.

Nos & location of factories are as below;



Sr. No	Division / State	Size of Factory			Total
		Small	Medium	Large	
1	Yangon	2920	272	514	3706
2	Mandalay	2455	71	84	2610
3	Sagaing	2454	22	23	2499
4	Magwe	1245	15	23	1283
5	Ayarwady	1818	24	28	1870
6	Bago	1594	36	35	1665
7	Mon	819	16	11	846
8	Rakhine	459	4	12	475
9	Thannintaryi	518	14	18	550
10	Shan	1577	9	10	1596
	Total	15859	483	758	17100

3.5 Enforcement of laws and regulations

Enforcement of laws and regulations is one of the essential building blocks of a national policy on OSH. Functions of factory inspection are to secure the enforcement of the legal provisions relating to conditions of work and the protection of workers. Our government provide for the factory inspections system to enforce the legal provision on conditions of work and protection of workers while engaged in their work such as provisions relating to safety , health and welfare and other concerned matters, in so far as such provisions are enforceable by factory inspectors. Each of factory inspector has to be responsible mainly for two function such as normal factory inspection & investigation of industrial accident & dangerous occurrence.

All inspectors are assigned spread out the whole country with allocating individual area concerned. They regularly inspect factories and workplaces in accordance with the quarterly inspection programme which is drawn up every three month. Each inspector has to inspect at least twenty factories or workplaces per month (20 nos/ month) and two-hundred and forty per year (240 nos/yr) .Workplaces are allocated to the inspectors according to their concerned area. Around 2000 nos factories with regard to work place safety, health and welfare are carried out each financial year, with priority given to high risk industrials and high frequency and severity of accident. In addition, investigation of accidents at the workplaces with the aim of determining the root cause of such accidents happened and recommending measures to prevent the reoccurrence of such accidents is undertaken by the Factory Inspector concerned area.

Chapter 4

Occupational accidents and diseases reporting, classification & record keeping

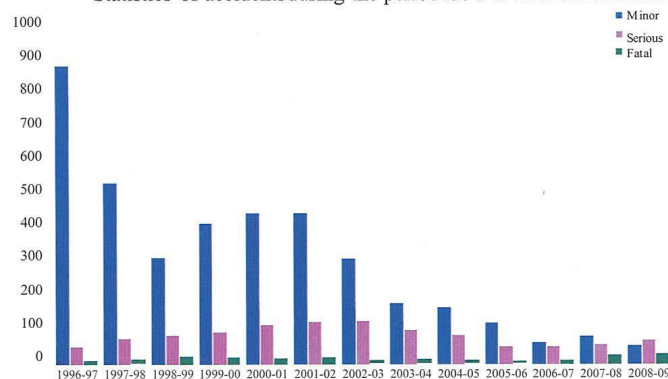
4.1 Accident

An accident may be defined as something that is unplanned, unexpected, and in some way undesirable, it disrupts the normal functions of a person or persons and causes injury or near injury or property damage. During an accident, a person's body comes into contact with or is exposed to some object, other person, or substance, which is injurious, or the movement of a person causes injury or creates probability of injury.

Workers who are the victims of accidents at work suffer from their consequences, including loss of earnings which may be of short or long duration. Employers also suffer from the consequences of accidents in terms of costs incurred for medical, expenses, and compensation payment, wages paid to worker during period of incapacitation, loss of working time which may affect production if accident frequency and severity are high. Hence it is necessary for both social and economical reasons to prevent accidents. Statistics of accidents have proved to be very useful for planning accident-prevention activities and for assessing their effectiveness. Statistics help defining the accident problems. Without them it would be practically impossible to estimate needs or judge results. So it is important to collect and classify the accident reports.

According to the section 53 of Factories Act 1951, the manager or occupier obliges to report any accident resulting death or any bodily injury happened arising out of or in factories and industrial establishments, not including construction and commuting accidents. FGLID classifies the received accidents such as by causation, by trade, by injured parts of body.

Statistics of accidents during the period 1996 to 2009 are as follows.



Sr	Year	Accident			Total
		Minor	Serious	Fatal	
1	1996-97	897	57	16	970
2	1997-98	547	81	12	640
3	1998-99	324	90	27	441
4	1999-2000	426	100	24	550
5	2000-01	458	120	22	600
6	2001-02	455	130	25	610
	2002-03	320	135	10	465
8	2003-04	187	107	13	307
9	2004-05	175	91	10	276
10	2005-06	126	57	7	190
11	2006-07	69	56	17	142
12	2007-08	88	63	32	183
13	2008-09	59	75	34	168
14	2009-10	1	36	28	65

According to the factories act session 54, the manager or occupier obliges to report any occupational disease specified in the Schedule III of the workmen's compensation act to the FGLID and certifying surgeon for the district in which the factory situated.

List of the occupational Disease in the schedule III shown in Annex II

4.2 Injury, Disease and Compensable Disease

For injury and disease compensation, there are two avenues. One is the Workmen's Compensation Act which caters to injuries arising out of and in the course of employment and the other is the Social Security Act, for insured workers only.

Under the 1954 Social Security Act, employment injury benefits are granted in cases of employment accidents and occupational diseases irrespective of whether the employer has paid contributions in respect of the injured worker or not. If an insured person is temporarily incapable of work due to employment injury, the temporary disability benefit is payable until injured worker has recovered or until the expiry of 52 weeks

from the date of accident. Social Security grants permanent disability pension to insured persons who , owing to employment injury, have suffered partial loss of capacity which is likely to be permanent (permanent partial disability) or total loss of capacity which is likely to be permanent (permanent total disability). The Social Security Medical Assessment Board decides the percentage of loss of earning capacity. The amount of total disability pension is approximately 66.67% of the insured wage. A supplement equal to 25% of the pension shall be added if the condition of the disable person requires the constant attendance of another person.

In case of death of an insured person resulting from employment injury, survivors' monthly pension may be paid to his widow (or widows) until she dies or remarries. His children are entitled to the pension until they reached 13 years of age or 16 years of age, if they continue a course of education . In the absence of a widow or children, pension may be paid to dependent relatives in an ascending, descending and collateral line. In case of death of a female insured worker resulting from employment injury, the widower is entitled to a pension if he is disabled. The total amount of survivors' pension is approximately equal 66.67% of the insured worker's earning.

For non-insured workers who are not covered by the Social Security Scheme, the Workmen's Compensation Act , 1923 places liability of compensation in case of work related accidents on the individual employer. It deals with personal injuries resulting from employment accidents and also with occupational diseases.

List of injuries deems to result in permanent partial disablement are shown in Annex II.

Chapter 5

OSH education and training at all levels

5.1 OSH Training

The importance of OSH education and training not only to those concerned with the issue, but also to society as a whole. It requires that easures shall be taken with a view to romoting, in a manner appropriate to national conditions and practice, the inclusion of questions of occupational safety and health and the working environment at all levels of education and training, including higher technician, manager, supervisor , workers in a manner early familiarization with and knowledge of OSH principles through national educational and training systems is the most effective way to ensure compliance, while increasing awareness among future employers and workers.

This provision deals with two challenges in perpetual evolution, namely , the ever changing phenomena of work and the continuous renewal of the worker . The first process generates new workplace hazards and risks, while the second highlights the importance of knowledge and education in hazard and risk reduction strategies. It is only after identification of hazard and evaluation of its risks that regulatory, preventive and protective measures and skills can be developed and implemented.

The FGLLID has been conducting (in propaganda) education and training activities in the field of safety and health.

The training function of the department includes:

- (a) Organizing training programme for safety and health officers from various industries.
- (b) Teaching safety and health subjects in the in – plant training courses run by various industrial establishments.
- (c) Teaching safety and health subjects in the management courses run by other public departments.
- (d) Training the members, supervisors and workers of the respective safety and health committees of the industries.

The FGLLID has been conducting OSH courses not only to workers, supervisors and safety officers of all industries but also to the staff of the department to provide advanced technical services for the

improvement of working conditions especially in the field of occupational safety and health.

The training courses on occupational Safety and Health for employers and employees conducted by the FGLLID are started with the industries with relatively high risk work such as saw mills, engineering industries, chemical industries, etc. From 2004 to 2009 altogether 34 training courses were conducted by the department and 4393 personnel from various industries are trained.

OSH Training Conducted by FGLLID from 2004 to 2009

No	Yr	No. of training	No. of trainee
1	2004	16	650
2	2005	7	397
3	2006	30	1022
4	2007	30	1010
5	2008	31	1025
6	2009	34	1336



Conducting In-plant Training on OSH



5.2 Oversea Training

FGLLID conducts OSH training to all levels of people from industries for improvement of awareness, knowledge & skills, and changes of attitude concerning OSH. Moreover factory inspectors are being trained overseas to be qualified & competent. Inspector needs of circumstances by changing technology, new processes & high risk of workplaces.



Delivering speech of training opening ceremony

Most of conducting overseas training are sponsored by ASEAN member countries such as Singapore, Malaysia, Philippines etc.

The government of Myanmar proposed to conduct the Government of the Republic of the Philippines through the J-seam (Japan –southeast Asian Meeting for South-South Cooperation) mechanism the Third Country Training Program (TCTP) on "Capability Building on Assessment and Control of Occupational Safety and Health Hazards for Factories and General Labour Laws Inspection Department (FGLLID) of the Ministry of Labour of the Government of Myanmar" is a special three-year program (JFY 2009-2011) of the TCTP Course on occupational safety and health. The Course is intended to cater key industrial hygiene personnel of the FGLLID.



Site-visit group photo at overseas training

5.3 Educational Activities

Concerning education activities, there are:

- (a) Issuing of safety posters, safety booklets and safety pamphlets.
- (b) Conducting talks and discussion upon existing labour legislations.

Chapter 6

Environmental improvement activities

6.1 Working Environment Measurement

The task of Labour protection is not only to eliminate or reduce hazards and detrimental factors in working-conditions but also to contribute to the positive development of those factors in working-conditions which make possible the physical, mental and social well-being of the employee. The most important task of labour-protection has been to reduce the hazardous and detrimental factors in the work-environment. Now, more and more attention is being paid to improving the working-environment beyond the minimum requirements.

Work essentially determines a person's livelihood and to a great extent regulates use of his time. Through work, directly or indirectly, a person becomes a member of various groups and organisations. Work is also important in terms of prestige and self-esteem.



Measuring of working environment

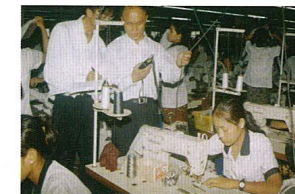


Measuring with Nose Dose Meter

It is goal of labour-protection to bring about a work environment without hazard to the health of the employees and which positively promotes the health of the employees. By 'work environment' is thus meant not only the physical working-conditions of the work place but also those other aspects of work life to which a person reacts both physically and mentally, such as the arrangement of work-tasks and the working-hours. It is not only labour protection measures which have an influence on the quality of the working environment but

also the personnel policy, the organising of the work, the arrangement of work-tasks, co-operation in the work place, and the location of the work place.

To minimize happening the occupational accidents and work-related diseases arising out of or in workplace and increase the productivity, improving working environment is essential for national development.



working environment measuring

Improvement of working environment measures are implemented by means of the control of environmental factors & medical examination factor.

Working environmental factors are as follows;

- a) Physical environment around the workplace such as extreme temperatures, noise & Vibration, inadequate lighting, ionization and non-ionization radiation and low/high air pressure
- b) Chemical environment arising from liquids, solids, dusts, fumes, vapours and gases
- c) Biological environment such as bacteria, viruses, infectious waste and infestations
- d) Environment with non-application of ergonomic principles, for example badly designed machinery, mechanical devices and tools used by workers, improper seating and workstation design or poorly designed work practices.
- e) Compatibility between metabolism and psychological condition. Because of the obvious environmental factors, work related diseases can be occurred. Likewise, the productivity of labour and social well-being of workers can be affected.

Process of working environment improvement are as follows,

1. identification of hazard
2. evaluation of hazard intensity
3. control using appropriate method.

In Myanmar, FGLLID which a agency to deal with the function of improving working environment has already established an industrial hygiene Laboratory with assistance of finances from UNDP, technology from ILO agencies and other sources.

Extreme working environment such as noise , poor ventilation, heat stress, not proper and inadequate lighting and exposure aerosols of dangerous dusts, fume and gases have to be measured and evaluate the result comparisons with adopted standard and advices recommendation for corrective control measures to eliminate hazard in time. Personnel from FGLLID survey working environment measurement occasionally.

Occupational Hygiene Laboratory is situated at 8 miles, Pyay Road, Mayangone Township, Yangon, Myanmar.

To be more functionalize of existing IHL and skill & expertise of officials, Training course on **Capability building on assessment & control of Occupational Safety & Health hazard for FGLLID**, Ministry of Labour of the government of Myanmar was conducted at the occupational safety & health training centre, Philippines in 2009 with assistance of Japan International Cooperation Agency 's finance .
(10) nos of participants from Ministry of Labour attended this training.



Attending OSH Training in Philippines

6.2 OSH Management in Industrial Enterprises

Although there has not mentioned provision to establish of safety committees in existing labour legislation, FGLLID has been able to organize and establish "Safety Committees" in large industrial enterprises. Since 1981,(447) nos factories so far have been formed safety committees voluntarily

in respective industrial enterprises employing over 100 employees and highrisk workplaces mostly in public sector. The factories, happened fatal accident and dangerous occurrence have to implement OSH management programme compulsory.

The employers organise their activities in accordance with their own production objectives and tasks. In doing so, they are responsible for the quality of the working conditions, safety and health activities for the workers. They realise how importance of OSH and they are trying to make working conditions better, high productivities. Moreover they aim to be safe production without accident, occupational diseases & other hinder operation. In Myanmar, employers of factories are very interested on OSH by not only compliance with the existing laws, regulation & rule but also implementation OSH management programme after laying down safety policy.

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UPG as a leading paint manufacturer in Myanmar is committed to implement the Integrated Management System comprising Quality, Environmental, Health and Safety, Responsible Care systems and to fulfil all the applicable legal and other regulatory requirements with the aim to ensure satisfaction of interested parties (customers, suppliers, employees, local authorities and neighbours) by creating a corporate culture. In order to achieve the company policy, we are committed to the following:

- To promote the awareness of Quality, Environmental, Health and Safety, Responsible Care systems to interested parties.
- To prevent pollution, incident, injury, ill health, environmental impact and health hazard through systematic risk identification, assessment, control with proper procedure and training.
- To periodically analyse, set, implement and evaluate the company objectives and targets.
- To strictly adhere to all procedures and continually improve management system.

The management shall accept responsibility for the effective implementation of this policy and provide systems, enhance awareness and support to ensure an environmentally friendly, safe and healthy working condition.


Managing Director

Dated : 01-07-2009

 UNITED PAINTS GROUP CO., LTD.[illegible]

- [illegible]

ကဗျာထိန် ထိပ်ပိုင်စီမံခန့်ခွဲသူများက ဣပုဂ္ဂိုလ်အား၊ ထီးရောက်စွာ အကောင်အထည်ဖော်ရေးကို တာဝန်ယူသည့်အတွက် ကဗျာထိန်စံနမူနာ၊ ရင်းသန့်ရေးအတွက် ပုံပုံခြင်း၊ ဆေးအန္တရာယ်ကင်းရှင်းစွာ ကုန်သွယ်ရေးနှင့်ညီညွတ်သော လုပ်ငန်းနှင့်နယ်ပယ်တစ်ခုတွင် ခြံတည်ရေးအတွက် ဆွေးနွေးဆောင်ရွက်ခြင်း အထောက်အပံ့ပေးခြင်း၊ တို့ကိုဆောင်ရွက်ပါမည်။


Managing Director

Dated : 01-07-2009

 **UNITED PAINTS GROUP CO., LTD.**

Company Policy in English & Myanmar Language

Safety Arrangement for Machine Operation & Layout

Providing & Wearing PPE at Hazardous Workplaces and Dangerous Operation



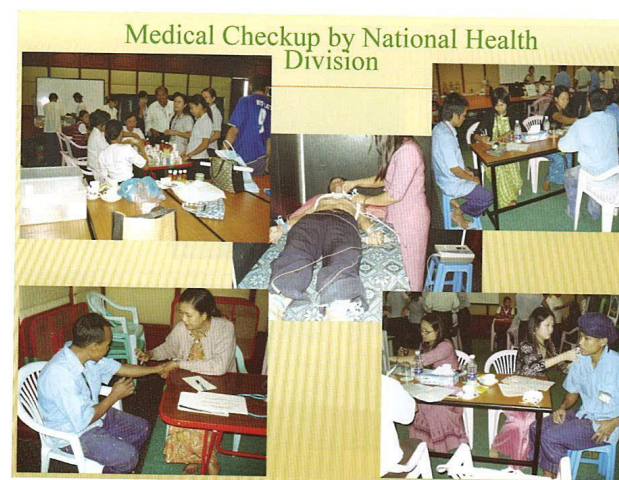
Bilingual instruction of Chemical Handling & Emergency Response



Arrangement for In case of Emergency & Response

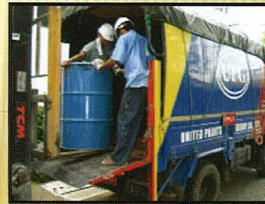
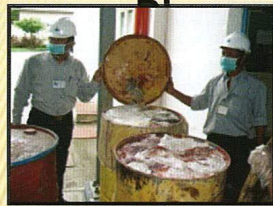


Storage of the Hazardous Liquid Drum



Medical Checking up the factory workers

Hazardous Waste



Industrial Hazardous Waste dispose at designated Landfill Yard

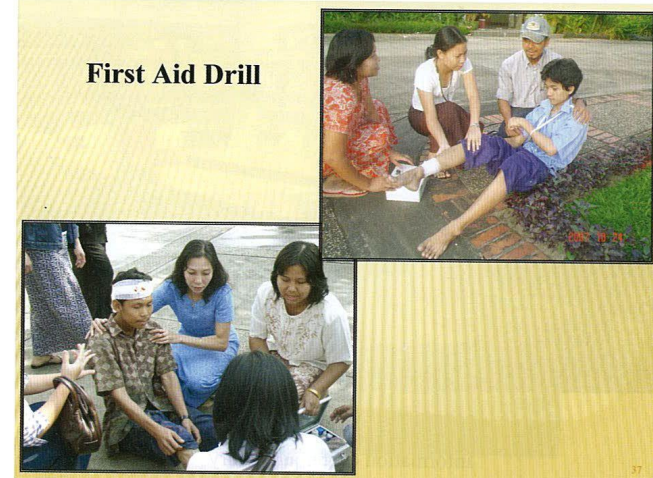


Arrangement for Fire Prevention & Fighting



Illustration of Safety Performance Indicator at enterprises

First Aid Drill





Conducting OSH training cooperation with FGLLID



Information center at Factory

6.3 Special action on fatal accident

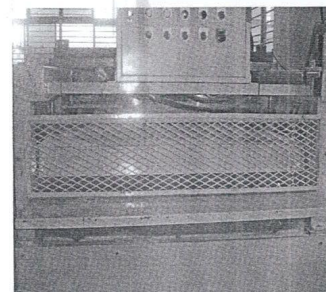
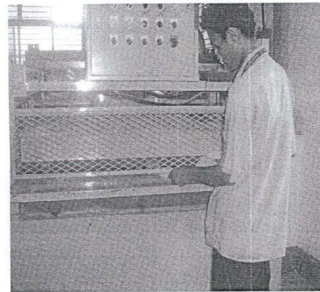
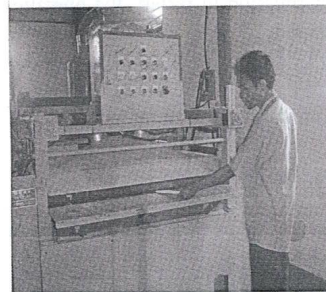
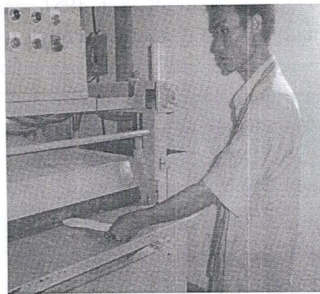
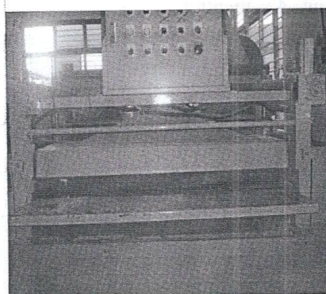
In factories Act 1951, session 42 mentioned about that any building or any part of passage ways , machinery or plant in factory involves imminent danger to human life or safety , inspector can prohibit its use until properly repaired or altered. And then if any factory happens industrial accidents especially fatal case or dangerous occurrence , Director General (CIF) or Factory inspector assigned by Director General shall investigate this accident , prohibits its operations and issues necessary instructions for corrective control measure. After informed about compliances the instruction by occupier or manager, inspector has to recheck the compliance of occupier. He deems to be safe and healthy to human life or workers and issue permission to restart the operation. Occupier or manager obliges to implement the OSH management programme at his enterprise & conduct OSH training all levels of workers.



Before accident without cover



After accident with cover



Dangerous Machine Condition before & Safe Condition after compliance
the instruction

6.4 Chemical Hazards

Over the past decade there has been a vast increase in the use of chemicals and this trend will continue as chemicals have a direct impact on the improved quality of life. There are, however, many risks associated with the unsafe use of chemicals at work. Therefore safety and health in the use of chemicals offers a challenge to government, employers and workers.

The International Labour Conference adopted, in June 1990, the Chemical Convention (No.170), and Recommendation (No.177), with a view to reducing the incidence of chemically induced illness and injuries at work.

Chemicals many of which can be considered acutely and chronically toxic chemicals, for example pesticides, PCBs and dioxins, pesticides exposure to chemicals is widespread workplaces, in particular in agriculture and manufacturing. Awareness of workers and management of the hazards and risks involved can go a long way in containing if not eliminating the incidence of illness, injury or death.

Chemicals can be classified as ten categories such as agrichemicals and fertilizers, chemical service providers, industrial gases, inorganic chemicals, oleo chemicals and surfactants, petrochemicals, petroleum, plastics, specialty chemicals, surface coatings. Chemical products can be classified as consumer chemicals such as drugs, pharmaceuticals, cosmetic, soaps and detergents, paints, ink, rubber products and alcoholic beverages. They can be industrial upstream links with other workplaces including agriculture, mining, and manufacturing especially electronics, construction, metals and engineering, packaging, health care, textile, food processing...etc.

The undeniable benefits of chemical to the mankind must be matched by calculable and containable hazards and risks to workers, employers or consumers. There is general agreement, nationally and internationally, that chemicals have to be used and managed soundly. Efforts are underway, to develop and implement systems that harmonize the use and management to chemicals; this should go hand with capacity building, training and massive information campaigns to prepare workers, employers and stakeholders for a responsible use and management of chemical in all workplaces.

6.5 National Response to Chemical Management

The country strategic approach to chemical management is being addressed through the development of a program on chemical safety linked to national development planning; this would reflect ASEAN guideline on global harmonized system of classification, labeling and packaging hazardous chemicals.

Government is proceeding the development on Chemical Safety Law by forming of chemical law drawing committee comprised representative and experts from various ministries & stakeholders. Committee members held meeting & discussion regularly to emerge the comprehensive law. Now they Issued draft of chemical safety law and they are revising it. It remains a step to promulgate after finalized & approved by authorities.

Chapter 7

Emerging OSH activities

7.1 Workplace Safety & Health Act legislation

In Myanmar, Existing laws, acts, rules & regulations relating on OSH are not up-to-date, not cover fully protection all hazards at work place & had not been amended yet. It is time to enact new OSH, so FGLLID is proceeding to prepare new OSH Law, namely Workplace Safety & Health Act(WSHA).

7.2 National occupational safety & health council (NOSHC)

To cooperate & coordinate with all stakeholders and workers, in development of OSH strategies, standard, activities, programme and frame work, Government of the union of Myanmar is developing to form National Occupational Safety & Health Council using tripartite system comprising representatives from various ministries , stakeholders and workers. With a view to developments of OSH Promotional programme, Training programme inspection & enforcement program and setting the acceptable practices, NOSHC will laydown main functions.

Chapter 8

Needs to do in future

8. Needs to do in future

Since Market oriented economic system has been introduced in our country, private economic sector has become developed with a great momentum. Due to the development of private economic sector, industrial enterprises have been booming up and it needs more to protect the occupational hazard and to promote health and well-being of workers. As the department has become awareness to it, future plans have been laid down as follows:

- ❖ To train the officials of Factories and General Labour Laws Inspection Department to be enable to provide advanced technical services for the improvement of working conditions especially in the field of safety and health in the industrial establishments.
- ❖ To develop the capacity and capability of Occupational Hygiene Laboratory of the department.
- ❖ To upgrade the capacity of the Factories and General Labour Laws Inspection Department to carry out practical measures to improve working conditions, worker's welfare, occupational safety, health and productivity in small and medium enterprises.
- ❖ To establish an "Occupational Safety and Health Center (OSHC)" under the Factories and General Labour Laws Inspection Department to train the workers, supervisors, safety officers, members of the safety and health committees from the industrial establishments in various safety and health courses.
- ❖ To establish a statistics and information unit to enhance the capacities of the Factories and General Labour Laws Inspection Department, in planning, evaluation and co-ordination of safety and health policies and programmes and exchange of information among ASEAN countries.
- ❖ To accept technical and financial supports from international & Local agencies to up grade the departments' capacities.
- ❖ To participate ASEAN-OSHNET functions such as inspection, research, training, information, standard and OSH Frame work activities.
- ❖ To explore possible technical co-operation among other countries and agencies on matters regarding Occupational Safety and Health.
- ❖ To organize Occupational Safety and Health Committee (NOSHC) at National Level.
- ❖ To amend & enact existing 1951 Factories Act to meet the changing technologies and conditions.

Annex I

Certified Conventions Vs Implemented necessary measures

No.	ILO Convention	Implemented measure
1.	Convention No.1, Hoursof Work (Industry), 1919	Factories Act 1951, Mines Act, 1923; Oil Fields (Labour and Welfare) Act, 1951
2	Convention No.2, Unemployment, 1919.	Employment Exchanges by Administrative Orders. Employment and Training Act, 1951
3	Convention No.6, Night Work(Young Person), 1919	FactoriesAct,1951;MinesAct,1923; Oil Fields(Labour and Welfare)Act, 1951
4	Convention No.11, Right of Association (Agriculture), 1921	Trade Union Act, 1926
5	Convention No.14, Weekly Rest (Industry) , 1921	Factories Act, 1951; Oil Fields (Labour and Welfare) Act, 1951 & Mines Act, 1923;
6	Convention No.15, Minimum Age (Trimmers and Stokers), 1921	The Burma Merchant Shipping Act
7	Convention No.16, Medical Examination of Young Person (Sea), 1921	The Burma Merchant Shipping Act
8	Convention No.17, Workmen's Compensation (Accidents), 1925	Workmen's Compensation Act, 1923
9	Convention No.18, Workmen's Compensation (Occupational Diseases), 1925	Workmen's Compensation Act,1923
10	Convention No.19, Equally of Treatment (Accident Compensation), 1925	Workmen's Compensation Act,1923

	ILO Convention	Implemented measure
11	Convention No.21, Inspection of Emigrants, 1926	Burma Emigration Act, 1922
12	Convention No.22, Seamen's Articles of Agreement, 1926	The Burma Merchant Shipping Act
13	Convention No.26, Minimum Wage Fixing Machinery, 1928	Minimum Wages Act; Draft Minimum Wage (General) Fixation Law
14	Convention No.27, Marking of Weight (Packages Transported by Vessels), 1929	By Laws enacted under the Provision of the Rangoon Port Act, 1905
15	Convention No.29, Forced Labour, 1930	Complied with by the Constitutional Provisions
16	Convention No.42, Workmen's Compensation (Occupational Diseases) (Revised) , 1934	Workmen's Compensation Act, 1923
17	Convention No.52, Holidays with Pay, 1936	Leave and Holidays Act, 1951
18	Convention No.63, Statistics of Wages and Hours of Work , 1939	Employment Statistics Act, 1948
19	Convention No.87, Freedom of Association and Protection of the Right to organize, 1948	Trade Union Act, 1926

Annex II

List of injuries deemed to result in permanent partial disablement

Injury	Percentage of loss of earning capacity
Loss of right arm above or at the elbow	70
Loss of left arm above or at the elbow	60
Loss of right arm below the elbow	60
Loss of leg at or above the knee	60
Loss of left arm below the elbow	50
Loss of leg below the knee	50
Permanent total loss of hearing	50
Loss of one eye	30
Loss of thumb	25
Loss of all toes of one foot	20
* Loss of one phalanx of thumb	15
* Loss of index finger	15
Loss of great toe	10
Loss of any finger other than index finger	5

Note : Complete and permanent loss of the use of any limb or member referred to in this Schedule shall be deemed to be the equivalent of the loss of that limb or member.

List of Occupational Diseases List (A)

Annex III

Occupational Disease	Employment
Anthrax	Handling of wool, hair, bristles, animal carcasses or parts of such carcasses, or the loading, unloading or transport of any merchandise or any work in connection with animals infected with anthrax.
Lead poisoning or its sequelae	Any process involving the use of lead or its preparations or compounds.
Mercury poisoning or its sequelae	Any process involving the use of mercury or its preparations or compounds.
Phosphorus poisoning by phosphorus or its compounds, and its sequelae.	Any process involving the production, liberation or utilisation of phosphorus or its compounds
Arsenic poisoning by arsenic or its compounds, and its sequelae.	Any process involving the production, liberation or utilisation of arsenic or its compounds
Poisoning by benzene or its homologues, their nitro and amido-derivatives, and its sequelae.	Any process involving the production, liberation or utilisation of benzene or its homologues, or their nitro and amido-derivatives.
Poisoning by nitro- and amido-derivative of benzene and its homologues (trinitrotoluene, aniline and others) or the sequelae.	Handling any nitro- or amido-derivative of benzene or any of its homologues or any process in the manufacture, or involving the use, thereof.
Poisoning by nitrous fumes or its sequelae	Any process in which nitrous fumes are involved.
Dope poisoning (that is, poisoning by any substance used as or in conjunction with a solvent for acetate of cellulose) or its sequelae.	Any process involving the use of any substance used as or in conjunction with a solvent for acetate of cellulose.
Poisoning by carbon bisulphide or its sequelae.	Any process involving the use of carbon bisulphide or its preparations or compounds.
Poisoning by nickel carbonyl or its sequelae.	Any process in which nickel carbonyl gas is involved.
Epitheliomatous cancer or	Handling or use of tar, pitch, bitumen,

ulceration of the skin due to tar, pitch, bitumen, mineral oil or paraffin, or any compound, product or residue of any of those substances.	mineral oil or paraffin or any compound, product or residue of any of those substances.
Ulceration of the corneal surface of the eye due to tar, pitch, bitumen, mineral oil or paraffin, or any compound, product or residue of any of those substances.	Handling or use of tar, pitch, bitumen, mineral oil or paraffin or any compound, product or residue of any of those substances.
Chrome ulceration or its sequelae	Any process involving the use of Chromic acid or bichromate of ammonium, potassium, or sodium, or their preparations.
Compressed air illness or its sequelae	Any process carried on in compressed air.
Cataract in glassworkers	Any process in the manufacture of glass involving exposure to the glare of molten glass.
Cataract caused by exposure to rays from molten or red-hot metal	Any process normally involving exposure to rays from molten or red-hot metal in the manufacture of iron or steel, including reheating and rolling iron or steel.
Subcutaneous cellulitis of the hand (beat hand)	Mining
Subcutaneous cellulitis or acute bursitis over the elbow (beat elbow)	Mining
Inflammation of the synovial lining of the wrist joint and tendon sheaths	Mining
Glanders	Care of any equine animal suffering from glanders, handling the carcass of such animal.
Telegraphist's cramp	Use of telegraphic instruments.
Silicosis with or without pulmonary tuberculosis, provided that silicosis is an essential factor in causing the resultant incapacity or death.	Industries or processes recognised by the laws or regulations of the Union of Burma as involving exposure to the risk of silicosis.
Poisoning by the halogen derivatives of hydrocarbons of the aliphatic series.	Any process involving the production, liberation or utilisation of halogen derivatives of hydrocarbons of the aliphatic series designated by the laws or regulations of the Union of Burma.

List (B)

Dermatitis produced by dust or liquied

Ulceration of the skin produced by dust or liquids.

Ulceration of the mucous membrane of the nose or mouth produced by dust .

Wrier's cramp

Twister's cramp caused by twisting of cotton or wollen (including worsted) yarns.

Pathological mainfestation due to –

(a) radium and other radio-active substance;

(b) X-rays.

Brief of National OSH Profile in Myanmar

Everybody concerns safety and health at all workplaces. Providing for safety, health and better working conditions is important to be peace & prosperous workplace and higher productivity. Improving safety, health and working condition among industrial workers is an important parts of the ILO agenda to extend OSH decent work to workers.

National OSH Profile in Myanmar would like to know about that implementation of OSH activities, OSH situations and needs to do in future in Myanmar.



The Government of the Union of Myanmar
Ministry of Labour
Factories and General labour laws Inspection Department