

TRAINING REPORT

Occupational Health and Safety Training workshop

Time: 12 May 2019
Venue: Yen Trung commune, Yen Phong district, Bac Ninh province, Vietnam
Reported by: The Center for Development and Integration (CDI)

I. Overview

On 24th June 2018, with the support of the Developing World Outreach Initiative (DWOI), CDI in cooperation with Bac Ninh LU organized a one-day training course on OHS for workers from electronics companies in Bac Ninh province. Thank to the course, 30 participants who come from 9 electronics companies (including *Samsung Electronics Vietnam, Samsung Display Vietnam, Intro Vina, Intops, ALS, Mobase, Hanoi Seowon Intech, NRK, EM-TECH*) have improved their understanding on hazard control, especially chemical, ergonomic and its impact to workers' health. Those participants realized the fact that the Electronics industry is not as clean as they thought before. Additional, more than 50% of participations planned to share knowledge to co-workers at workplaces and others at their living areas, apply their knowledge on daily works to identify OSH risks and report to the management team at their companies. After the training, participants enjoyed actively in 4 workers' group meetings and re-trained OSH knowledge to other 60 migrant workers. Among many benefits from these meetings, a big necessary was also found that workers needed to be continuously trained on chemical hazards in every part of the working process and how to prevent and reduce these negative impacts towards their health.

About one year after the training, CDI once again applied DWOI fund for implementing other training on chemical safety for electronics workers. 22 workers gained more basic knowledge on chemical hazards in their working process and some useful ways to prevent, reduce negative effects on their health. At the training, groups of workers did also make plans on how to propagate collected information to neighbors and co-workers at their living areas.

II. Training activities

- Learning from the previous course, CDI used the participatory training method to this training. Through Zalo - a social network in Vietnam, CDI discussed with electronics workers how to conduct the training, what contents should highly concentrate and how to make inflow. Then, CDI and consultant team met frequently and built the training manuals, including pre-test and post-test.
- At the training, after the welcome session CDI gave each participant a pre-test and 5 minutes to finish the test. After that, the trainer - Ms. Nguyen Thi Thu Thuy, Deputy Head of Department of Personal Protection - Center for Occupational Safety - Institute of Occupational Safety and Health Sciences delivered an overview of the electronics industry and chemicals use in this sector. She also encouraged participants to send questions at any time.
- Continuously, the trainers divided participants into 4 groups by work positions, including productive line, assembling line, packing line, and security. Each group went into in-depth discussion on mapping their workplace from the input to the output and pointing out chemical

hazards in every working position. When finishing, representative members from each group presented their results to the others. From that, all participants could see how dangerous they faced on their daily working.

- Based on the discussion results, Ms. Thuy guided participants on how chemical substances get into workers' bodies, its consequences and basic methods to prevent and reduce short-term and long-term effects. In advance, she brought some personal protective equipment (PPEs) (gas mask, active carbon mask) and recommended participants to use the PPEs as it could protect their health better.

- At the end of the course, participants re-did the test to see how they learned from the training course. Each group made plans to apply the knowledge to their works and communication activities.

III. Key results

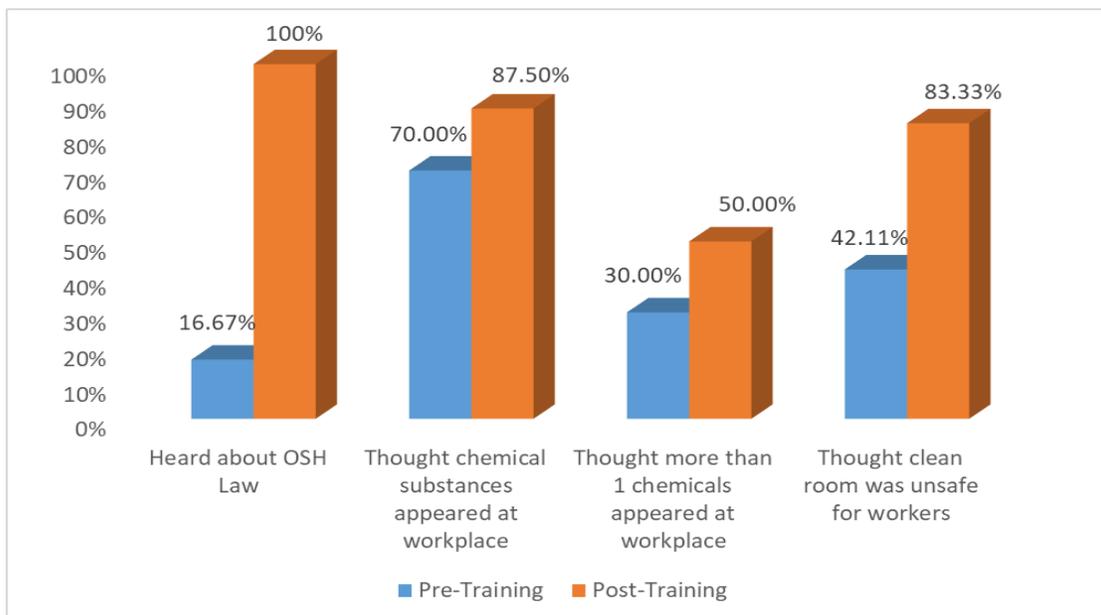
**** More electronics workers participated in this training than the proposed plan***

- Total 22 electronics workers came to this training while the original plan was only 20 workers. Of those, 16 were females and the rest were males.

- Participants worked for 9 companies in Yen Phong industrial zone (Bac Ninh province) including Ferrero, Hana Micron, Samsung Electronics Vietnam (SEV), Samsung Display Vietnam (SDV), Intops, UIT, Mobase, Nigata, Polodo.

- Among participants, 7/22 people had participated in the training in 2018 or communication activities that held by trained workers on OSH.

**** Participants had better understand on chemical use at workplace***



- Coming to the training, only 16,67% of participants had heard about the Vietnam Law on occupational safety and health (OSH). Right after training, 100% of participants heard about this law and could specific some articles related to employers' obligations, employees' rights and OSH risk assessment.

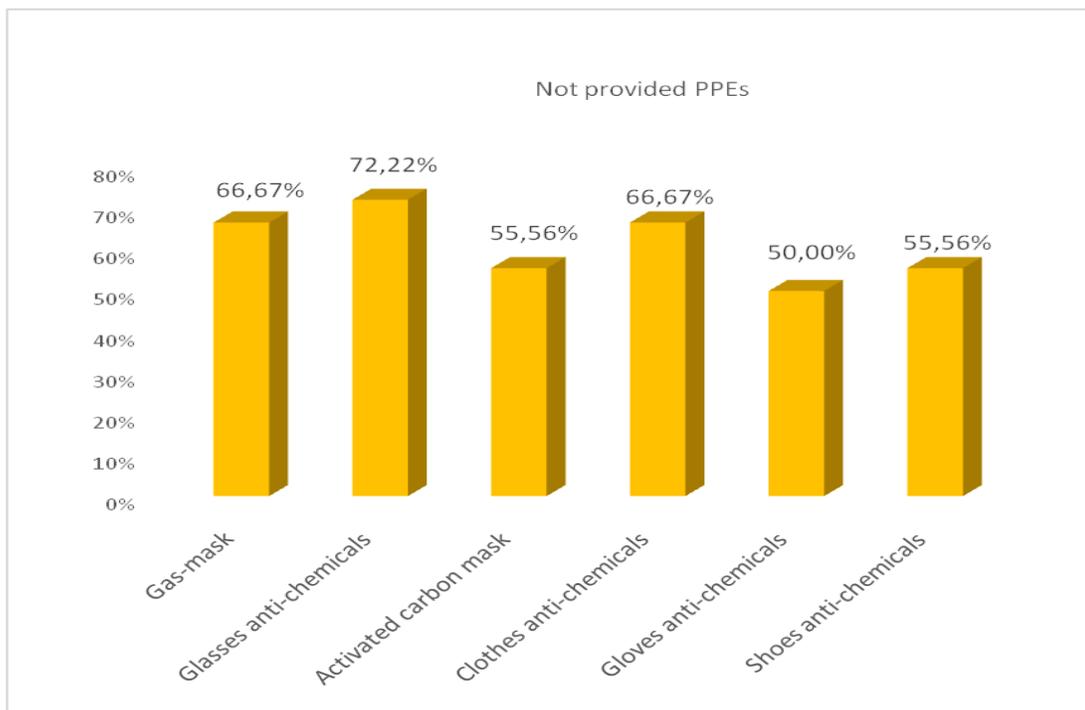
- A number of participants changed their thinking on:

+ Chemical substances appeared at workplace (pre-training: 70%; post-training: 87,5%)

+ More than 1 chemicals appeared at workplace (pre-training: 30%; post-training: 50%)

+ Clean room was unsafe for workers ((pre-training: 42.11%; post-training: 83,33%)

*** Participants compared the personal protective equipments (PPEs) that companies provided for them and their necessities**



- Before the training, 90% of participants agreed that the companies had provided them PPEs but based on their work positions. Just only 1 participant said that he/she had all PPEs (gas-mask, glasses anti-chemicals, activated carbon mask, clothes anti-chemicals, gloves anti-chemicals and shoes anti-chemicals).

- After the training, participants noticed that "There are no toxic chemicals, there are no electronics equipments such as smartphones, smart tivi...". Using PPEs was one of the best way to protect themselves from exposure chemicals at workplace. When they compared the PPEs that companies provided for them and their necessities, they saw the differences. More than 50% of participants did not provide PPEs as necessities (gas-mask: 66,67%; glasses anti-chemicals: 72,22%; activated carbon mask: 55,56%; clothes anti-chemicals: 66,67%; gloves anti-chemicals: 50%; shoes anti-chemicals: 55,56%)

- Security officers were put in danger situation because their works required directly touch electronics components materials, PPEs of workers absorbent chemical substances, and directly check containers under hot weathers... while they had no PPEs.

** Group of participants made plans to propagate collected information*

"The training course was so meaningful and helpful. I could know that poisonous chemicals appeared at my workplace or not and know how to reduce its consequences to be healthy"

-Female worker said-

"The training course was really impressive, providing us more information on chemicals at the workplace. I loved it because it was realistic!"

-Male worker said-

| Gr. | What? | When? | Where? | Who? | Expected results? | Notes |
|-----|---|---------|--|--|--|---|
| 1 | - Propagate co-workers at living areas on the consequences of chemical substances at the workplace - Share more information on identifying harmful chemicals and the level of harm | Monthly | Yard at living area (20 – 30 people can join at the same time) | Trained workers, with supports from CDI and volunteers | All participated workers know about the consequences of chemical substances at the workplace better and get some useful tips to prevent and first-aid in case they exposure to chemicals | CDI helps identify harmful chemicals and provides financial supports for the communication activities |
| 2 | - Retrain to co-workers at the living areas - Collect workers' feedback on using chemicals in the productive process at their factories - Collect workers' questions on chemical safety and send to CDI, receive feedback from consultants - Build workers' habit of reporting to management board about chemical safety | | Workers' group meeting Group zalo | | Each worker protects himself/herself from harmful chemicals by applying combine-solutions | CDI supports laptop, projector, documents |

| | | | | | | |
|---|--|--|-----------------|--|---|--|
| 3 | Small sharing workshop among workers to understand more about chemicals at workplace | | The living area | | Workers have more information and better awareness of chemical safety | CDI supports a list of chemical substances using in the electronics industry |
|---|--|--|-----------------|--|---|--|

IV. Conclusion and recommendations

The training brought lots of benefits to by participants as noted before. However, information related to chemical use at work is not transparent for all including workers, government agencies and public. In addition, Vietnam is on the very first step of electronics production, focus much on assembling works so no one could know what had happen to the materials, circuit boards and chips that produced in other foreign countries. It needs a long time to do more OSH research on the electronics industry including visit factories and connect the research findings with communication activities, trainings, workshops... for stakeholders, especially workers.

Back to the training, to make trained contents come into effect, CDI will support groups of workers for such a long time after the training and help them implement their plans. After 6 months, CDI recommends organize a sharing workshop among 3 groups and learn from their practices.

Appendix
Training agenda

| Time | Contents | Responsible |
|---------------|--|---------------------------|
| 8:00 – 8:15 | Registration | Bac Ninh Labor Union (LU) |
| 8:15 – 8:30 | Opening remark & welcome session | Bac Ninh LU CDI |
| 8:30 – 8:45 | Introduction and discussion on participants expectations | Trainers CDI |
| 8:45 – 9:00 | Overview of the electronics industry and chemicals used in the electronics industry in Vietnam | Trainers |
| 9:00 – 9:45 | Mapping working-process of the electronics industry Identifying chemical risks in some common parts of the working-process (production line, assembling line, packing line) | Trainers |
| 9:45 – 10:00 | Tea-break | |
| 10:00 – 10:45 | How chemical substances come into workers' bodies and create bad consequences for workers' health | Trainers |
| 10:45 – 11:15 | Prevention, reduction of the bad effects of chemical substances on workers' health | Trainers |
| 11:15 – 11:50 | Building action plans | Participants and CDI |
| 11:50 – 12:00 | Wrap-up | Bac Ninh LU CDI |