



## **ASEM OSH Symposium on Developing a Preventive OSH Culture (Singapore, 10-11 September 2012)**

### **SUMMARY REPORT**

1. The Ministry of Manpower of the Republic of Singapore, the Ministry for Labour, Employment, Vocational Training and Social Dialogue of France and the European Commission jointly organised the ASEM Symposium on Developing a Preventive Occupational Safety and Health (OSH) Culture which was held in Singapore, on 10-11 September 2012.
2. The Symposium was attended by participants from 27 ASEM Partners: Belgium, Brunei Darussalam, Cambodia, Cyprus, Denmark, Estonia, France, Germany, Hungary, Indonesia, India, Republic of Korea, Lao PDR, Lithuania, Malaysia, Myanmar, Mongolia, Netherlands, Pakistan, Philippines, Poland, Singapore, Spain, Thailand, United Kingdom, Viet Nam and the European Commission.
3. The Symposium also involved representatives from the International Labour Organisation (ILO) and ASEAN-OSHNET, representatives of social partners (International Organisation of Employers (IOE), Business Europe, International Trade Union Confederation (ITUC), European Trade Union Confederation (ETUC), ASEAN Services Employees Trade Union Council (ASETUC)) and representatives of international associations [International Social Security Association (ISSA), International Association of Labour Inspection (IALI), and Senior Labour Inspectors' Committee (SLIC)] as well as business representatives, as speakers. The list of participants is attached as **ANNEX A**.
4. At the opening session, the guest of honour for the symposium, Dr Amy Khor, Minister of State for Manpower and Health Singapore, stressed the importance of developing a preventive OSH culture particularly in Small and Medium Enterprises (SMEs). She highlighted that good OSH performance has a positive impact on productivity, profitability and employability and OSH improvement can be sustained through developing a preventive OSH culture. The symposium provides for mutual learning opportunities and collaborations, to strive towards higher safety and health standards at the workplace.
5. The Symposium consisted of five plenary sessions covering the experiences among European, Asian, social partners, businesses and international organisations in developing a preventive OSH culture in Small and Medium Sized Enterprises (SMEs).
6. The 1<sup>st</sup> and 2<sup>nd</sup> Plenary Session, entitled "*Development of OSH Culture in companies, including SMEs*", provided participants with opportunities to share experiences among

the different European and Asian ASEM Members in developing the OSH culture in their respective regions. The 1<sup>st</sup> session which focussed on the European Governments' perspective of developing an OSH Culture within its SMEs, was chaired by Malaysia and background presentations were given by the European Commission, United Kingdom, Germany, France, Netherlands, Spain and Denmark. Whilst Germany chaired the 2<sup>nd</sup> session where representatives from India, Malaysia, Korea, Thailand and Indonesia shared their national plans and strategies on this topic, from an Asian perspective. Both sessions provided an overview into the work done by EU and Asian Governments to build up an OSH culture in its SMEs. The cross-sharing of experiences saw country representatives highlighting their ideas, strategies and approaches, as well as the legal OSH frameworks so as to learn from one another's best practices. The presentations of the 1<sup>st</sup> and 2<sup>nd</sup> Plenary Sessions are attached as **ANNEX B** and **C**.

7. The 3<sup>rd</sup> Plenary Session, that was held under the theme "*A Successful Partnership to influence OSH culture in SMEs*" provided the tripartite partners an opportunity to discuss how they worked with the different stakeholders in ensuring a healthy and safe workplace. This session was chaired by Belgium and background presentations were given by the IOE, Business Europe, ITUC and ETUC to kick-start the discussions. The presentation of the 3<sup>rd</sup> Plenary Session is attached as **ANNEX D**.
8. The 4<sup>th</sup> Plenary Session, was held under the theme "*Inculcating OSH culture in SMEs*" (*Companies perspective*) and was chaired by Cambodia. Background presentations were given by representatives from Dragages Singapore Pte Ltd, H&M, Mubarakfood Cipta Delicia and Malaysian Mud and Chemicals SDN, BHD who shared their companies OSH philosophies including strategies that helped to foster a preventive OSH culture in not only their workplaces but also, in those of their suppliers'. The presentation of the 4<sup>th</sup> Plenary Session is attached as **ANNEX E**.
9. The 5<sup>th</sup> Plenary Session on "*International and regional collaboration on developing a preventive OSH culture in SMEs*" saw the international and regional organizations sharing their experiences on working with their partners in developing a preventive OSH culture in SMEs. This session was chaired by Singapore and with presentations by the ISSA, SLIC, ILO, IALI and ASEAN OSHNET Secretariat. The presentation of the 5<sup>th</sup> Plenary Session is attached as **ANNEX F**.
10. The participants of the Symposium exchanged views and experiences on the development of a preventive OSH culture in SMEs. The key points are as follow:
  - (a) Countries need to undertake a preventive multi-prong approach in addressing challenges relating to OSH issues. Extensive consultation on OSH issues among the different stakeholders is important to ensuring a healthy and safe work environment.
  - (b) Apart from having a shared and common vision for prevention of risks among the different OSH stakeholders, targeted tools such as risk assessment kits as well as consistent regulatory frameworks ensure sustainable and effective OSH outcomes for companies especially SMEs.
  - (c) There is a strong business case for OSH as it impacts productivity, employability and competitiveness, positively.

(d) Regional and international collaborations are important as they help to forge partnerships among ASEM Partners to support national efforts in developing a national preventive OSH culture in their countries. Suggestions for a follow-up in the ASEM cooperation on health and safety at work were made during the concluding session of the Symposium, including such topics as new risks and challenges, health and safety at work and sustainable growth, links between health and safety at work and social protection.

11. Discussions of the Symposium will be submitted to the ASEM Labour and Employment Ministers Conference that will be held in Viet Nam from 25-26 October 2012.
12. The participants expressed their appreciation for the excellent hospitality rendered by Singapore, and congratulated the EC, France and Singapore on the successful conclusion of the Symposium.

Singapore, 11 September 2012



**ANNEX A**

**ASEM OSH Symposium on Developing a Preventive OSH Culture  
Singapore, 10-11 September 2012**

**List of Participants**

No.	Country/IO	Salutation	First Name	Last Name (Family Name)	Institution/Organization	Designation	Email address
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9	European Commission	Ms	Beata	Zaborowska	European Commission	International Policy Officer - External Relations, Neighbourhood Policy, Enlargement, IPA DG Employment, Social Affairs and Inclusion	<a href="mailto:beata.zaborowska@ec.europa.eu">beata.zaborowska@ec.europa.eu</a>
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**PRESENTATIONS**

***DEVELOPMENT OF OSH CULTURE IN COMPANIES, INCLUDING SMES  
(EUROPE GOVERNMENT PERSPECTIVE)***

- 1. Development of OSH Culture in companies**  
(Costas Constantinou, Head of Unit EMPL/B/3, European Commission)
- 2. Development of OSH Culture in companies**  
(Kevin Myers, Deputy Chief Executive, Health and Safety Executive, United Kingdom)
- 3. ASEM OSH Symposium Developing a Preventive OSH Culture: Germany**  
(Dr Simon Kaluza, Federal Institute for Occupational Safety and Health (BAuA), Germany)
- 4. Policy of Prevention of Occupational Risks in France**  
(Dominique Lamy, Deputy Manager, Ministry for Labour, Employment, Vocational Training and Social Dialogue, France)
- 5. Development of OSH Culture in companies, including SMEs**  
(Jens Jensen, Director General, Danish Working Environment Authority, Denmark)
- 6. Developing a Preventive OSH Culture in companies in the Netherlands**  
(Mrs Sonja Bleuland van Oordt, Directorate for Health and Safety at Work, Ministry of Social Affairs and Employment, The Netherlands)
- 7. Development of Preventive Culture in Enterprises, including SMEs (European point of view)**  
(Marcos Fraile Pastor, Technical Advisor, Spanish Ministry of Employment and Social Security, Spain)



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**PRESENTATIONS**

***DEVELOPMENT OF OSH CULTURE IN COMPANIES, INCLUDING SMES  
(ASIA GOVERNMENT PERSPECTIVE)***

- 1. Occupational Safety and Health Challenges and Preventive Culture Indian Perspective**  
(S.B. Mathur, Director General, Directorate General Factories Advice Service & Labour Institutes, Ministry of Labour & Employment, India)
  
- 2. Inculcating OSH Culture in SMEs (Government Perspectives)**  
(Dr Syed Abdul Hamid, Director of Policy and Research Division, Department of Occupational Safety And Health (Ministry of Human Resource), Malaysia)
  
- 3. Accident Prevention Policies for SMEs in Korea**  
(Moon Ki-Seop, Director General, Industrial Accident Prevention & Compensation Bureau, Ministry of Employment and Labor)
  
- 4. The Experiences Developing the OSH Culture in Companies, Thailand**  
(Chitnuporn Bureekham, Department of Labour Protection and Welfare, Ministry of Labour, Thailand)
  
- 5. Occupational Safety and Health on Small and Medium Enterprises**  
(Mudji Handaya, Director General of Labour Inspection Development, Ministry of Manpower and Transmigration, Indonesia)



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**PRESENTATIONS**

*A SUCCESSFUL PARTNERSHIP TO INFLUENCE OSH CULTURE IN SMES  
(TRIPARTITE PERSPECTIVE)*

- 1. How To Develop OHS in a Company – Vietnamese Case Study**  
(Quang Huy Phung, Director, Bureau for Employers Activities (VCCI))
  
- 2. OSH Prevention Culture and Systems**  
(Mario van Mierlo, Senior Advisor - Social and European Affairs, Business Europe)
  
- 3. Influencing H&S Performance of SMEs**  
(Deborah Anne Vallance, National OHS Coordinator, Australian Council of Trade Unions )
  
- 4. ASEM Symposium on Developing a Preventive OHS Culture**  
(Silvana Cappuccio, CGIL, Italy)



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**PRESENTATIONS**

***INCULCATING OSH CULTURE IN SMES (COMPANIES PERSPECTIVE)***

- 1. ASEM OSH Symposium Developing a Preventive OSH Culture Partnering with SMEs**  
(Audrey Perez, Director - QSE & Maintenance, Dragages Singapore Pte Ltd (Bouygues Construction))
- 2. Inculcating OSH Culture in SMEs (Companies Perspective)**  
(Fredrik Rosenholm, Global Sustainability Manager for Production, H&M)
- 3. Implementation of Occupational Safety and Health in Mubarokfood Cipta Delicia**  
(Ashifuddin Ashif, Mubarokfood Cipta Delicia, Indonesia )
- 4. Inculcating OSH Culture in SMEs (Companies Perspective)**  
(Jimmy Barat, Safety and Health Officer, Malaysian Mud & Chemicals Sdn. Bhd., Malaysia)



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**PRESENTATIONS**

*INTERNATIONAL AND REGIONAL COLLABORATION ON DEVELOPING A  
PREVENTIVE OSH CULTURE IN SMES.*

- 1. Promote the Culture of Prevention through the global collaboration – New global network for a Culture of Prevention**  
(Dong-Chan Kim, Korea Occupational Safety and Health Agency, ISSA International Section for a Culture of Prevention)
- 2. ASEM OSH Symposium Developing a Preventive OSH Culture**  
(Jan Blok, Chair of EU-SLIC Working Group, ‘Enforcement’)
- 3. Promoting Safety Culture in SMEs**  
(Seiji Machida, Director, SafeWork, International Labor Organization, Geneva)
- 4. IALI’s Role in Furthering International Collaboration on OSH**  
(Michele Patterson PSM, President, International Association of Labour Inspection)
- 5. International and Regional Collaboration on Developing a Preventive OSH Cultures in SMEs**  
(Lilia Estillore, Assistant Regional Director, Department of Labor and Employment, ASEAN OSHNET Secretariat)