

Workplace Safety and Health (WSH) Strategy in Singapore

Introduction:

Adopting mere punitive approach to ensuring compliance to laws around Workplace Safety and Health does not work necessarily towards strengthening compliance and may contribute to organisations finding loopholes to escape sanctions for non-compliance. The WSH Act, (2006) is a key legal instrument supporting the WSH framework in Singapore. Since the enactment of the act, it has been widely recognized that creating a culture of WSH through partnerships and capacity enhancement is critical to ensuring safety of workers.

To support the legal framework, the Singapore's National Strategy for WSH was launched 2015 and WSH 2018 Plus launched in 2018. These delineates strategies and priority areas for improving the WSH outcome.

Intervention:

Singapore has one of the best workplace safety records in the world and is renowned for best practices in WSH. The newly adopted WSH 2018 Plus presents key strategies and priority areas under each strategy.

Key strategies have been adopted that act as national targets:

- **Build strong capabilities to better manage WSH:** The areas focused under this strategy include risk management, WSH culture, competency development, competency delivery, practical assistance, broadened base of WSH statistic, Incident Investigation and WSH Institute
- **Implement an effective regulatory framework:** Strategic Intervention, Resolution of Systemic Lapses, Extended Enforcement Reach, Differentiated Regulatory Approach for Workplace Health, Self-regulation and Legislative Review
- **Promote the benefits of WSH and recognise best practices:** Outreach and Education, Recognition, Information Dissemination and Hazards Communication, Driving Improvements through Large Organisations, Business Case and Accident Cost Measurement, and Grading of Safety and Health Management Systems
- **Develop strong partnerships locally and internationally:** Inter-agency and Inter-industry Collaboration, International Advisory Panel, International Collaboration.

Impact/ Learning:

Singapore has one of the best workplace safety records, globally. It is renowned for best practices in WSH. Similar to their strategy, a focus on building capacity, strengthened monitoring of compliance, education and training and establishing partnerships can help promote WSH in India.

Source: ILO, 2019. A National Strategy for Workplace Safety and Health in Singapore, Workplace Safety and Health Council