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Ensuring Occupational Safety to Prevent Occupational Accidents in Vietnam

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Abstract

This article focuses on clarifying the need to ensure occupational safety to prevent accidents at work, and assess the reality of occupational accidents in Vietnam. The evaluation data was used in the report of the Ministry of Labor, War Invalids and Social Affairs, which is updated

annually, in the period from 2017 to 2022, in areas with industrial relations and areas without industrial relations. From there, the article proposes solutions to ensure occupational safety to prevent work accidents in Vietnam.

Keywords: Occupational Safety, Ensure Occupational Safety, Occupational Accidents

1. Introduction

In the process of working, people often have to face harmful elements of machinery, factories, raw materials so occupational safety is implemented to minimize the damage at the lowest level to life and health that may occur to workers. These are activities of promulgating laws on occupational safety, formulating and implementing occupational safety standards, providing labor protective equipment for employees, implementing in-kind training regimes for employees... Along with that is the guarantee of other benefits of employees such as salary, social insurance, health insurance. The implementation of regulations on occupational safety makes an important contribution to protecting workers, stabilizing industrial relations and maintaining production order.

Ensuring occupational safety is closely related to the development of each enterprise, making an important contribution to the sustainable economic development of each country. Building a safe production with quantitative and competitiveness products linked to protect the health of workers is one of the essential requirements of sustainable economic development in a globalized economy.

2. Theoretical Basis

2.1 Occupational Safety

Occupational safety is understood as "a condition in which working conditions do not pose a danger in production" (Vietnam Encyclopedia, 2011). Occupational safety contributes to ensuring that workers have the right to work in safe conditions; at the same time, enhance the responsibility of employers, strengthen the efficiency of state management of labor protection for the purpose of preventing labor accidents and gradually improving labor conditions (Hien, 2022) ^[8].

Occupational safety is of a general compulsory nature for employers, stipulating occupational safety conditions in the working environment, preventive measures, prevent or overcome dangerous and toxic factors in the working environment in order to protect the health of workers, limit to a minimum of occupational accidents. (Nguyen Huu Chi, Tran Thi Thuy Lam, 2020).

Occupational safety has the following characteristics:

Firstly, occupational safety is a specific technical activity, the level of development of occupational security is linked to the degree of production technology.

The remediation of toxic and hazardous factors arising in the process of workers performing assigned tasks must always be linked to the implementation of scientific and technical measures. In order to perform the occupational safety well must research scientifically and technically, must be connected with the development of production technology, improvement of machinery.

Technical characteristics are fundamental and important characteristics of occupational safety. Therefore, the legal provisions about occupational safety not only of a legal nature, but also of a technical nature. Occupational safety standards such as humidity, noise, vibration, light is prescribed in legal documents, had mandatory effect on employing units. It is the result of labor protection sciences and of many other sciences, which have been institutionalized into law. In addition, ensuring safety during the process of operative machinery must also comply with the technical processes studied. It can be said that occupational safety is both compulsory and scientific and technical.

Measures to limit, eliminate dangerous and harmful factors to workers' health in the working environment are based on natural scientific bases and implemented by economic solutions. It includes activities of investigation and control of working conditions; analyzes and assesses the effects of dangerous and harmful factors on employees; handles of working conditions and environment; promulgates technical standards on occupational safety for each industry or field; improve technical equipment, production technology...

Due to the mentioned characteristics, most regulations governing occupational safety activities are also scientific and technical in nature. Thus, science and legality will coexist in many legal norms on occupational safety. Regulations on standards of light, temperature, air humidity, noise level, vibration, maximum dust concentration in the working environment are regulations showing the final results of the study of scientific-technical and biological factors in the working environment and their impact on the health of people working in the corresponding environment. With Competent authorities transforming these results into normative regulations on occupational safety in legal documents with general compulsory effect nationwide or in each sector, it has been shown that science and technology is one of the distinctive features of the law on occupational safety compared to other labor laws.

One of the important aspects of State management agency in the field of occupational safety is the promulgation and uniform management of the system of norms, technical standards on occupational safety. Functional ministries are responsible for coordinating with each other in promulgating and uniformly managing the system of standards and regulations on occupational safety. In terms of form, the regulations, the standards of occupational safety contain all the elements of a legal rule (such as general obligation). Besides, the content also contains strictly technical requirements based on scientific research on occupational safety.

Secondly, solutions in the field of occupational safety are often institutionalized into mandatory charters and regulations aiming to best protect the lives and health of workers..

Most occupational safety regulations (except for some regulations that allow industrial relations parties to be agreed) are mandatory for entities to implement in order to limit the serious consequences of non-compliance with occupational safety procedures. With such regulations, entities participating in industrial relations must adhere to the permitted occupational safety specifications. The wrong implementation of such regulations is considered a violation of the law and will be handled by competent state agencies.

Competent state agencies shall promulgate and guide the implementation of regulations on occupational safety, inspect and handle violations to ensure that such regulations are implemented.

In order that scientific and technical solutions on occupational safety have been implemented, the State has institutionalized these measures into specific regulations, standards and requirements of a general compulsory nature for employers, individual employees and related entities in the process of law application. It can be shown that most legal documents in the field of occupational safety consist of "hard" regulations, not agree between the parties when participating, for instance: regulations about working conditions, personal protective equipment, periodic health checks for workers.

In the legal regime on occupational safety, there are still some "framework" regulations when defining the minimum rights of the worker in the implementation of an in-kind training regime or compensation for the victims of an accident, but in general and in comparison with the adjustment mechanism of many other regulations of the Labor Law, it can be seen that regulations about occupational safety are more "rigid" and can hardly be flexible for the parties to implement in labor contracts or collective Labor agreements. This is also the objective reason why subjects when agreements on safety conditions in labor contracts or collective labor agreements are often stated as "in accordance with current legal regulation".

Thirdly, Occupational Safety is the Activity Carried Out by Workers and Employers.

Workers are people who are directly exposed to machinery in the process of working so they are able to detect hazardous, toxic factors, suggest solutions to prevent labor accidents. The employer is the organizer of the labor activity of the worker who has the primary responsibility in ensuring the occupational safety for workers. Therefore, it is essential to call for both workers and employers to carry out labor safety activities. In addition, it is necessary to regulate the rights and obligations of workers and employers as well as the relevant state agencies and professional social organizations in the field of labor protection.

Fourthly, Labor Safety Plays a Particularly Important Role in Protecting the Lives and Health of workers.

Occupational safety is an objective requirement of the production process. When engaging in production, workers are affected both by their environment and by the reverse effects of the environment in which they work. From the primeval, humans have improved their tools, working conditions to protect themselves. Because production activity is one of the causes of damage to the habitat, along with the development of human civilization, advances in the scientific-technical level, production technology has also increased that is contributing significantly to the advancement of society but on the other hand has made the habitat, including the increasingly deteriorating working environment due to increasing exposure to toxic hazards such as radiation, ultraviolet rays... The increasingly diverse, complex and dangerous working environment requires that occupational safety work be developed accordingly.

Occupational safety work is well done that will minimize unnecessary health and social insurance costs for workers in occupational accidents; as well as contribute to the

protection of human habitat. The effectiveness of doing this well contributes to reducing labor depletion and loss of material, human and environmental resources...

Occupational safety is a major economy – society policy that is important for sustainable development and health protection of workers. Especially in the current market mechanism, when the goal of maximizing profits is the primary concern of business owners, the issue of ensuring occupational safety becomes more and more pressing. Running on profit, employers can minimize all costs, including the cost of building a safe, hygienic working environment for workers. Therefore, without a satisfactory solution to the problem of occupational safety, the economy cannot guarantee the sustainable development. Bad working conditions affect not only the workers directly but also future generations. So, ensuring the occupational safety is ensuring the health and life of workers, maintaining stable production and creating a prerequisite for contributing to sustainable economic and social development.

2.2 Ensure the Occupational Safety

Ensuring the occupational safety is politically significant. A country with low labor accidents, healthy workers is a society that always considers human beings as the most precious capital, labor, workforce is protected and developed. Occupational safety is implemented that will contribute to actively protecting the health, life and life of workers, express a valuable view of the people of the State, the role of people in society is respected. On the contrary, if occupational safety work is not performed well, the labor conditions of workers are too heavy, toxic, susceptible to many serious accidents, so the reputation of the regime, the credibility of the enterprise will be reduced. Thus, occupational safety is not only one of the preeminent policies expressing the importance of the State's human resources, but also the expression of human rights in the field of labor production - the right to work in occupational safety environment and right to protection of life and health in the process of working.

Occupational safety has social significance. Workers are always faced with risks at labor, occupational accidents can occur at any time and the possibility of occupational illness after a period of working is unavoidable. Therefore, occupational safety provides a sense of reassurance for workers, eliminates the objective risks that can harm the health, life and development of workers, plays an important role in ensuring the limitation of occupational accidents and other risks in the working process.

Occupational safety is taking care of the life, the happiness of the workers. This is both a practical requirement of business production and a requirement, a legitimate desire of the worker. Members of each family wish to be healthy, professional and cultural in order to take care of the family happiness and contribute to the construction of society. Occupational safety and occupational protection policies will ensure that the society is clean, healthy; all workers live in good health, work efficiently and have a decent position in the society, be social master, master nature, master engineering science, occupational accidents do not occur, the health of the workers is guaranteed, the State and society will reduce the losses in the remediation of the consequences and concentrate investment for social welfare

projects.

Occupational safety has economic significance. Implementing the occupational safety well will bring significantly economic benefits. In production, if the worker is well protected, healthy, free from illness, disease, comfortable working conditions, is not afraid of occupational accidents that will be worry-free, productive excitement, there will be working days with high working hours, high labor productivity, good product quality, always well completed production plan and work. Thus, the collective welfare is increased, there are additional conditions for improving the physical and mental lives of individual workers and collective workers. It has a positive effect on ensuring internal solidarity to boost production. On the contrary, if the working environment is unsecured, many occupational accidents or illnesses will cause a lot of difficulties for production. People who suffer from occupational accidents have to quit one's job for treatment, working days are reduced; if many workers are disabled and lose their labor power, in addition to their ability to work will be reduced and the social workforce consequently decreases, society has to take care of caring, treatment and other related social policies.

The cost of compensation for occupational accidents, illness, treatment is huge; and it relates to major costs due to the damage of machinery, factories, materials. In general, work accidents, illnesses in spite of more or less lead to damage to people and property, hindering production. Thus, occupational safety indirectly ensures that production develops and produces high economic efficiency. Employers must comply with mandatory regulations about occupational safety. In the long term, the employer's proper implementation of the labor protection regime will contribute to stabilizing production, enhancing labor efficiency, increasing labor productivity and ensuring product quality. Labor safety contributes to improving working conditions and increased the labor productivity.

2.3 Occupational Safety Assurance Base

The basis for ensuring occupational safety is the state's regulations about occupational security. On June 25th, 2015, the Vietnam National Assembly passed the law on occupational safety and hygiene. This law regulates the assurance of occupational safety and hygiene; policies and procedures for people affected by occupational accidents, occupational diseases; responsibilities and powers of organizations, individuals involved in occupational safety work and state management of safety and hygiene at work. The law came into force on July 1st, 2016. Since the Law came into force, the Government of Viet Nam and the relevant ministries and sectors have issued many implementation guidelines. The contents of the Law relating to occupational safety include:

Firstly, prevention measures of hazards and harmful factors for workers: this content includes regulations about information, publicity, education, regulation, procedures and measures to ensure safety at work, labor protection regime, health care of workers, management of machinery, equipment, supplies, substances with strict requirements about occupational safety.

Secondly, measures for dealing with technical incidents caused the loss of occupational safety and accidents: this content includes provisions about: reporting, statistics,

investigation technical accidents that caused loss of security, accident at work; the employer's responsibility to the person who suffered an accident; insurance scheme for accidents.

Thirdly, to ensure the safety of a specific labor: this content includes regulations about ensuring the safety and hygiene of specific groups of workers, including: women; minors; disabilities; elderly persons; re-employed workers; workers in places belonging to many employers who work together; Vietnamese workers working abroad; workers who work for the family; workers taking work from home; students, pupils, apprentices, practitioners, trial workers.

Fourthly, State management about occupational safety: this content includes regulations on the content and responsibilities of State management on occupational security of the Government, the Ministry of Labor - Injured and Social Affairs, the Department of Health, ministries, departmental agencies and people's committees at all levels. Since the Law on Occupational Safety and Hygiene came into force to present, in fact, many industries, local, enterprises have strictly implemented the provisions of the Law, research to apply measures to improve working conditions, ensure the occupational safety and business production environment.

3. Research methods

The article uses methods of documentation research, analysis-synthesis, comparing the situation of labor accidents over the years. The reporting data on Vietnam's occupational accident situation is used for analysis and evaluation.

4. Research Result

4.1 In the Area of Labor Relations

In the area of labor relations are places where employees work under labor contracts. According to the annual report of 63/63 provinces, cities under the Central Cities, in the period from 2017 to 2022, in the labor-related areas, the country has more than 7,000 labor accidents per year, in 2021 there are only 6,000 cases. In which, the number of deaths and serious injuries has decreased over the years, as shown in the following table:

Table 1: The situation of occupational accidents in the labor-related area

Number of order	Statistical Indicator	2017	2018	2019	2020	2021	2022
1	Number of accidents	7.749	7.090	7.130	7.473	5.797	7.187
2	Number of victims	7.907	7.259	7.267	7.649	5.910	7.366
3	Number of deaths	648	578	572	629	574	567
4	Number of dead	666	622	610	661	602	595
5	Number of people seriously injured	1.681	1.684	1.592	1.617	1.226	1.466

Source: Ministry of Labor-Invalids and Social Affairs, the announcement of occupational accident situation for years 2017, 2018, 2019, 2020, 2021, 2022

The above figures show that the occupational accident situation in the labor-related area has decreased over the years. This proves that the implementation of regulations on preventive measures of hazardous, harmful factors to workers as well as implementation regulations of measures to deal with technical incidents causing the loss of safety and accidents at work has basically been better implemented by enterprises. In which, 2021 will be the year of the Covid-

19 pandemic, the production of enterprises interrupted and stopped. The indicators of occupational accidents decreased sharply compared to previous and subsequent years.

In terms of the number of occupational accidents, there has been a gradual decrease over the years, with a sharp decline in 2021 compared to 2020 (a decline of 1,676 cases, an equivalent of 22.43% compared with 2020). In terms of the number of victims, also decreasing, which in 2021 decreased significantly compared to 2020 (a decrease of 1,799, an equivalent of 22.73% compared with 2020). In terms of the number of deaths, there is a decrease in 2021 compared with 2020 (55 cases, an equivalent of 8.74% compared to 2020). In terms of the number of dead, there was a decrease of 59 people in 2021, which is 8.93 per cent compared to 2020; In terms of the number of seriously injured, there was a decrease of 391 people in 2021, an equivalent of 24.2 per cent compared to 2020.

In 2022, enterprises returned to work after Covid-19, resulting in an increase in occupational accidents. If you compare the occupational accident situation between 2022 and 2021, the indicator for the number of cases, the numbers of victims, the number the seriously injured are rising sharply.

Table 2: Comparison of occupational accidents between 2022 and 2021 in labor-related areas

Number of order	Statistical indicator	2021	2022	Increase(+) /Decrease (-)
1	Number of accidents	5.797	7.187	+1.390(+23,98%)
2	Number of victims	5.910	7.366	+1.456(+24,63%)
3	Number of deaths	574	568	-06(-1,05%)
4	Number of dead	602	595	-07(-1,16%)
5	Number of people seriously injured	1.226	1.466	+240(+19,6%)

Source: Ministry of Labor-Invalids and Social Affairs, the announcement of occupational accident situation for years 2017, 2018, 2019, 2020, 2021, 2022

Thus, in 2022, in the labor-related area, the indicators for the number of cases, victims, serious injuries increased; and the indicators for deaths, the dead decreased.

The following are some of the major occupational accidents that occurred in 2022 in the labor-related area, which are fatal occupational accidents:

- The occupational accident occurred on January 8th, 2022 at the building of Independent house, address: No. 02 Pasteur, quarter 4, Binh Thanh ward, Thu Duc city, Ho Chi Minh City, carried out by the Construction Mechanics Tan Anh, resulting in the death of 02 people and injury of 2 people due to the collapse of the building wall during the construction process did not guarantee the occupational safety.
- The occupational accident occurred on January 7th, 2022 in the sanitary area of Zioncom joint Stock Company (Vietnam) (No. 2, VSIP II-A, Street No. 23, Vietnam Singapore II-A Industry, Vinh Tan ward, Tan Uyen commune, Binh Duong Province), resulting in the death of 1 and injury of 3 people due to metal doors crashing into the person and resulting fire.
- The occupational accident occurred on February 25th, 2022, in the area of the washing of the solar battery system factory of Minh Tan Hydropower Joint Stock Company (address: Land No. 196, DC04, Tan Phu Hamlet, Minh Tan commune, Dau Tieng District, Binh

Duong Province), resulting in the death of 2 people by falling into the lake.

- The occupational accident occurred on May 25th, 2022, at the home at No. 12, 523 Kim Ma Lane, Ba Dinh District, Hanoi City when workers during the renovation of the elevator, resulting in the death of 02 people.
- The occupational accident occurred on June 17th, 2022, at the dust collection system, Factory 2 of Scancam Vietnam Limited Company (Group A1, No. 11, Street No. 6; Avenue No. 10, Road No. 8, Song Than 1 Industrial Park, Di An ward, Binh Duong Province), resulting in the death of 03 people and injury of 1 person from the fire of wood dust.
- The occupational accident occurred on July 18th, 2022, at Daesang Vietnam Limited Company, address: Song Thao Quarter, Tho Son Ward, Viet Tri City, Phu Tho Province, resulting in the death of 5 people. The victims of the accident were 02 people who came to work on the clearance of debris and dirt removals under a contract signed between Daesang Vietnam Limited Company and Ha Noi Urban environmental hygiene joint stock company (address: No. 38, Lane 71, Hoang Van Thu Quarter, Khuong Trung Ward, Thanh Xuân District, Ha Noi City) and 03 employees of Daesung Vietnam Limited Company.
- The occupational accident occurred on October 15th, 2022, at the Titanium Mineral Factory of Tan Quang Cuong Commercial Limited Company (address: Thuan Thanh Hamlet, Thuan Quy Commune, Ham Thuan Nam District, Binh Thuan Province), resulting in the death of 4 people.

The locations where many people died from occupational accidents in the labor-related areas are Ho Chi Minh City, Binh Duong, Hanoi. Because, these are the provinces with many industrial parks, concentrating many enterprises with vibrant production and business activity.

4.2 In the Area of No Labor Relations

Labor-related areas are areas where workers work without a labor contract. In the area of no labor relations, occupational accidents also tend to decline over the years, as shown in the following table:

Table 3: Situation of occupational accidents for employees working without labor contracts

Number of order	Statistical indicator	2017	2018	2019	2020	2021	2022
1	Number of accidents	1.207	907	1.020	907	707	531
2	Number of victims	1.266	970	1.060	961	748	557
3	Number of deaths	250	394	355	290	175	152
4	Number of dead	262	417	369	305	184	159
5	Number of people seriously injured	234	255	300	280	259	181

Source: Ministry of Labor-Invalids and Social Affairs, the announcement of occupational accident situation for years 2017, 2018, 2019, 2020, 2021, 2022

The accidents occurred mainly in construction, construction materials production, agriculture, machinery, service business. The statistics show that the situation of occupational accidents for workers working without a labor contract in 2022 compared to 2021 for all indicators.

Table 4: Comparison of employment accidents between 2022 and 2021 in no labor-related areas

Number of order	Statistical indicator	2021	2022	Increase (+) /Decrease (-)
1	Number of accidents	707	531	-176(-24, 89%)
2	Number of victims	748	557	-191 (-25, 53%)
3	Number of deaths	175	152	-23 (-13, 14%)
4	Number of dead	184	159	-25(-13, 59%)
5	Number of people seriously injured	259	181	-78(-30, 12%)

Source: Ministry of Labor-Invalids and Social Affairs, the announcement of occupational accident situation for years 2017, 2018, 2019, 2020, 2021, 2022

5. Recommendations

Based on the above-mentioned situation, in order to proactively prevent and limit occupational accidents in the next time, the Ministries, sectors, localities, enterprises and organizations, employers, workers interested in implementing the following main content:

5.1 Increase Publicity, Disseminate Legislation on Occupational Safety

In order to help the law on occupational safety really come to life, in the future, the ministries, industries, localities and enterprises need to continue to innovate and enhance publicity, disseminate the law about occupational security to the concerned subjects. To organize practical and effective activities to promote programs and actions to improve working conditions in enterprises and villages, and to raise awareness of all levels of government, business and people on the occasion of the Action for the Labor safety. Information and advocacy needs to innovate in the direction of changing the way of thinking and working of enterprises and workers, including those who have a labor relations and those who are outside the labor relations to labor safety work so that they understand the rights and responsibilities, what to do in order to ensure the safety, health, life of workers, help enterprises, society to develop in a sustainable way.

Strengthen the information of the main contents of the law on occupational safety to the workers through training classes, conferences, seminars, training, professional promotion. The law on occupational safety and implementation guidelines should be promoted on the internal information system of the enterprise in a specific, simple, understandable, memorable, direct direction. At the same time, train the skilled workers and master the requirements of safety techniques in production, know how to use skilled, preservation and rational use of personal protective transport. Build a safe culture in the business. Raise awareness of the importance of occupational safety in the leadership and business management. Pay attention to provide information, propaganda, and advocacy for officials in charge of labor safety to actively take action. The state needs to support businesses to propagate laws and provide training on labor safety. Focus on priority targets and jobs that are at high risk of work accidents. Coordination between corporate organizations in the enterprise and between enterprises and government levels in publicity on occupational safety.

Enhance the quality of training, training on occupational safety and preventive activities, risk assessment to help

enterprises and workers actively prevent, limit occupational accidents; promote and raise the role of ensuring the rights and responsibilities of trade union organizations, Vietnam Farmers' Association, Vietnam Cooperative Alliance, Vietnam Fatherland Front, members of the front and other social organizations in the implementation of occupational security. Employers and workers also need to be proactively equipped with knowledge and skills on occupational safety; fully exercise their rights and obligations stipulated in the Law.

5.2 Strengthen Management, Inspection and Sanctions for Violations of Labor Safety Laws

Strengthening inspection and examination of occupational safety in accordance with the plan approved by Ministry of Labor - Invalids and Social Affairs in order to detect fault in a timely manner to prevent accidents at work. Inspecting training organizations, identifying violations in training activities, verifying for timely handling, improving quality and creating fairness in these service organizations. Promote news coverage, publicly disclose violations on the website of Ministry of Labor - Invalids and Social Affairs and the mass media; expression of good-doing units and criticism of violating units, organizations so that business, society are known. Organizing the preliminary five-year implementation of Directive 29/CT-TW of the Secretariat on advancing occupational safety in the period of industrialization, modernization and international integration in order to evaluate and learn from experience in the implementation work achieved greater effectiveness in the next period.

Ministries, people's committees, each enterprise must construct and issue specific programs and actions on occupational safety. The investment is aimed at improving the capacity to forecast, analyze new risks emerging in the field of occupational safety to proactively plan and inspect effectively. Statistics of both old and new hazards and harmful factors to help occupational safety inspectors easily identify the causes of work accidents in difficult situations. Strengthen the inspection of training organizations, identify violations in training activities, verify for timely processing, improve quality and create fairness in these service organizations. Increase the responsibility of the head, the head of the Ministry, the heads of the units of the state regulatory bodies on occupational safety in enterprises for the work of ensuring occupational security. Training, capacity-building, skills for staff and staff in the work of occupational safety inspectors in state regulatory agencies. Strengthening the application of science and information technology in the conduct of inspection, inspection and surveillance. To strengthen and promote international cooperation in the field of occupational safety in order to gain the help of the experience, knowledge and skills of international organizations, countries that have succeeded in managing occupational security systems.

Fostering, training, and improving capacity and skills for staff working on labor safety in state management agencies, especially officials at district, commune and county levels. In the context of remuneration, the manpower doing this work is now considered to be relatively thin, so the training, upgrading the staff, rational hierarchy and strengthening of responsibility of each level by sector is important, especially at the district, town level. In addition, international cooperation in the field of occupational safety needs to be

strengthened and promoted in order to acquire experience, knowledge, skills and additional resources to implement occupational security activities.

5.3 Enhance the Role of Employee Representative Organizations in Labor Safety Work

Để thực hiện tốt công tác an toàn lao động trong doanh nghiệp góp phần ngăn ngừa hạn chế tai nạn lao động, bảo vệ sức khỏe tính mạng người lao động và tài sản của doanh nghiệp, tổ chức đại diện người lao động trong doanh nghiệp cần phải thực hiện tốt một số vấn đề sau:

In order to perform well the occupational safety in the enterprise contributes to the prevention of occupational accidents, protection of the health of workers' lives and property of enterprise, Employees Representation Organization in enterprise needs to do well some of the following issues:

Firstly, promote propaganda and advocacy work to ensure that employees and employers must fully comply with the provisions of law, internal rules, processes, and measures to ensure labor safety.

Employees Representation Organization will represent the labor collective in dialogue, negotiation, signing and monitoring the implementation of labor safety provisions in the collective labor agreement; Participate and coordinate with experts to organize inspection and supervision of the correct implementation of labor safety regulations.

Propagate and mobilize workers to well implement the provisions of law, standards, regulations, processes and measures to ensure labor safety; coordinate with experts to organize labor safety training for union officials and workers.

Employees Representation Organization coordinates with expertise to organize emulation movements and mass movements to build a culture of labor safety in the workplace.

Secondly, promote the role and duties of a representative to protect the legal and legitimate rights and interests of employees, moving forward to become a representative for the harmony of interests of both employees and employers because of the development of business overall and the lives of workers.

Thirdly, build a cadre and organization that represents employees in the enterprise with the ability to persuade, create the agreement, harmonize the benefit of all parties for the development of the enterprise. reputation in both production and representative activities.

Fourthly, employee representative organizations in enterprises need to coordinate with employers in building and organizing emulation movements on labor safety, thereby promoting the internal strength of the enterprise, the capacity of workers to implement solutions and initiatives to improve working conditions, ensure labor safety, increase labor productivity and product quality... towards building a culture workplace safety.

Fifthly, employee representative organizations in enterprises need to strengthen dialogue with employers and promptly resolve arising issues related to the rights and obligations of employees and employers about the labor safety.

6. Conclusion

Labor safety is a solution to prevent and combat the impact of dangerous and harmful factors that cause illness, injury, deterioration of health or death of people during the working

process. In society, people are both the driving force and the target of development. People are the most valuable capital of society so they must always be protected and developed. At the same time, people are the cells of the family and the cells of society, so labor safety means taking care of the lives and happiness of workers and contributing to the work of building society. Implementing good labor safety will help produce high productivity and efficiency, reduce costs due to medical treatment, damage costs due to labor accidents, protect the health of workers. Bringing benefits for workers, businesses and society.

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