



Global Issue

Occupational Safety and Health

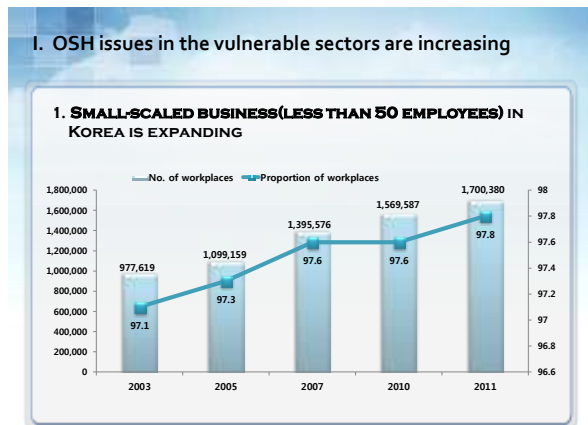
➔ One of the most important agenda in the employment and labor policies

- ❏ Increasing cases of job outsourcing and sub-contract
 - ✓ Businesses become more specialized, commissioning hazardous jobs to small-scaled enterprises
- ❏ Demographic changes with growing number of aged workers, immigrants alongside with labor market's flexibility
 - ✓ Changes in the proportion of workers within the business with unskilled and temporary workers

Global Issue continue

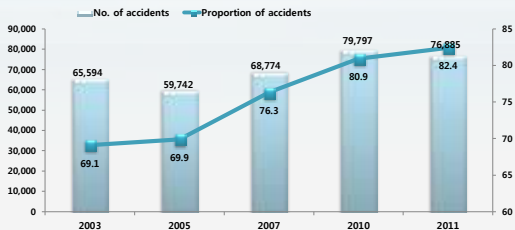
- ❏ Occupational diseases becomes more common issues
 - ✓ Musculoskeletal disorders, job stress etc.
- ❏ Rapid technological innovation and diversified working environment
 - ✓ Emerging problems to be resolved in the OSH industry

➔ Proactive prevention measurements such as risk assessment would be a common assignment



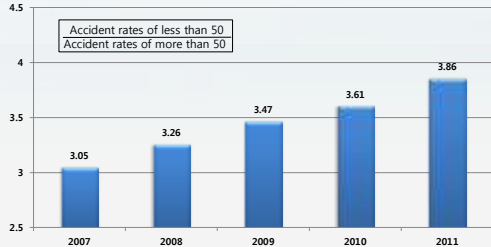
I. OSH issues in the vulnerable sectors are increasing

2. OVER 80% OF ALL ACCIDENTS WERE OCCURRED SMALL-SCALED BUSINESS



I. OSH issues in the vulnerable sectors are increasing

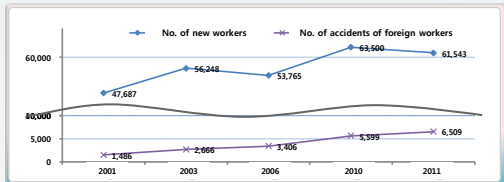
3. WIDENING ACCIDENT RATIO GAP AGAINST WORKPLACES OF MORE THAN 50 EMPLOYEES



I. OSH issues in the vulnerable sectors are increasing

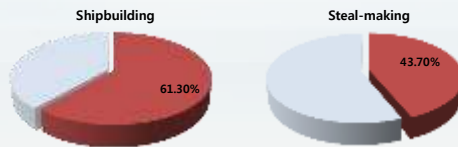
4. THE NUMBER OF FOREIGN AND NEWLY EMPLOYED WORKERS' ACCIDENTS IS INCREASED

- The number of foreign workers' accidents is increased
- The number of new workers' accidents is increased



II. Increasing number of outsourced jobs

MOST LARGE-SCALED BUSINESSES UTILIZE OR RUN THE SUBCONTRACTORS



- 19.7% in the machinery and metal
- 16.3% in the auto-making
- 18.8% in the chemical
- 14.1% in the electricity and electronics industry

VAGUE OF RESPONSIBILITY FOR OSH

III. Increasing of new risk factors

TECHNOLOGICAL INNOVATION

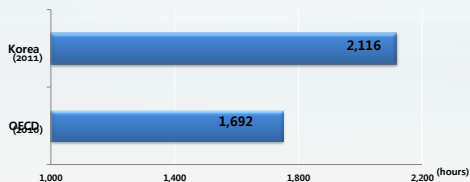
- Diversified production methods
- Increasing new machinery and chemicals
- Every year 300 kinds of new chemicals are produced in Korea

MORE STRESS FROM WORK

- Introduction of performance based pay system, etc.

IV. Long working hours

WORKING HOURS IN KOREA



LONG WORKING HOURS AFFECT WORKERS' HEALTH AND OSH ACCIDENTS NEGATIVELY

V. Other Issues

☐ SIDE EFFECTS OF REMARKABLE ECONOMIC GROWTH

- ✓ Progressed in the risky industries
(manufacturing, construction and petro-chemical)
- ✓ High rates of serious accidents and occupational diseases

☐ LACK OF AWARENESS ABOUT OSH

- ✓ Employers see OSH as expenses rather than investment
- ✓ NOT many companies comply with the OSH standard especially small-scaled enterprises

Strategies for Occupational Safety and Health in Korea

OSH ACT, ORGANIZATION AND RESOURCES IN KOREA

☐ 1981: Enactment of 「Occupational safety and Health Act」

☐ Organization



Strategy I

☐ FOCUS ON VULNERABLE SECTORS

1. Financial support for small-scaled enterprises to improve work environment and facilities of workplaces

- ☐ Clean workplace program: 7billion US dollar(budget)

2. Customized consulting service with small-scaled enterprises by designating high-risk fields

Strategy I

☐ OCCUPATIONAL HEALTH CARE CENTER

- ✓ By the government fund(incident prevention fund)
- ✓ Trust to local medical school
- ✓ Free service for SSEs
- ✓ About 10 staffs(medical doctor, nurses..) on each center
- ✓ Workers can visit centers and the center also visits enterprises
- ✓ Budget: 31 million dollars(2012) and will be increase in future

☐ MAJOR ACCIDENT PREVENTION CENTER

- ✓ Concentrates on fatal accident prevention management(PSM)
- ✓ Located in petro-chemical complexes

☐ MIGRANTS, NEW-COMMERS(VULNERABLE) SHOULD BE PROTECTED

Strategy II

STRENGTHENING ENTERPRISE'S RESPONSIBILITY FOR THEIR SUPPLIERS

- ☐ Collective accident rates of contractors and subcontractors
 - ✓ Accident rate of in-house suppliers could be included
- ☐ Give information on risk factors to their in-house suppliers
- ☐ Launches 'Win-Win OSH Program'
 - ✓ Large businesses help their affiliates estimate and improve OSH status
- ☐ Amended the OSH Act to strengthen clients' responsibility
 - ✓ Install sanitary facilities(rest, cleaning etc.)for the sub-contractors

Strategy III

- Control for Hazardous materials
 - ✓ Implement risk assessment on a regular and continuous base
 - ✓ Decide materials whether to be legally managed or not
 - Reclassification
- Fundamental safety for machinery and devices
 - ✓ Expand the range of targets that require to be certified
 - ✓ Reinforcing monitoring towards machinery and devices
 - Machinery or equipment for safety certification : 11 → 43types
 - Hazard and risk prevention plan : 2 → 10 industries
- Provide information on chemicals for workers
 - ✓ Conducting surveillance on the implementation of MSDS and GHS labeling over manufacturers, importers and users of the chemicals

Strategy IV

- Minimize the negative effects of long working hour or shift work
 - ✓ Monitoring
 - ✓ Working hour reduction compliance program
- Enhancement of business' competitiveness
 - ✓ Workers' better performance
- Strengthening punishment against workplace that causes serious accidents
 - ✓ Fine
 - ✓ Civil penalty

Strategy V

- Proliferating the atmosphere of compliance on OSH Act
 - ✓ Inspection targeting program
 - Severity and frequency of accidents
 - Violation records of the OSH Act
 - ✓ Enhancing the level of reaction over OSH Act violation
- Launching "Schedule Rating System"
 - ✓ Workplaces that have recorded good performance in the OSH activities
 - ✓ For small-scaled enterprise(less than 50 employees)
 - ✓ Maximum reduction : about 15%

Strategy VI

- Promote "Health Promotion in Workplace"
 - ✓ Funded by the government partially
 - ✓ Conducted by labor-management collaboration in the workplace
- Utilize "Risk Assessment System"
 - ✓ Expanding the OSH fields
 - ✓ Secure specialists such as OSH consultants

Gracias