

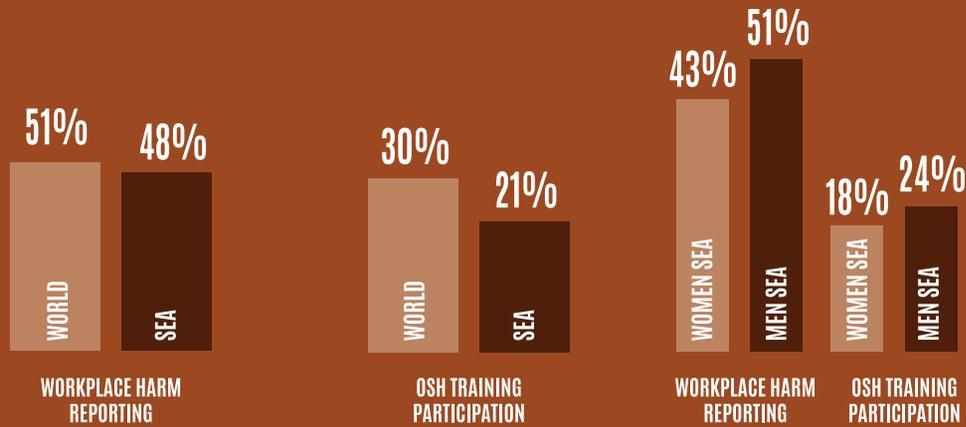
# Advancing workplace safety in Southeast Asia

A POLICY BRIEF DRAWING ON DATA FROM THE  
LLOYD'S REGISTER FOUNDATION WORLD RISK POLL



# How can policymakers improve safety in Southeast Asia?

In Southeast Asia, 52% of people worry about workplace harm. Ratification of international labour conventions can contribute to improved safety and support inclusive, sustainable growth.



Reporting of workplace harm is essential for safer work, but only 48% of workers in Southeast Asia (SEA) reported experiences of harm, below the global average of 51%.

Occupational Safety and Health (OSH) training is key to prevent accidents, but only 30% of workers globally receive training, and only 21% in SEA.

Women are less likely to report workplace harm and to participate in OSH training.

Early ratification of ILO Conventions 155 and 187 is linked to fewer workplace safety concerns, higher reporting rates, and greater participation in OSH training.

POLICY RECOMMENDATIONS



1. Promote ratification of key ILO Conventions to strengthen commitment to OSH.



2. Strengthen national tripartite bodies to ensure inclusive, coordinated OSH governance.



3. Update national OSH policies and programmes to align with international standards.



4. Develop robust national recording and notification systems and related statistics.



5. Integrate gender-responsive approaches to improve participation and reporting in OSH.



6. Participate in global initiatives that harness digital and green transformations, including the Manifesto for Global Industrial Safety.

POLICY RECOMMENDATIONS

## **About this policy brief**

This policy brief draws on data from the World Risk Poll (WRP) to examine recent trends in occupational health and safety (OSH), focusing on the role of international conventions in addressing these challenges. It forms part of a broader series exploring evidence-based policy options to reduce risk and enhance health and safety outcomes across Southeast Asia. The brief is part of the project titled “Policymaking for a more resilient world: Leveraging the World Risk Poll for more effective digital, labour, and industrial policies”, funded by Lloyd’s Register Foundation.

## **Contributors**

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# List of abbreviations

ASEAN	Association of Southeast Asian Nations
ASEAN-OSHNET	ASEAN Occupational Safety and Health Network
CIIP	Cambridge Industrial Innovation Policy
ILO	International Labour Organization
OSH	Occupational safety and health
WRP	World Risk Poll

# Executive summary

This policy brief draws on data from the World Risk Poll (WRP) and consultations with key stakeholders to examine recent trends in occupational safety and health (OSH), focusing on the role of international conventions in addressing these challenges. It forms part of a broader series exploring evidence-based policy options to reduce risk and enhance health and safety outcomes across Southeast Asia, funded by Lloyd's Register Foundation.

Ensuring safe working conditions is fundamental to fostering decent employment and sustainable economic growth. Yet, across the world, workers continue to face hazardous conditions, with many exposed to risks of injury, illness, or even death. According to data from the WRP, between 2021 and 2023 nearly 18% of the global workforce – approximately 667 million adults – reported experiencing serious work-related harm.<sup>1</sup>

While Southeast Asia faces workplace harm rates similar to the global average, the region's rapid industrialisation and labour market shifts often outpace the development of adequate OSH systems.

## Key messages

### 1. Southeast Asia exhibits low rates of workplace harm reporting and OSH training participation

Reporting of workplace harm is essential for improving OSH, enabling policymakers and employers to identify risks, implement preventive measures, and ensure worker protection.<sup>2</sup> But under-reporting remains a significant challenge.

In Southeast Asia, only 48% of workers reported the harm they experienced between 2021 and 2023, placing the region among the lowest in reporting rates. This contrasts sharply with regions like Australia and New Zealand, and North America, where reporting rates are 80% or higher, and it falls below the global average of 51%.<sup>3</sup>

Reporting workplace harm is essential for understanding how workers are exposed to risks and hazards. But preventive measures are also needed to reduce workplace harm. A key example is OSH training, which gives workers the knowledge and skills needed to prevent accidents and injuries.

Despite the importance of OSH training, only a third of workers globally reported taking part in such training in 2022 and 2023. Participation rates were even lower in Southeast Asia (21%), compared to regions such as Australia and New Zealand (67%), Eastern Europe (59%), and Northern America (59%).<sup>4</sup>

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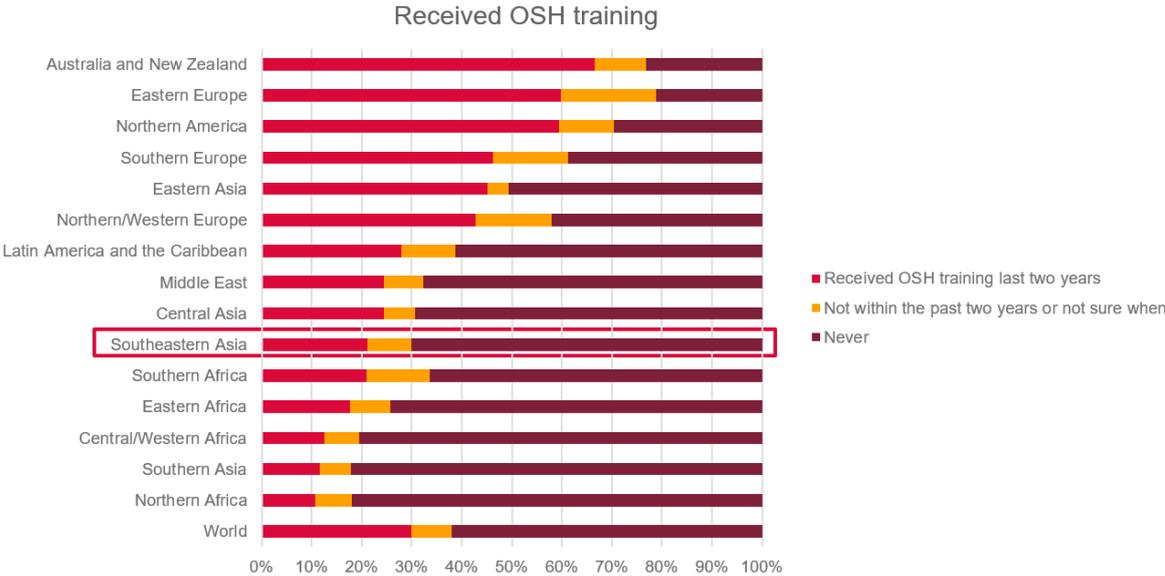
<sup>1</sup> Lloyd's Register Foundation (2024). *Report Engineering safer workplaces: Global trends in occupational safety and health*.

<sup>2</sup> Pransky, G. et al. (1999). *Under-reporting of work-related disorders in the workplace: a case study and review of the literature*, *Ergonomics*.

<sup>3</sup> Lloyd's Register Foundation (2024). *World Risk Poll 2023*.

<sup>4</sup> Ibid.

**FIGURE ES1. SOUTHEAST ASIA LAGS BEHIND IN OCCUPATIONAL SAFETY AND HEALTH TRAINING**



**Note:** Response to the questions “Have you ever had any health and/or safety training about any risks associated with your work? Did you receive health and/or safety training for work in the past 2 years?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

## 2. Women are less likely to report workplace harm and participate in OSH training

Compared to global trends, women in Southeast Asia are less likely than men to report workplace harm. Only 43% of women who experienced workplace harm reported it, compared to 51% of men. This gap is particularly significant in Cambodia, Thailand, and the Philippines, where men report workplace harm at rates more than 20% higher than women. In comparison, women are more likely to report harm than men in Malaysia and Indonesia.

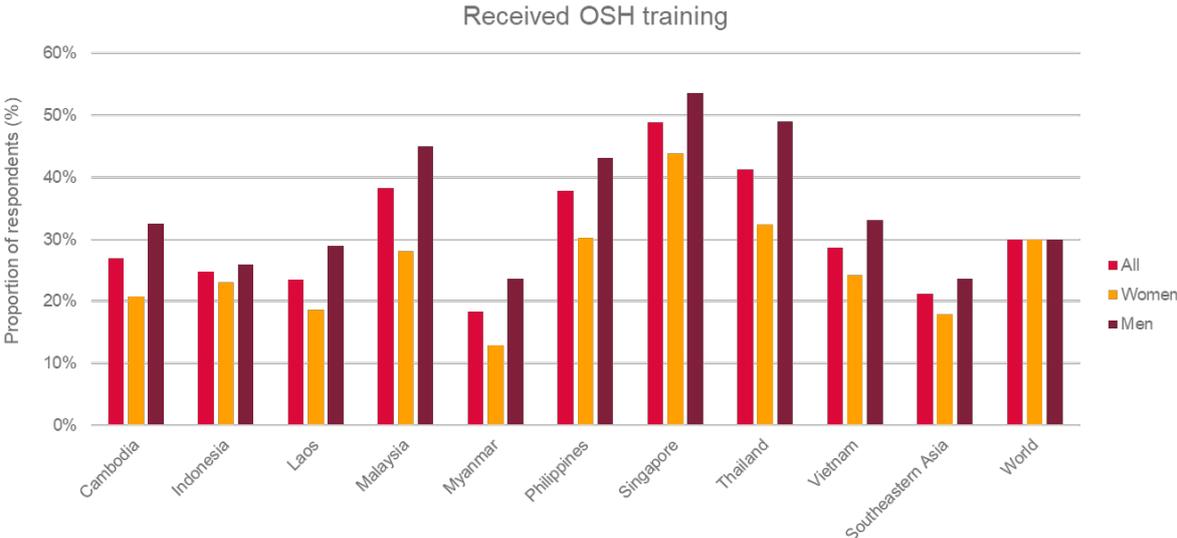
A gender gap in OSH training participation was also seen. In Southeast Asia, only 18% of women and 24% of men participated in OSH training. Countries with the largest gender gaps include: Thailand, Malaysia, the Philippines, Cambodia, and Myanmar.<sup>5</sup>

These gender gaps are particularly concerning given that occupational risks for women have historically been understudied. Safety regulations, equipment, and risk assessments are typically designed around male bodies and work patterns, making women more vulnerable to injury and long-term health issues.<sup>6</sup>

<sup>5</sup> Ibid.

<sup>6</sup> Criado Perez, C. (2019). *Invisible women: Exposing data bias in a world designed for men*.

**FIGURE ES2.** WOMEN IN SOUTHEAST ASIA ARE LESS LIKELY THAN MEN TO REPORT WORKPLACE HARM



**Note:** Response to the question “Please think about the serious harm you personally experienced from working. Did you tell someone who is responsible for safety or health at your work, such as your supervisor, manager, or the health or social services, about your injury or illness?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

### 3. Early ratifiers of ILO Conventions show better OSH outcomes

Since it was founded in 1919, the International Labour Organization (ILO) has led international efforts to promote safe and healthy working environments. Through Conventions Nos. 155 and 187, the ILO provides a foundation for national policies, supported by a wider ecosystem of international labour standards, codes of practice, and technical guidelines.<sup>7</sup>

Our findings indicate that early ratification is associated with better workplace safety. Workers in countries that ratified these conventions earlier are less likely to report workplace harms or express concerns about occupational risks.

Positive associations were also identified between convention ratification and workplace harm reporting and participation in OSH training. Workers in countries that ratified these conventions earlier are more likely to report workplace harm and participate in safety and health training.

<sup>7</sup> ILO (2023). *Implementing a safe and healthy working environment: Where are we now?*

## Conclusions and policy recommendations

Evidence from regional and global trends highlights six key opportunities to strengthen institutional frameworks and enhance OSH across Southeast Asia:

**1. *Support the ratification of key ILO Conventions***

Increasing the ratification of ILO Conventions, particularly No. 155, represents a critical step in reinforcing national commitment to OSH. Countries that have yet to ratify the convention may be supported by technical assistance, including experience sharing.

**2. *Strengthen national tripartite bodies***

Active national tripartite bodies are essential for ensuring inclusive, coordinated OSH governance. Countries where such bodies are absent or inactive could prioritise their establishment or revitalisation, fostering dialogue among government, employers, and workers.

**3. *Update and align national OSH policies and programmes***

Outdated or missing OSH policies and programmes hinder effective implementation. Regular review and revision of these frameworks should be institutionalised, ensuring alignment with international standards and emerging risks.

**4. *Develop robust national recording and notification systems and related statistics***

Reliable data on occupational injuries and diseases is fundamental to evidence-based policymaking. Regional cooperation could help to develop standardised systems for recording and notifying OSH incidents, with mechanisms for regular data collection and public reporting.

**5. *Integrate gender-responsive approaches in OSH***

Gender gaps in the reporting of workplace harm and participation in OSH training underscore the need for a gender-responsive approach in OSH policies and programmes. This may include conducting gender-sensitive risk assessments, promoting inclusive training, and ensuring women's representation in OSH decision-making bodies.

**6. *Participate in global initiatives that harness digital and green transformations to promote the creation of decent and safe jobs***

Organisations across Southeast Asian countries may benefit from engaging with global initiatives harnessing digital and green transformations to promote the creation of decent and safe jobs. An example of such an initiative is the Manifesto for Global Industrial Safety.<sup>8</sup>

By addressing these areas, countries across the region can build stronger, more resilient OSH systems that safeguard workers' health, enhance productivity, and contribute to sustainable economic development.

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<sup>8</sup> Global Initiative for Industrial Safety (2024). *A Manifesto for Global Industrial Safety*.

# 1. Introduction

Ensuring safe working conditions is fundamental to fostering decent employment and sustainable economic growth. Yet, across the world, workers continue to face hazardous conditions, with many exposed to risks of injury, illness, or even death. According to data from the World Risk Poll (WRP), between 2021 and 2023 nearly 18% of the global workforce – approximately 667 million adults – reported experiencing serious work-related harm.<sup>9</sup>

While Southeast Asia faces workplace harm rates similar to the global average, the region's rapid industrialisation and labour market shifts often outpace the development of adequate occupational health and safety (OSH) systems.<sup>10</sup> High-profile incidents, such as the 2020 jade mine landslide in Myanmar, which claimed over 170 lives,<sup>11</sup> and the 2015 Kentex factory fire in the Philippines, which resulted in the death of 74 workers,<sup>12</sup> highlight the severe risks workers face as a result of inadequate safety measures.

This policy brief draws on data from the WRP and consultations with key stakeholders to examine recent trends in OSH, focusing on the role of international conventions in addressing these challenges. It forms part of a broader series exploring evidence-based policy options to reduce risk and enhance health and safety outcomes across Southeast Asia, funded by Lloyd's Register Foundation.

The WRP is the first and only globally comparable, nationally representative survey exploring perceptions of, and harm from, risks to personal safety. Conducted by Gallup in 2023 across 142 countries and territories through nearly 147,000 interviews, the WRP provides unique insights, particularly in contexts where official safety data is limited or absent.

This analysis integrates WRP data with information on the ratification and implementation of ILO Conventions Nos. 155 and 187. There is a focus on Southeast Asian countries, assessing institutional frameworks and identifying opportunities to strengthen OSH systems.

Since it was founded in 1919, the ILO has led international efforts to promote safe and healthy working environments. Through Conventions Nos. 155 and 187 it provides a foundation for national policies, supported by a wider ecosystem of international labour standards, codes of practice, and technical guidelines.<sup>13</sup>

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<sup>9</sup> Lloyd's Register Foundation (2024). *Report Engineering safer workplaces: Global trends in occupational safety and health*.

<sup>10</sup> Ibid.

<sup>11</sup> Lin, Y. N. et al. (2021). *The 2020 Hpakant Jade Mine Disaster, Myanmar: A multi-sensor investigation for slope failure*. *ISPRS Journal of Photogrammetry and Remote Sensing*.

<sup>12</sup> Angat, C. J. F. (2019). *Paying the Toll of the Toil: Employer Liability for Non-Compliance with Philippine Labor Standards on Occupational Safety Resulting in Industrial Accidents*.

<sup>13</sup> ILO (2023). *Implementing a safe and healthy working environment: Where are we now?*

The policy brief is structured as follows:

- Section 2 analyses how Southeast Asia compares globally in perceptions and experiences of workplace harm.
- Section 3 explores workplace harm reporting and participation in OSH training, focusing on gender disparities.
- Section 4 looks at new and emerging OSH risks as a result of the digital and green transitions.
- Section 5 reviews the role of ILO Conventions Nos. 155 and 187 in advancing OSH and assesses their implementation across Southeast Asian countries.
- And Section 6 presents conclusions and policy recommendations to strengthen institutional frameworks and improve OSH outcomes, including how to effectively leverage emerging global frameworks such as the Global Industrial Safety Manifesto.

## 2. Workplace safety: perceptions and experiences

Ensuring safe working conditions is fundamental to fostering decent employment. Yet, across different regions of the world, workers continue to face exposure to hazards, risks of injury, and work-related fatalities. According to data from the ILO, nearly 400 million workers suffer non-fatal work-related injuries every year, while almost 3 million workers lose their lives as a result of occupational diseases and accidents.<sup>14</sup>

Similarly, the Lloyd's Register Foundation World Risk Poll (WRP) estimates that between 2021 and 2023, 18% of the global workforce – approximately 667 million adults – experienced serious work-related harm.<sup>15</sup> Circulatory diseases, malignant neoplasms, and respiratory diseases account for nearly three-quarters of all work-related deaths. Key contributors to these fatalities include long working hours and exposure to dangerous materials.<sup>16</sup>

The likelihood of experiencing workplace injuries is influenced by economic and socio-demographic factors. Workers in low-income countries face higher risks than those in high-income countries. Younger workers (aged 15–29) are more prone to workplace injuries than older workers, while men report slightly higher rates of harm than women. Lower education levels are also associated with increased workplace risks. Additionally, financially vulnerable individuals report higher rates of workplace injuries than those with greater financial stability. The nature of the employment and industry sector further determines workplace injury risks. Workers in stable working conditions and lower-hazard environments, such as manufacturing, are generally less likely to be injured (see policy brief *Manufacturing a more resilient world*).<sup>17</sup>

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<sup>14</sup> ILO (2023). *A call for safer and healthier working environments*, p. 2.

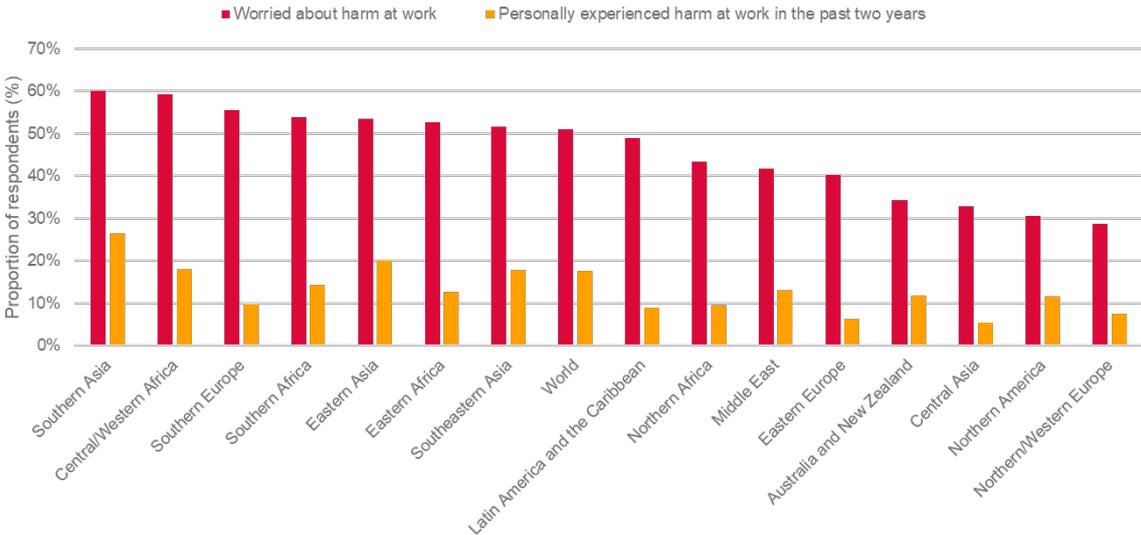
<sup>15</sup> Lloyd's Register Foundation (2024). *Report Engineering safer workplaces: Global trends in occupational safety and health*.

<sup>16</sup> ILO (2023). *A call for safer and healthier working environments*, p. 2.

<sup>17</sup> Lloyd's Register Foundation (2024). *Report Engineering safer workplaces: Global trends in occupational safety and health*.

Southeast Asia exhibits workplace harm rates and concerns that are comparable to the global average. Among respondents from the region, 52% are very worried or somewhat worried about serious harm at work. These figures are significantly higher than those reported in regions such as Northern and Western Europe (29%) and Northern America (31%), indicating a greater concern for workplace safety in Southeastern Asia than in regions composed primarily of high-income, developed economies (Figure 1).

**FIGURE 1. SOUTHEAST ASIAN COUNTRIES EXHIBIT WORKPLACE HARM RATES AND CONCERNS COMPARABLE TO THE GLOBAL AVERAGE**

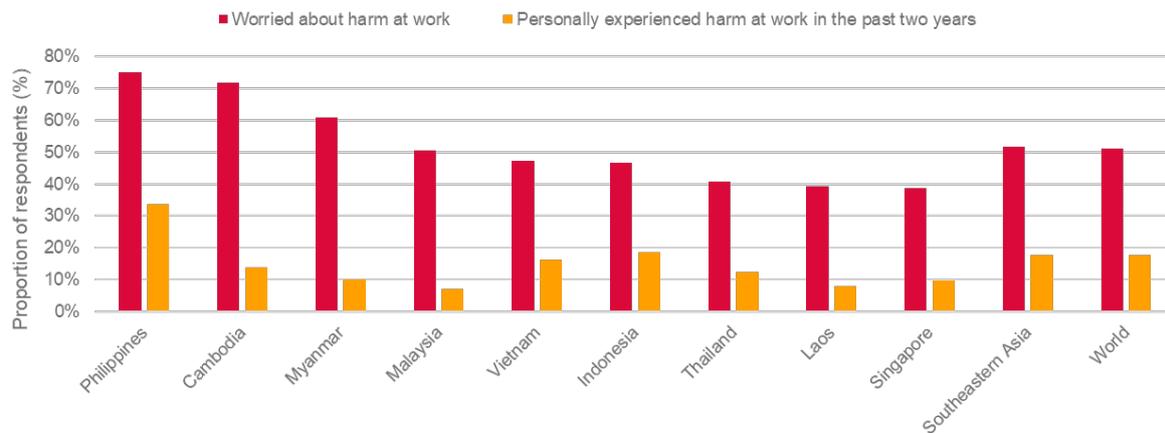


**Note:** “Worried” includes respondents who answered “very worried” or “somewhat worried” to the question “In general, how worried are you that the work you do could cause you serious harm?” “Personally experienced” includes respondents who answered “Yes, personally experienced” or “Both” to the question “Have you, or someone you personally know, experienced serious harm from any of the following things in the past 2 years?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

Rates of workplace harm and concerns about being harmed vary significantly across Southeast Asian countries. The Philippines (34%), Indonesia (19%), and Vietnam (16%) report the highest levels of workplace harm. Meanwhile, concerns about experiencing harm at work are most prevalent in the Philippines (75%), Cambodia (72%), and Myanmar (61%) (Figure 2). While this diversity poses challenges for a regional approach to OSH, it does offer opportunities to share and learn from best practices across the region.

**FIGURE 2. RATES OF WORKPLACE HARM AND CONCERNS ABOUT BEING HARMED VARY SIGNIFICANTLY ACROSS SOUTHEAST ASIAN COUNTRIES**



**Note:** “Worried” includes respondents who answered “very worried” or “somewhat worried” to the question “In general, how worried are you that the work you do could cause you serious harm?” “Personally experienced” includes respondents who answered “Yes, personally experienced” or “Both” to the question “Have you or someone you personally know, experienced serious harm from any of the following things in the past 2 years?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

### 3. Reporting and preventing workplace harm

Reporting of workplace harm is essential for improving occupational safety and health (OSH), as it enables policymakers and employers to identify risks, implement preventive measures, and ensure worker protection.<sup>18</sup> This is especially relevant as workplaces rapidly evolve in response to the digital and green transitions, climate change, and demographic shifts. Workers are increasingly exposed to new machinery, equipment, materials, and changing weather conditions.<sup>19</sup>

However, under-reporting remains a significant challenge in both developing and developed countries. Under-reporting can be seen at both the organisational and individual levels.<sup>20</sup> Factors that contribute to under-reporting include job insecurity, a lack of awareness of reporting mechanisms, fear of retaliation, social pressure, administrative barriers, and inadequate enforcement of OSH regulations.<sup>21, 22,23</sup>

<sup>18</sup> Pransky, G. et al. (1999). *Under-reporting of work-related disorders in the workplace: a case study and review of the literature*, *Ergonomics*.

<sup>19</sup> Castañeda-Navarrete, J. et al. (2025). *Shaping inclusive digital and green transitions: a policy review*.

<sup>20</sup> Probst, T. et al. (2013). *The relationship between job insecurity and accident under-reporting: A test in two countries*, *Work & Stress*.

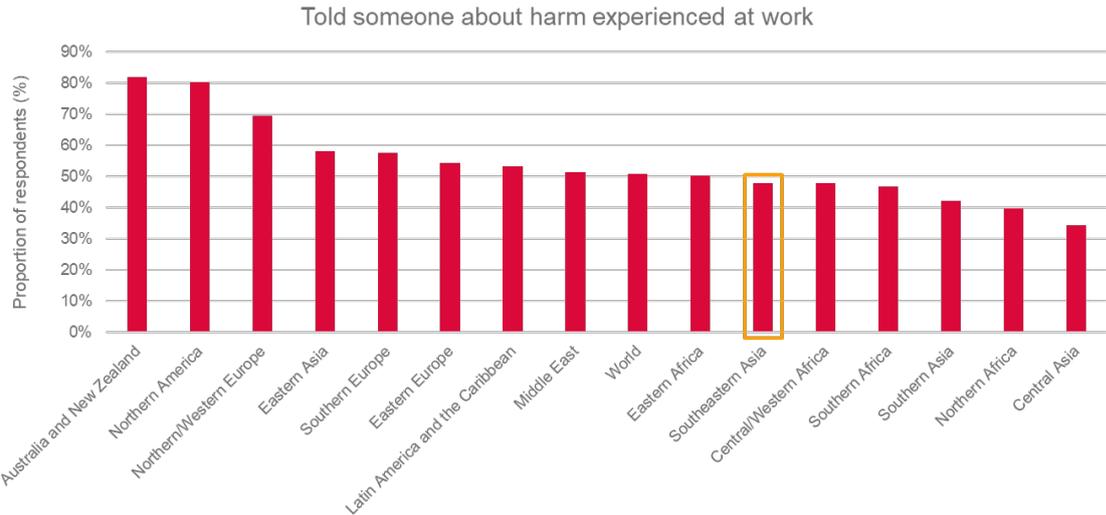
<sup>21</sup> Ibid.

<sup>22</sup> Pransky, G. et al. (1999). *Under-reporting of work-related disorders in the workplace: a case study and review of the literature*, *Ergonomics*.

<sup>23</sup> Lloyd’s Register Foundation (2024). *Report Engineering safer workplaces: Global trends in occupational safety and health*.

It is estimated that only 51% of workers globally who experienced harm at work between 2021 and 2023 reported it to a safety or health supervisor, or to health and social services. In Southeast Asia, only 48% of workers reported the harm they experienced, making it one of the regions with the lowest reporting rates. This contrasts sharply with regions such as Australia and New Zealand, and North America, where the reporting rate is equal to or above 80% (Figure 3).

**FIGURE 3. UNDER-REPORTING OF WORKPLACE HARM REMAINS A SIGNIFICANT CHALLENGE**



**Note:** Response to the question “Please think about the serious harm you personally experienced from working. Did you tell someone who is responsible for safety or health at your work, such as your supervisor, manager, or the health or social services, about your injury or illness?”

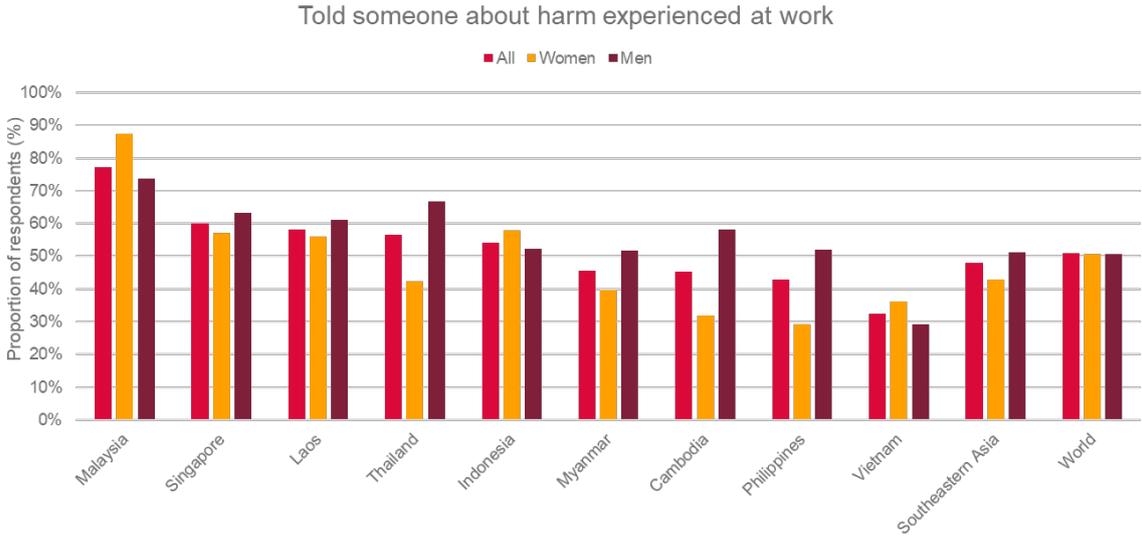
**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

Within Southeast Asia, Vietnam (32%), the Philippines (43%), and Cambodia (45%) have some of the lowest workplace harm reporting rates. Additionally, compared to global trends, women in Southeast Asia are less likely than men to report workplace harm. Only 43% of women who experienced workplace harm reported it, compared to 51% of men. This gap is particularly significant in Cambodia, Thailand, and the Philippines, where men report workplace harm at rates more than 20% higher than women. In comparison, women are more likely to report harm than men in Malaysia and Indonesia (Figure 4).

This gender gap in reporting workplace harm is particularly concerning given that occupational risks for women have historically been understudied. Safety regulations, equipment, and risk assessments are typically designed around male bodies and work patterns, making women more vulnerable to injury and long-term health issues.<sup>24</sup> In the Southeast Asian context, specific risk factors affecting women in the workplace include long working hours (including unpaid domestic and care work), psychological stress, limited access to training, and inadequate protective equipment. These risks are often exacerbated by gender norms, societal expectations, and the segregation of women into lower-paid sectors and roles.<sup>25</sup>

<sup>24</sup> Criado Perez, C. (2019). *Invisible women: Exposing data bias in a world designed for men*.  
<sup>25</sup> Choi, B. C. K. (2005). *An international comparison of women’s occupational health issues in the Philippines, Thailand, Malaysia, Canada, Hong Kong and Singapore: the CIDA-SEAGEP Study*, *Occupational Medicine*.

**FIGURE 4. WOMEN IN SOUTHEAST ASIA ARE LESS LIKELY THAN MEN TO REPORT WORKPLACE HARM**



**Note:** Response to the question “Please think about the serious harm you personally experienced from working. Did you tell someone who is responsible for safety or health at your work, such as your supervisor, manager, or the health or social services, about your injury or illness?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

Reporting workplace harm is essential for understanding how workers are exposed to risks and hazards. However, preventive measures are also needed to reduce workplace harm. Preventive measures can be classified into three main levels: primary, secondary, and tertiary prevention. Primary prevention focuses on eliminating or minimising exposure to workplace hazards. A key example is OSH training, which gives workers the knowledge and skills needed to prevent accidents and injuries. Secondary prevention involves early detection of risks by assessing potential exposure and severity, such as through risk assessments. Tertiary prevention aims to reduce the recurrence or severity of harm, ensuring proper management and rehabilitation of affected workers.<sup>26,27</sup> By prioritising OSH training and other preventive measures, workplaces can create safer environments and reduce occupational risks.

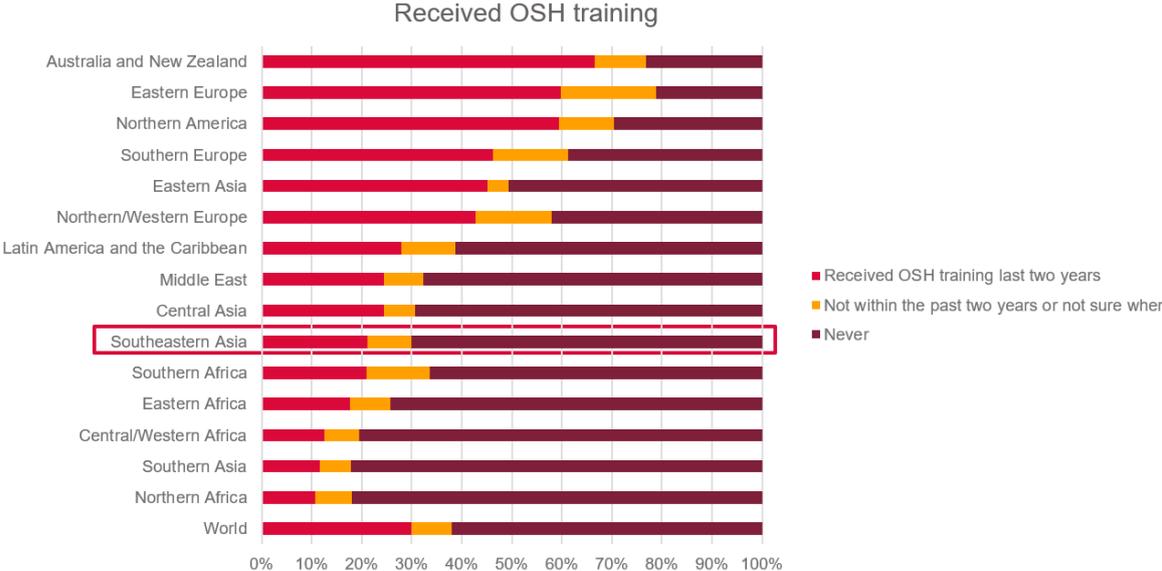
The effectiveness of OSH training depends on factors including training delivery methods, organisational safety culture, and reinforcement.<sup>28</sup> However, growing evidence highlights its value in enhancing workers’ knowledge of OSH issues and fostering positive attitudes towards preventive behaviours, ultimately improving workplace safety.<sup>29,30</sup> Additionally, participation in OSH training is associated with a higher likelihood of reporting workplace harm. According to

<sup>26</sup> Barati Jozan, M. M. et al. (2023). Impact assessment of e-trainings in occupational safety and health: a literature review. *BMC Public Health*.  
<sup>27</sup> Pandey, B. R. (2024). Rethinking occupational health and safety principles—a systems perspective. *Journal of the Royal Society of New Zealand*, 1–22.  
<sup>28</sup> Burke, M. J., Sarpy, S. A., Smith-Crowe, K., Chan-Serafin, S., Salvador, R. O. and Islam, G. (2006). Relative effectiveness of worker safety and health training methods. *American Journal of Public Health*.  
<sup>29</sup> Robson, L. S. et al. (2012). A systematic review of the effectiveness of occupational health and safety training. *Scandinavian Journal of Work, Environment & Health*.  
<sup>30</sup> Ricci, F. et al. (2016). Effectiveness of occupational health and safety training: A systematic review with meta-analysis. *Journal of Workplace Learning*.

WRP data, individuals who have received training in the past 2 years are 3.3 times more likely to report harm than those who have not received training.<sup>31</sup>

Despite the importance of OSH training, only a third of workers globally reported participating in such training in 2022 and 2023. Participation rates are even lower in Southeastern Asia (21%), with much higher rates in regions such as Australia and New Zealand (67%), Eastern Europe (59%), Eastern Europe (59%), and Northern America (59%) (Figure 5).

**FIGURE 5. SOUTHEAST ASIA LAGS BEHIND IN OCCUPATIONAL SAFETY AND HEALTH TRAINING**



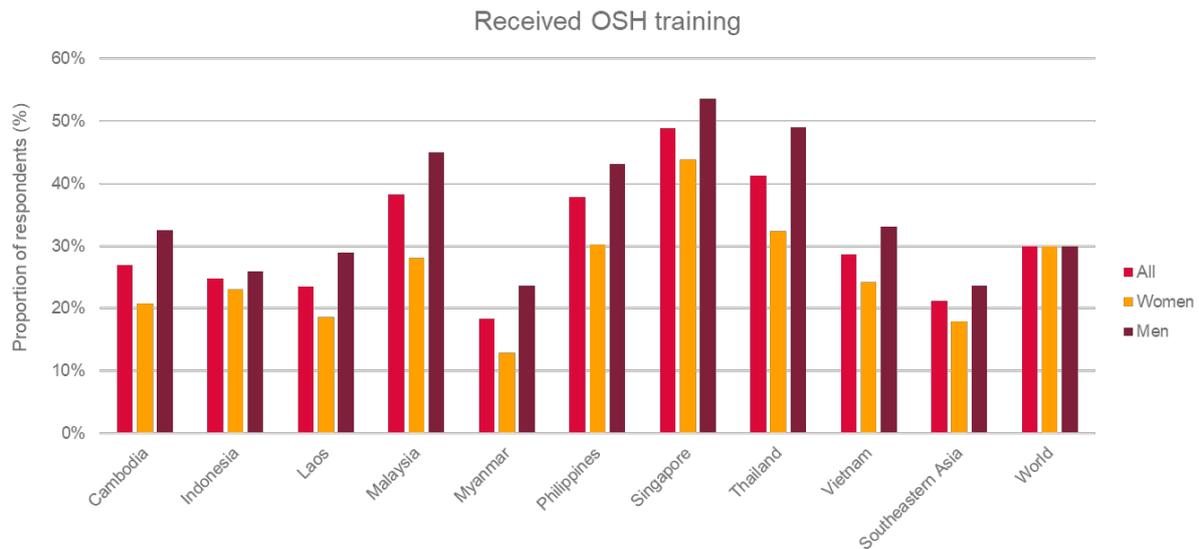
**Note:** Response to the questions “Have you ever had any health and/or safety training about any risks associated with your work? Did you receive health and/or safety training for work in the past 2 years?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

A gender gap in OSH training participation was also evident, particularly in Southeastern Asia. Globally, a third of women and men reported taking part in OSH training in 2022 and 2023. However, in Southeastern Asia, only 18% of women and 31% of men participated in OSH training. Countries with the largest gender gaps include: Thailand, Malaysia, the Philippines, Cambodia, and Myanmar (Figure 6).

<sup>31</sup> Lloyd’s Register Foundation (2024). *Report Engineering safer workplaces: Global trends in occupational safety and health*.

**FIGURE 6. WOMEN IN SOUTHEAST ASIA ARE LESS LIKELY THAN MEN TO PARTICIPATE IN OCCUPATIONAL SAFETY AND HEALTH TRAINING**



**Note:** Response to the questions “Have you ever had any health and/or safety training about any risks associated with your work? Did you receive health and/or safety training for work in the past 2 years?”

**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023.

## 4. New and emerging OSH risks

The digital and green transitions are reshaping the world of work and introducing new OSH risks, from exposure to new machines, equipment and materials, changes in work relationships, to shifts in jobs and the skills needed to perform existing and new roles.<sup>32</sup>

The digital transition brings both opportunities and risks to workplace safety and wellbeing. Key risks include heightened cognitive workloads due to changing job tasks, ergonomic challenges from interactions with digital systems and robotics, sedentary work patterns, and psychosocial risks such as increased surveillance and a loss of work–life boundaries. Issues such as stress from opaque algorithmic decisions, an undermining role of social dialogue actors, constant performance monitoring, and data privacy and ethical concerns have also been raised.<sup>33,34</sup>

These changes are particularly acute in remote, platform-based, and lone-working arrangements. Platform work, in particular, presents a cluster of OSH risks linked to precarious employment. These include inadequate training, limited peer support, irregular working hours, income instability, and the absence of basic social protections.<sup>35</sup>

<sup>32</sup> Castañeda-Navarrete, J. et al. (2025). *Shaping inclusive digital and green transitions: a policy review*.

<sup>33</sup> Bednorz, J. et al. (2022). *Unionisation and the twin transition. Good practices in collective action and employee involvement*.

<sup>34</sup> ILO (2025). *Revolutionizing health and safety: The role of AI and digitalization at work*

<sup>35</sup> EU-OSHA (2018). *Foresight on new and emerging occupational safety and health risks associated with digitalisation by 2025*.

The green transition is creating its own set of OSH challenges. Workers are increasingly exposed to hazards related to climate change, such as heat stress, particularly in sectors like agriculture, construction, transport, and emergency response.<sup>36</sup> Southeast Asian nations are among the most affected globally by climate change, and further effects are expected in the future.<sup>37</sup> New materials and processes linked to recycling, renewable energy, and environmental services pose chemical and ergonomic risks, especially during facility decommissioning or system overhauls.<sup>38</sup>

Despite these risks, digital tools also offer potential OSH benefits by automating dangerous or repetitive tasks, improving hazard monitoring, enabling predictive safety interventions, and facilitating training through immersive simulations.<sup>39</sup> However, Southeast Asia faces distinct challenges in leveraging digital technologies in the workplace, including high rates of informal employment and varying levels of technological readiness across the region.<sup>40</sup>

The green transition also offers opportunities to improve OSH. Enhancements in energy efficiency, safer transport systems, and a move towards greener and better jobs may reduce exposure to physical and environmental hazards.<sup>41</sup> Some green sectors that have experienced job growth include solar photovoltaic energy, hydropower, wind energy, and biogas. However, these still represent a negligible proportion of total employment in the region.<sup>42</sup>

## 5. The role of international conventions

Institutional frameworks for OSH, underpinned by social dialogue and active participation, are crucial for fostering safer and healthier work environments.<sup>43</sup> These frameworks provide a structured approach for coordinating efforts between government bodies, employers, and workers, ensuring the allocation of sufficient resources, addressing emerging challenges, and enforcing compliance with regulations.<sup>44</sup>

The International Labour Organization (ILO) promotes OSH globally through its Conventions and Protocols.<sup>45</sup> Under ILO procedures, Member States are required to submit any Convention or Protocol adopted by the International Labour Conference to the relevant national authorities, with a view to taking appropriate legislative or administrative action, including potential ratification.

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<sup>36</sup> ILO (2019). *Working on a warmer planet. The impact of heat stress on labour productivity and decent work.*

<sup>37</sup> ILO (2019). *Preparing for the future of work: National policy responses in ASEAN +6.*

<sup>38</sup> Castañeda-Navarrete, J. et al. (2025). *Shaping inclusive digital and green transitions: a policy review.*

<sup>39</sup> ILO (2025). *Revolutionizing health and safety: The role of AI and digitalization at work*

<sup>40</sup> ILO (2019). *Preparing for the future of work: National policy responses in ASEAN +6.*

<sup>41</sup> ILO (2023). *Occupational safety and health in a just transition.*

<sup>42</sup> ILO (2019). *Preparing for the future of work: National policy responses in ASEAN +6.*

<sup>43</sup> ILO (2023). *A call for safer and healthier working environments.* Geneva. <https://doi.org/10.54394/HQBQ8592>

<sup>44</sup> ILO (2023). *Implementing a safe and healthy working environment: Where are we now?*

<sup>45</sup> Wilson, D. J., Takahashi, K., Smith, D., Yoshino, M., Tanaka, Ch. and Takala, J. (2006). *Recent Trends in ILO Conventions Related to Occupational Safety and Health, International Journal of Occupational Safety and Ergonomics*, 12:3, 255–266.

Ratification is the formal process by which a State accepts a Convention or Protocol as a legally binding instrument. Once a country has ratified a Convention or Protocol, it becomes subject to the ILO's regular supervisory system, which monitors application of the instrument.<sup>46</sup>

Among the different ILO Conventions and Protocols, Convention No. 155 on Occupational Safety and Health (1981) and Convention No. 187 on the Promotional Framework for Occupational Safety and Health (2006) are key instruments in the provision of safe and healthy working environments. These Conventions require a comprehensive legal framework, including the existence of a national authority responsible for OSH, national policies, and programmes.<sup>47</sup>

Specifically, Convention No. 155 focuses on creating a prescriptive and regulatory framework for OSH with a structural approach. It mandates Member States to formulate national OSH policies (Article 4), develop enforcement mechanisms (Article 9), and establish provisions protecting workers, such as the right to withdraw from dangerous work (Article 13).<sup>48</sup>

In comparison, Convention No. 187 emphasises a promotional approach, fostering a preventive safety and health culture and continuous improvement. It calls for a national OSH programme with clear objectives, priorities, and progress indicators (Article 3). It also emphasises the need to include a national tripartite advisory body as part of the OSH national system (Article 4) and the importance of monitoring, evaluating, and periodically reviewing the national OSH programme (Article 5).<sup>49</sup>

As of July 2025, Convention No. 155 had been ratified by 87 countries (47% of ILO Member States) and Convention No. 187 had been ratified by 73 countries (39% of ILO Member States). Only 52 countries (28% of ILO Member States) had ratified both Conventions. In Southeast Asia, five countries had ratified Convention No. 155, while eight countries had ratified Convention No. 187, and only four countries had ratified both: Lao PDR, Thailand, Vietnam, and Singapore.

The consultations highlighted that, although the COVID-19 pandemic posed diverse challenges, particularly for micro, small, and medium-sized enterprises and those operating in the informal economy, it was also a catalyst for strengthening OSH frameworks, enhancing social dialogue mechanisms, and establishing new initiatives.<sup>50</sup> Countries such as the Philippines and Indonesia have also made progress in building national support for the ratification of ILO Convention No. 155.

Countries that have ratified international conventions may experience different levels of implementation (Table 1). The longer a country has been a signatory to a convention, the more likely it is to have established relevant mechanisms and achieved better health and safety outcomes. Our findings indicate that early ratification is associated with better workplace safety. Workers in countries that ratified these conventions earlier are less likely to report workplace harms or express concerns about occupational risks (Figure 7).

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<sup>46</sup> ILO (2025). *How International Labour Standards are created*.

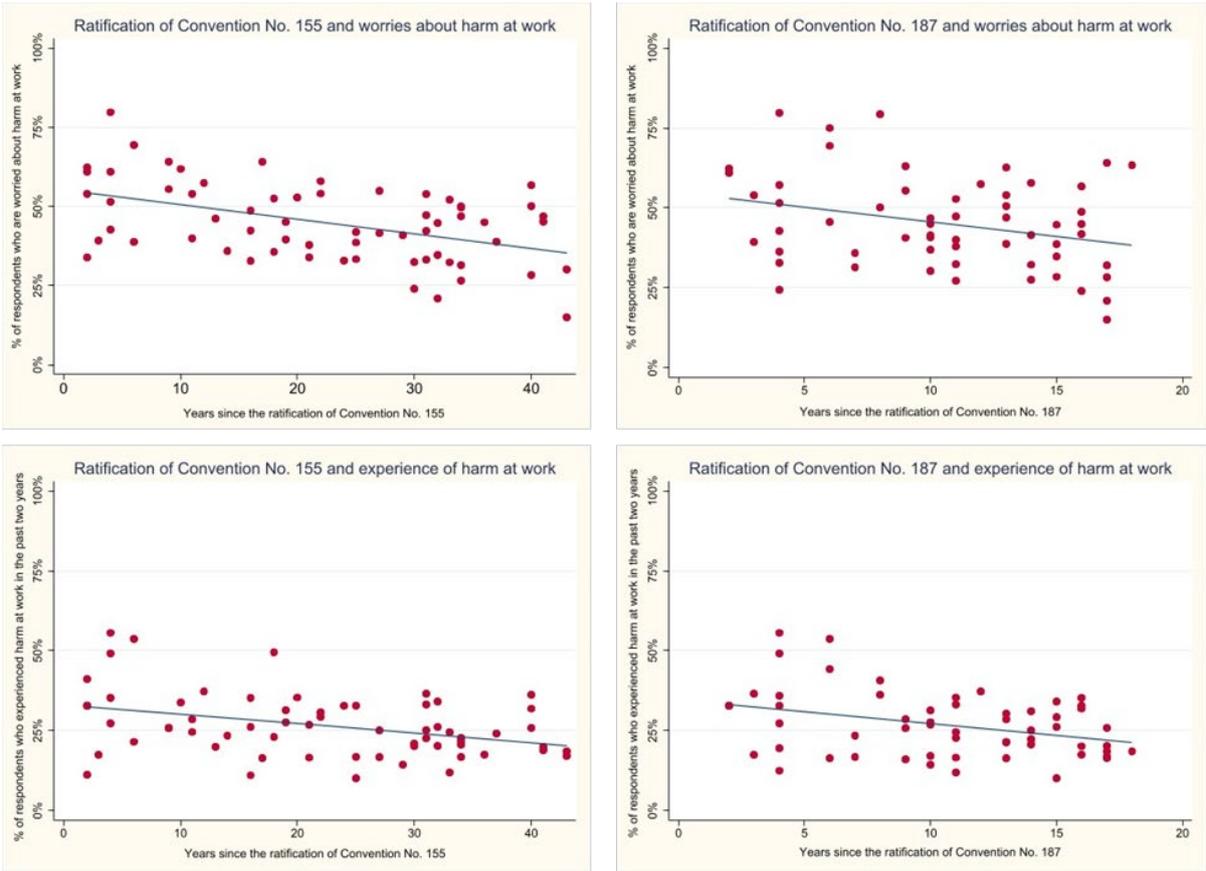
<sup>47</sup> ILO (2023). *Implementing a safe and healthy working environment: Where are we now?*

<sup>48</sup> ILO (2023). *C155 - Occupational Safety and Health Convention, 1981 (No. 155)*.

<sup>49</sup> ILO (2023). *C187 - Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187)*.

<sup>50</sup> ASEAN and ILO (2024). *Good Practices and Lessons Learned on Occupational Safety and Health Initiatives for Workers in Small and Medium-Sized Enterprises and the Informal Economy*.

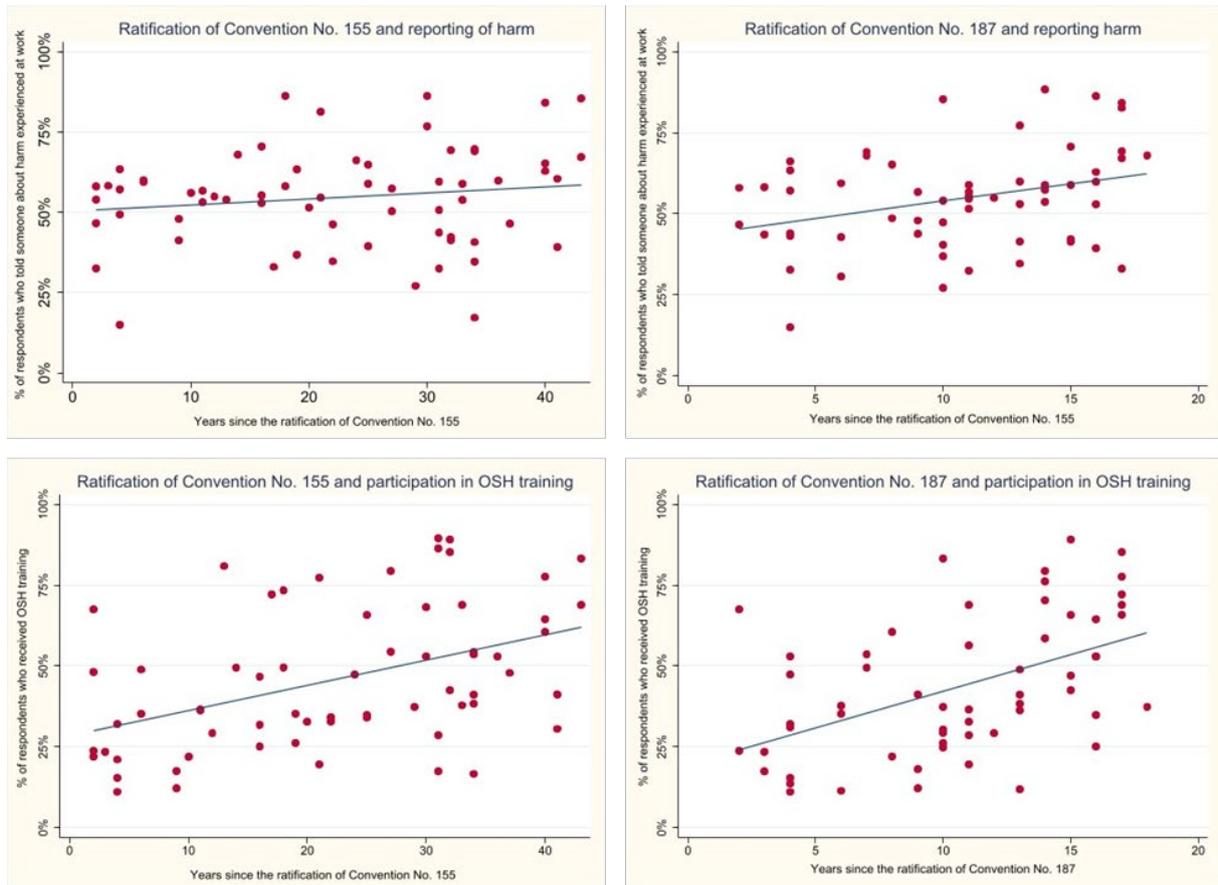
**FIGURE 7. RATIFICATION OF ILO CONVENTIONS 155 AND 187 IS ASSOCIATED WITH BETTER WORKPLACE SAFETY**



**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023; ILO (2025). NORMLEX – Information System on International Labour Standards.

Positive associations were also identified between convention ratification and workplace harm reporting and participation in OSH training. Workers in countries that ratified these conventions earlier are more likely to report workplace harm and participate in safety and health training (Figure 8).

**FIGURE 8.** RATIFICATION OF ILO CONVENTIONS 155 AND 187 IS ASSOCIATED WITH WORKPLACE HARM REPORTING AND PARTICIPATION IN OSH TRAINING



**Source:** Lloyd’s Register Foundation (2024). World Risk Poll 2023; ILO (2025). NORMLEX – Information System on International Labour Standards.

## 5.1 Implementation of ILO conventions in Southeast Asia

This section presents findings from the review of the implementation status of some of the key provisions in ILO Conventions Nos. 155 and 187 in Southeast Asian countries. We analysed:

- i. The ratification status of both conventions
- ii. The existence of a national authority responsible for OSH
- iii. The existence of a national tripartite body on OSH
- iv. The OSH legal framework
- v. The national OSH policy
- vi. The national OSH programme
- vii. The national recording and notification system for occupational accidents and diseases.

As Table 1 shows, there are opportunities to both increase the number of countries that have ratified ILO Conventions Nos. 155 and 187 and enhance the level of their implementation. While all Southeast Asian countries examined have a designated authority or body responsible for OSH, gaps remain in several areas. These include establishing active national tripartite bodies, developing and adopting up-to-date OSH policies and programmes, and developing effective systems for recording and reporting workplace injuries and diseases.

Convention No. 187 requires ILO Member States to establish, where appropriate, a national tripartite advisory body, or bodies, focused on OSH matters. As of 2023, 79% of ILO Member States globally had a national tripartite body in place.<sup>51</sup> In Southeast Asia, opportunities exist in Brunei Darussalam, Cambodia and Vietnam, where limited information was identified on the presence and active operation of national tripartite bodies.

All the countries reviewed have established a legal framework on OSH, although the extent of updates to these frameworks varies considerably. These frameworks often include laws, regulations, collective agreements, and other relevant instruments. Key components of OSH laws focus on preventing work-related accidents and health issues, defining the roles and responsibilities of OSH authorities, and ensuring continuous improvement.<sup>52</sup>

OSH policies and programmes are also central to ILO Conventions Nos. 155 and 187. A national OSH policy is a “specific, deliberate course of action adopted by a government or public body, in consultation with the social partners”,<sup>53</sup> while an OSH programme is “a medium-term programme of strategies and activities aiming at improving the OSH situation”.<sup>54</sup> In Southeast Asia, national OSH policies and programmes are typically integrated into one document, although the timing of the most recent updates varies across countries. No national OSH policy or programme was identified in Myanmar, while limited and outdated information was found in Brunei Darussalam and Thailand. Globally, as of 2023, only 47% of ILO Member States had a national OSH policy and 34% had an OSH programme.

Further opportunities for improvement were identified in Brunei Darussalam, Lao PDR, and Myanmar, particularly in strengthening national systems for recording and notifying workplace injuries and diseases. ILO Conventions Nos. 155 and 187 outline provisions governing recording and notification systems. As discussed in Section 3, reporting workplace harm is critical for advancing OSH, as it enables risk identification, supports evidence-based prevention strategies, and prioritises interventions. As of 2023, 90% of ILO members had established systems for recording and notifying occupational injuries and diseases.<sup>55</sup>

The Association of Southeast Asian Nations (ASEAN) has also developed relevant guidance and governance mechanisms to improve OSH. These include establishing the ASEAN Occupational Safety and Health Network (ASEAN-OSHNET) in 2000 and publishing guidance documents, such as the *ASEAN Guidelines for Occupational Safety and Health*,<sup>56</sup> which has supported policy dialogue among Member States and strengthened national OSH frameworks.<sup>57</sup>

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<sup>51</sup> ILO (2023). *Implementing a safe and healthy working environment: Where are we now?*

<sup>52</sup> Ibid.

<sup>53</sup> Ibid., p. 23.

<sup>54</sup> Ibid., p. 31.

<sup>55</sup> Ibid.

<sup>56</sup> ASEAN (2019). *ASEAN Guidelines for Occupational Safety and Health*.

<sup>57</sup> ASEAN (2015). *Turning visions into actions. Celebrating 15 years of collaboration*. ASEAN-OSHNET.

TABLE 1. REVIEW OF THE IMPLEMENTATION STATUS OF ILO CONVENTIONS 155 AND 187 IN SOUTHEAST ASIA

Country	Convention No. 155	Convention No. 187	Authority or body responsible for OSH	National tripartite body on OSH	Legal framework on OSH	National OSH policy	National programme on OSH	National recording and notification system
Brunei Darussalam	●	● (2024)	●	●	● (2013)	●	●	●
Cambodia	●	●	●	●	● (1997/2011)	●	●	●
Indonesia	●	● (2015)	●	●	● (2012)	●	●	●
Vietnam	● (1994)	● (2014)	●	●	● (2015)	●	●	●
Lao PDR	● (2022)	● (2023)	●	●	● (2013/2019)	●	●	●
Myanmar	●	●	●	●	● (2019)	●	●	●
Malaysia	● (2024)	● (2012)	●	●	● (1994)	●	●	●
The Philippines	●	● (2019)	●	●	● (1989, 2018)	●	●	●
Thailand	● (2025/26)	● (2016)	●	●	● (2011)	●	●	●
Singapore	● (2019)	● (2012)	●	●	● (2006)	●	●	●

Note: ● Adopted; ● Partially adopted (limited or outdated information) / national discussion on potential ratification of the convention; ● Not adopted / ratified.

Source: Authors review. See appendix A.

## 6. Conclusion and policy recommendations

Ensuring safe working conditions is fundamental to fostering decent employment and sustainable economic growth. While Southeast Asia faces workplace harm rates similar to the global average, the region's rapid industrialisation and labour market shifts often outpace the development of adequate OSH systems. Evidence from regional and global trends highlights six key opportunities to strengthen institutional frameworks and enhance OSH across Southeast Asia:

**1. *Support the ratification of key ILO Conventions***

Increasing the ratification of ILO Conventions, particularly No. 155, represents a critical step in reinforcing national commitment to OSH. Countries that have yet to ratify the Convention may be supported by technical assistance including experience sharing.

**2. *Strengthen national tripartite bodies***

Active national tripartite bodies are essential for ensuring inclusive, coordinated OSH governance. Countries where such bodies are absent or inactive could prioritise their establishment or revitalisation, fostering dialogue among government, employers, and workers.

**3. *Update and align national OSH policies and programmes***

Outdated or missing OSH policies and programmes hinder effective implementation. Regular review and revision of these frameworks should be institutionalised, ensuring alignment with international standards and emerging risks.

**4. *Develop robust national recording and notification systems and related statistics***

Reliable data on occupational injuries and diseases is fundamental to evidence-based policymaking. Regional cooperation could help to develop standardised systems for recording and notifying OSH incidents, with mechanisms for regular data collection and public reporting.

**5. *Integrate gender-responsive approaches in OSH***

Gender gaps in the reporting of workplace harm and participation in OSH training underscore the need for a gender-responsive approach in OSH policies and programmes. This may include conducting gender-sensitive risk assessments, promoting inclusive training, and ensuring women's representation in OSH decision-making bodies.

**6. *Participate in global initiatives that harness digital and green transformations to promote the creation of decent and safe jobs***

Organisations across Southeast Asian countries may benefit from engaging with global initiatives harnessing digital and green transformations to promote the creation of decent and safe jobs. An example of such an initiative is the Manifesto for Global Industrial Safety (Box 1).<sup>58</sup> Aligning national strategies and business practices with these frameworks offers

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<sup>58</sup> Global Initiative for Industrial Safety (2024). *A Manifesto for Global Industrial Safety*.

valuable access to international good practices, technical expertise, and opportunities for cross-border collaboration.

By addressing these areas, countries across the region can build stronger, more resilient OSH systems that safeguard workers' health, enhance productivity, and contribute to sustainable economic development.

### **Box 1: Leveraging the Manifesto for Global Industrial Safety**

The Manifesto for Global Industrial Safety defines a collective set of industry principles to leverage the power of technology to address emerging and long-standing safety risks affecting workers across the globe. The Manifesto responds to new changes and opportunities brought about by emerging technologies, including digital technologies. It seeks to promote the safe adoption of technology in new industrial processes and the use of technology-enabled safety solutions in traditional industries and legacy production systems. Special emphasis is placed on ensuring relevance to developing countries disproportionately affected by occupational accidents and particularly vulnerable to climate-change-related hazards. The Manifesto also recognises the specific safety challenges faced by groups in the informal economy, such as women and migrant workers.

Developed by the Global Initiative for Industrial Safety— a coalition led by United Nations Industrial Development Organisation, Lloyd's Register Foundation, and the Global Manufacturing and Industrialisation Summit, and convened by Cambridge Industrial Innovation Policy—the Manifesto outlines five key principles:

- **Uphold the human right to safe working conditions** – reinforcing the commitment to workplace safety as a fundamental human right
- **Ensure safety is central to technology decisions** – placing safety at the core of technology development and deployment
- **Exploit new technology-enabled safety solutions** – using innovations to address traditional and emerging risks
- **Share, monitor, and promote safety lessons** – developing a data-sharing and monitoring culture
- **Support safety improvements in developing countries** – ensuring no region is left behind in safety advancement.

The Manifesto provides targeted recommendations for different stakeholders:

- **For companies:** Take advantage of technology to mitigate workplace hazards, embrace safety by design, collaborate with workers on safety technology implementation, and invest in employee training and skills.
- **For governments and regulators:** Develop safety policies aligned with international standards, promote new technology-enabled safety solutions, facilitate knowledge sharing, and develop metrics for benchmarking safety performance.
- **For international organisations:** Provide technical assistance to countries, act as data stewards, promote understanding of safety standards, and enhance cross-border sharing of non-sensitive safety data through international cooperation.

The Manifesto also includes examples of best practices from around the world, showcasing successful implementation of safety initiatives in various contexts, from collaborative projects in developing regions to data-sharing innovations and technology applications that have improved workplace safety outcomes.

Organisations can endorse the Manifesto by joining a global movement to promote the safe integration of technology into industrial processes. Endorsement signals commitment to technology-enabled industrial safety without creating binding obligations.

For more information and to endorse: [www.industrialsafetyinitiative.com](http://www.industrialsafetyinitiative.com)

# Appendix A. Consultation participants

- Dr Yuka Ujita, Senior Specialist on OSH, International Labour Organization
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- Eng Jose Maria S. Batino, Executive Director, Occupational Safety and Health Center (OSHC) of the Philippines
- Mr Hugo Nainggolan, Labour Inspector, Ministry of Manpower of the Republic of Indonesia
- Mr Priyadi Arie Nugroho, Head of the Center for Optimisation Industrial Technology Utilisation and Services Policy, Ministry of Industry of the Republic of Indonesia
- Ms Simrin Singh, Country Director for Indonesia and Timor-Leste, International Labour Organization

## Appendix B. Review of the implementation status of ILO Conventions 155 and 187 in Southeast Asia

Country	Ratification Convention No. 155	Ratification Convention No. 187	Authority or body responsible for OSH	National tripartite body on OSH	Legal framework on OSH	National OSH policy	National programme on OSH	National recording and notification system for accidents and diseases	References
<b>Brunei Darussalam</b>	No	Yes, in 2024	The Safety, Health and Environment National Authority	None identified	Workmen's Compensation Act 1957, Employment Order 2009, Workplace Safety and Health Order 2009, WSH (Amendment) Order 2013	The National Occupational Safety and Health Profile of Brunei Darussalam, published by the Labour Department, Ministry of Home Affairs in 2014	None identified	There is a system in place, comprising scheduled inspections and unscheduled monitoring visits  Report on Workplace Safety and Health Compliance and Performance published in 2022	ILO Normlex; SHENA official website; Department of Labour (2013)  National Occupational Safety and Health Profile of Brunei Darussalam
<b>Cambodia</b>	No	No	The Department of Occupational Safety and Health (DOSH) under the Ministry of Labour and Vocational Training (MLVT)	Mention of a National Tripartite OSH Committee for strengthening OSH standards in the National OSH System, but no additional information identified	Labour Law of 1997, Chapter VIII: Health and Safety of Workers (Articles 228 to 247)  Various ministerial regulations (Prakas) concerning OSH in sectors such as garments, service, and construction, outlined by the MLVT in 2011	The Royal Government of Cambodia has adopted the Third Occupational Safety and Health Master Plan 2023–2027, which outlines six main strategies to enhance OSH standards across various sectors	The Third Occupational Safety and Health Master Plan 2023–2027 is the national programme, focusing on improving OSH information and training systems, extending OSH protection to small and medium-sized enterprises and the informal economy, and implementing special programmes to control hazardous substances	The National Social Security Fund and DOSH have implemented systems for reporting occupational accidents and diseases, as outlined in relevant regulations	ILO Normlex; DOSH (2011)  Overview of Occupational Safety and Health in Cambodia; ILO  Enhancing Occupational Safety and Health Standards in Construction Sector in Cambodia; Ministry of Labour and Vocational Training (2011)  Third Occupational Safety and Health Master Plan 2023-2027; DOSH (2023)The Current Situation of OSH Development in Cambodia

Country	Ratification Convention No. 155	Ratification Convention No. 187	Authority or body responsible for OSH	National tripartite body on OSH	Legal framework on OSH	National OSH policy	National programme on OSH	National recording and notification system for accidents and diseases	References
Indonesia	No	Yes, in 2015	Within the Ministry of Manpower ( <i>Kementerian Ketenagakerjaan</i> ), the Directorate of Labour Inspection and OSH Development is responsible for enforcing labour laws and ensuring safe working conditions	The National Occupational Safety and Health Council ( <i>Dewan Keselamatan dan Kesehatan Kerja Nasional, DK3N</i> ) is Indonesia's national tripartite body on OSH  DK3N makes suggestions to the Minister of Manpower in formulating national OSH policies	Work Safety Act (Law No. 1, 1970), The Manpower Act (Law No. 13, 2003), Government Regulation (No. 50 of 2012)	Indonesian National Occupational Safety and Health Profile 2022 ( <i>Profil Keselamatan dan Kesehatan Kerja Nasional Indonesia Tahun 2022</i> )	Second National Occupational Safety and Health (OSH) Programme for the 2024-2029 period	Act No. 1/1970 about Occupational Safety; Act No. 23/1992 about Health; Act No. 3/1992 about Worker Compensation Insurance; Manpower Ministerial Regulation No. 9 Year 2005 on Procedures for Reporting of Labour Inspection	ILO Normlex; The Ministry of Manpower Official Website; Regulation of the Minister of Manpower Number 18 of 2016 concerning the Occupational Safety and Health Council; Work Safety – Act No. 1 of 1970; Ministry of Manpower (2022)  Indonesian National Occupational Safety and Health Profile 2022; ILO (2024)  Indonesia launches its 5-year national occupational safety and health programme 2024-2029; National Occupational Safety and Health (OSH) Profile in Indonesia 2018
Lao PDR	Yes, in 2022	Yes, in 2022	The Department of Labour Management, Ministry of Labour and Social Welfare (MoLSW)	Tripartite Committee on Occupational Safety and Health	The Labor Law (No. 43/NA, 2013); The Decree on Safety and Health at Work (No: 290/GOV, 2009)	3rd Five Years National Occupational Safety and Health (OSH) Programme, 2022-2026	3rd Five Years National Occupational Safety and Health (OSH) Programme, 2022-2026	None identified, but the Decree on Labour Safety and Health (2019) mandates employers to report workplace accidents and occupational diseases to the relevant authorities  The Department of Labour Management is tasked with collecting and managing this data informing policy and preventive measures	ILO Normlex; ILO (2021)  The long-awaited second National OSH Profile of Lao PDR endorsed at the high-level tripartite meeting; MoLSW (2022)  The 3rd Five Years National Occupational Safety and Health (OSH) Programme in Lao PDR 2022-2026; Rivermate (2025) Laos health and safety laws

Country	Ratification Convention No. 155	Ratification Convention No. 187	Authority or body responsible for OSH	National tripartite body on OSH	Legal framework on OSH	National OSH policy	National programme on OSH	National recording and notification system for accidents and diseases	References
Malaysia	Yes, in 2024	Yes, in 2012	Department of Occupational Safety and Health (DOSH), Ministry of Human Resource of Malaysia	National Council for Occupational Safety and Health	Occupational Safety and Health Act (OSHA, ACT 514) 1994	Occupational Safety and Health Master Plan 2021–2025 (OSHMP25)	Occupational Safety and Health Master Plan 2021–2025 (OSHMP25)	Under the Occupational Safety and Health (Notification of Accident, Dangerous Occurrence, Occupational Poisoning and Occupational Disease) Regulations 2004, employers are required to report workplace accidents, dangerous occurrences, occupational poisonings, and diseases to DOSH.	ILO Normlex; DOSH (2016) Malaysia Occupational Safety and Health Profile; DOSH Occupational Master Plan 2021-2025; Amendments to the Occupational Safety and Health Act 1994, published in 2024; The Malaysian Reserve (2021)  OSHMP25 to facilitate transformation in work spaces
Myanmar	No	No	The Ministry of Labour, Immigration and Population  Factories and General Labour Laws Inspection Department	National Occupational Safety and Health Council	The Occupational Safety and Health Law (OHSL) enacted in 2019; Social Security Law 2012; Employment and Skill Development Law 2013	No separate national OSH policy document apart from its legislative framework (OHSL 2019)	None identified	The Occupational Safety and Health Law (2019) mandates that employers notify the relevant department upon the occurrence of occupational injuries, hazardous incidents, or when employees contract any prescribed occupational disease due to workplace conditions	ILO Normlex; Ministry of Labour  National profile on occupational safety and health Myanmar; ILO (2020)  Safety + Health for All Workers in Myanmar, 2020-2023; ILO (2021) Country Brief on Myanmar, Social Protection in Action; DFDL and Ogletree, Deakins, Nash, Smoak and Stewart (2019)  Update on Myanmar's Occupational Health and Safety Law, 2019

Country	Ratification Convention No. 155	Ratification Convention No. 187	Authority or body responsible for OSH	National tripartite body on OSH	Legal framework on OSH	National OSH policy	National programme on OSH	National recording and notification system for accidents and diseases	References
<b>The Philippines</b>	No	Yes, in 2019	The Occupational Safety and Health Center (OSHC), under the Department of Labor and Employment (DOLE).	The National Tripartite Industrial Peace Council (NTIPC) is a tripartite policy advisory body that addresses and oversees labour issues, including OSH standards	Labor Code of the Philippines (Presidential Decree No. 442), fundamental labour law; Occupational Safety and Health Standards (OSHS), promulgated in 1978 and amended in 1989; Republic Act No. 11058 (2018)	The National Occupational Safety and Health Strategy (NOSH), launched in 2024	No other national programme	Under the Occupational Safety and Health Standards, employers are required to submit an Annual Medical Report to the Department of Labor and Employment  This report gathers information on occupational diseases, hazards identified, and the health services provided by establishments	ILO Normlex; DOLE (2024) National Occupational and Safety Document (NOSH) Strategy, Philippines, 2024-2028; Congress of the Philippines, REPUBLIC ACT No. 11058; DOLE (2024)  National Occupational Safety and Health Strategy
<b>Singapore</b>	Yes, in 2019	Yes, in 2012	The Occupational Safety and Health Division under the Ministry of Manpower	Workplace Safety and Health Council (WSHC)	Workplace Safety and Health Act 2006 (WSHA)	WSH 2028, a 10-year strategy launched in 2019 with the vision of Singapore having one of the safest and healthiest workplaces globally	Total Workplace Safety and Health Programme	Under the WSHA, employers are required to report workplace accidents, dangerous occurrences, and occupational diseases to the Ministry of Manpower  The Workplace Safety and Health (Incident Reporting) Regulations specify the types of incident that must be reported and the timelines for reporting	ILO Normlex; Website of the Occupational Safety and Health Division, Ministry of Manpower; Website of WSHC; Workplace Safety and Health Act

Country	Ratification Convention No. 155	Ratification Convention No. 187	Authority or body responsible for OSH	National tripartite body on OSH	Legal framework on OSH	National OSH policy	National programme on OSH	National recording and notification system for accidents and diseases	References
Thailand	No	Yes, in 2016	The Department of Occupational Safety and Health under the supervision of the Ministry of Labour	The Occupational Safety, Health and Environment Committee	The Occupational Safety, Health and Environment Act B.E. 2554 (2011, OSHA)	National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)	National Profile on Occupational Safety and Health of Thailand (2015)	Under the Occupational Safety, Health, and Environment Act B.E. 2554 (2011), employers are required to report workplace accidents, dangerous occurrences, and occupational diseases to the Department of Labour Protection and Welfare	ILO Normlex; The Occupational Safety, Health and Environment Act B.E. 2554; Ministry of Labour (2012)  National Master Plan on Occupational Safety, Health and Environment (2012 – 2016)
Vietnam	Yes, in 1994	Yes, in 2014	Bureau for Safe Work under the Ministry of Labour, Disability and Social Affairs	A National Tripartite Committee was set up by Vietnam General Confederation of Labour and Vietnam Chamber of Commerce and Industry in 2006	Labour Law, 1995; Law on Occupational Safety and Health enacted in 2015 (Law No. 84/2015/QH13)	The National Program on OSH period 2011–2015 was mentioned in the labour law; The National Program for Occupational Safety and Health in 2021–2025 was promulgated through Resolution No. 19/NQ-CP in 2022	The National Program on OSH period 2011–2015 was mentioned in the labour law; The National Program for Occupational Safety and Health in 2021–2025 was promulgated through Resolution No. 19/NQ-CP in 2022	The Law on Occupational Safety and Health outlines the responsibilities of employers and state agencies in reporting and managing data on occupational incidents	ILO Normlex Occupational Safety and Health; Government of Vietnam (2022)  National Program for Occupational Safety and Health 2021–2025; Law on Occupational Safety and Health (Law No. 84/2015/QH13), 2016, ILO NATLEX; Vietnam National Institute of Occupational Safety and Health Establishing and developing safety culture at workplace in Vietnam



## **Policymaking for a more resilient world**

The project *Policymaking for a more resilient world: leveraging the World Risk Poll for more effective digital, labour, and industrial policies* is led by Cambridge Industrial Innovation Policy, in partnership with UNIDO, and funded by Lloyd's Register Foundation. It draws on the Lloyd's Register Foundation World Risk Poll and interconnected data sets to examine perspectives on AI, digital, labour, and industrial policy, focusing on the Southeast Asia region. The project aims to inform policies that ensure a safer and more sustainable future for all.

### **Cambridge Industrial Innovation Policy**

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This report was delivered through IfM Engage, the knowledge-transfer arm of the Institute for Manufacturing (IfM), University of Cambridge.

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