

2.0 NATIONAL POLICY AND STRATEGIES FOR OCCUPATIONAL SAFETY AND HEALTH

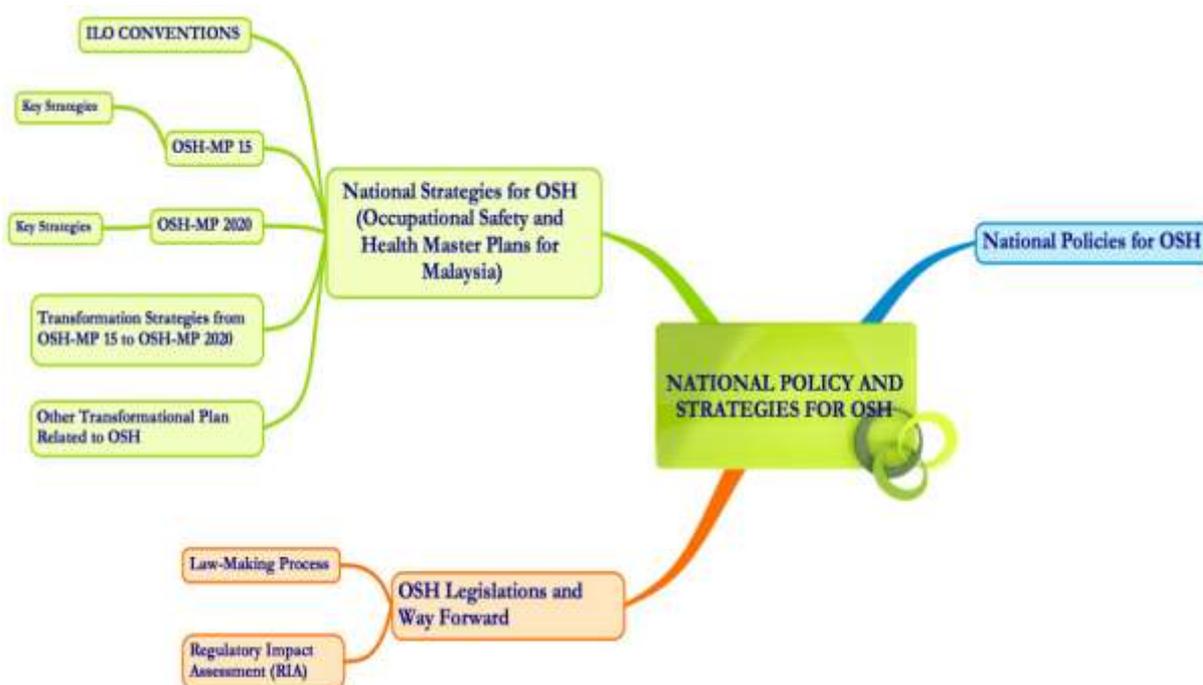


Figure 1. Policy and Strategies for OSH and Review Mechanism

2.1 National Policy for Occupational Safety and Health

The efforts taken toward formulating the national policy relating to occupational safety and health for the country has been in place through the long-term vision for OSH in Malaysia.

Malaysia had embarked on its OSH Master Plans and the enactment of the Occupational Safety and Health Act 1994 (OSHA 1994), as strategies to realize the policy for the country. With the launch of the Occupational Safety and Health Master Plan 2015, followed by the Occupational Safety and Health Master Plan 2020, both Master Plans targeted towards spreading out OSH ownership, focused on building and sustaining the culture of self-regulation that would be fully ingrained into the working culture of all workplaces, and focused on the integration of preventive safety cultures into the everyday business practice.

The OSHA 1994 had been enacted with the aims of securing the safety, health and welfare of persons at work, protecting others against risks to safety or health in connection with the activities of persons at work, establishing the National Council for

Occupational Safety and Health, and for matters connected therewith. Eventually, the practices of safety culture will be the working culture of all employers and employees in Malaysia.

2.2 National Strategies for OSH

2.2.1 Malaysia Occupational Safety and Health Master Plans (OSH-MP)

The OSH Master Plan has been established in light of Malaysia having to face challenges in terms of working environment and it is crucial in strengthening Malaysia as a contributor to the regional economy and the world economic community. The Master plan is one of the requirements for C187 International Labour Convention which has been ratified by Malaysia. Therefore, this Master Plan lays more emphasis on infrastructure than OSH issues. Focus of OSH transformation is in line with government.

2.2.2 Occupational Safety and Health Master Plan 15 (OSH-MP 15)

The Occupational Safety and Health Master Plan 2015 was developed in accordance with government direction which each strategy is developed to support the foundations towards a National "High Income, Advance Technology" later in 2020. The main aim of the OSH-MP 15 during its formulation was to build a safe, healthy and productive pool of human capital by creating, cultivating and sustaining a safe and healthy work culture in all organizations throughout Malaysia.

The specific objectives of the OSH MP 15 are:

- a) To **increase awareness** and **knowledge** in OSH and commitment to OSH in all undertakings both big and small business;
- b) To **reduce** the rates of **workplace injuries** and associated **fatalities**;
- c) To **reduce** the number of **occupational lung diseases**, occupational noise induced hearing loss and occupational skin diseases; and
- d) To **minimize** their adverse **impacts** on efficiency, productivity and business performance.

2.2.3 Key Strategies for OSH-MP 15

The key strategies to achieve the OSH-MP 15 scenario, along with their expected outcomes have been identified as, setting out the national targets in workplace safety and health and articulate the characteristics that Malaysia must demonstrate to ensure

the sustainability of its human capital through implementation of safety culture at workplace.

The **four (4) strategies** adopted for the implementation of the OSH-MP 15 are,

Strategies 1	Fostering and Enhancing Government Leadership and Practices
Strategies 2	Inculcating Preventive Workplace Culture
Strategies 3	Industry Leadership and Business Community Engagement
Strategies 4	Strong Partnership Locally and Internationally

2.2.4 Occupational Safety and Health Master Plan 2016-2020

The OSH-MP 2020 focuses on a preventative safety and health culture by the ratification of the ILO Convention C187-Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187) which emphasizes “a culture in which the right to a safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority”.

To realize this goal, the OSH-MP 2020 would be implemented through the **five (5) strategies**. These 5 strategies of the OSH-MP 2020 are in turn reinforced by various programmes and activities focused on nurturing the preventive culture among employers and workers.

Strategies 1	Government Leadership in OSH
Strategies 2	Strengthening of OSH Management at the Workplace
Strategies 3	OSH Sharing and Network
Strategies 4	Mainstreaming Industrial Hygiene
Strategies 5	International OSH Strategic Alliances



These 5 strategies of the OSH-MP 2020 are in turn reinforced by various programmes and activities focused on nurturing the preventive culture among employers and workers. To ensure its success, aside from the commitment of employers and workers, the OSH-MP 2020 outlines the duties and responsibilities of all stakeholders, which are the Government, associations, competent persons and relevant parties with influence over employers and workers.

2.2.5 Transformation Strategies from OSH-MP 15 to OSH-MP 20

By creating a five (5) years Strategic Plans: OSHMP 2005, 2010, 2015 and 2020. These Strategic Plans involve **three (3)** steps:



Throughout the implementation of OSHMP from year 2005-2020, Malaysia has become the reference for important areas in industrial hygiene, occupational health and also management of ergonomics and chemical safety over the years. The country had been recognized as leader in these areas of interests. Hence, the OSH Master Plan is crucial in such a way that it targeted to benchmark ourselves with the international standards and as evidence of the country capabilities in upholding safety and health agenda at the workplace for the industries.

2.2.6 Other Industrial Transformation Plan Related to OSH

The 11th Malaysia Plan 2016-2020 (RMKe-11) recognises importance of construction industry and introduced the Construction Industry Transformation Programme (CITP) 2016-2020 to propel the industry forward and meet market demand. One strategic thrust identified under the CITP is to achieve Quality, Safety and Professionalism that is eventually ingrained in the industry's practice and culture at all levels. In order to improve Quality, Safety and Professionalism, the CITP introduces four initiatives Q1 to Q4.

Q1- Increase emphasis on quality and implement quality assessments.

Q2- Improve workplace safety and workers' amenities.

Q3- Improve ease of doing business by addressing regulatory constraints.

Q4- Promote and raise awareness of CITP initiatives.

2.3 Occupational Safety and Health Legislation and Way Forward

In pursuant to Strategy 1 of the OSH-MP 2020 (Government Leadership), the stipulated program includes Policy and Legislation which requires OSH legislation and policies that can effectively address the issues of OSH and able to shape the culture of prevention in the workplace and improve quality of OSH service delivery.

For this reason, the next way forward and move to strengthen the existing main legislations on OSH is through migration of the **FMA 1967** into the **OSHA 1994**. The migration meant to facilitate the industry with one legislation, extend the scope of application of the act, legalize all administrative requirements, enable corporatization of services, enhance empowerment and accountability of competent persons and the duty holders under the Act, provide framework on administration of competency, increase amount of penalty and provide enabler and extended power of Minister to make Regulations.

2.4 OSH Framework and Programs for Malaysia towards Compliance to the ILO Conventions C155 and C187

In an effort to promote health and safety at work, the International Labour Organization (ILO) has come out with a series of conventions and code of practices relating to every area of economic activity. Among others are

- a) International Labour Organization Convention C187, this convention deals with the Promotional Framework for Occupational Safety and Health.
- b) International Labour Organization Convention C155, this Convention deals with Occupational Safety and Health and the Working Environment.

Through the ILO Convention C187 ratification, Malaysia has improved its OSH practices through the OSHMP 2010-2015 and OSHMP 2016-2020. While Malaysia is ratifying the ILO Convention C155, the enactment and enforcement of the OSHA 1994 and the activities carried out to achieve the objects of the Act are evidence of compliance effort to the Articles set out under C155.

2.5 Mechanism for the Formulation of OSH Master Plan (OSHMP 2020)

