



#### **CONTENT**

Completing institutions, establishing mechanisms on utilizing human resources

Human resources to implement policies

Raising awareness for workers

Human resoursce development in labour sector



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Combining social insurance and health insurance, expanding coverage to the informal sector

Formalizing the informal sector so that informal workers can fully participate in the schemes including health insurance.

Challenges

Key objectives in the near future

### 1. Completing institutions, establishing mechanisms on utilizing human resources

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Institutionalize guiding viewpoints, organize the implementation of policies and laws on attracting and utilizing human resources and talents in the health sector

Legislation on recruitment, employment and benefits must be suitable effective and efficient, creating a legal framework and enabling environment for human resource development.



#### 2. Human resources to implement policies

- Human resources in Health care, Labour (Ministry,
  Department, Industrial Park Management Board, Export
  Processing Zone Management Board...)
- > Union officials at all levels
- > Labour mediator and arbitrator
- Occupational health personnel
- > Human resources of socio-political organizations



#### 3. Raising awareness for workers

- Training and disemination on the rights and benefits of social insurance and health insurance to all workers and people.
- Occupational safety programs
- Food safety and sanitation
- Occupational health



#### 4. Training human resources in labour sector

- Medical expertise
- Occupational health administration
- Labour system: Orthopedic and Rehabilitation Hospital/Centre
- Information technology applications
- Planning occupational health in Industrial Zone and Export Processing Zone, integrated into the national health system



## 5. Combining social insurance and health insurance, expanding coverage to the informal sector

- Promoting voluntary insurance participation
- Designing a multi-tiered insurance system for multiple objects
- > Flexible insurance payment suitable for many people



# 6. Formalizing the informal sector so that informal workers can fully participate in the schemes including health insurance.

> Ensuring rights and obligations for workers



#### 7. Challenges

- Media to mainstreaming policies into daily lives
- Expending participating groups
- Database management and administration work at health care centers
- Organization, management and inter-sectoral coordination for effective implementation
- Lack of medical staff, lack of highly qualified human resources
- > Inappropriate renumeration, brain drain



#### 8. Key objectives in the near future

- Completing laws and policy framework
- > Strengthening the participation of socio-politics organizations and association
- Improving the quality of medical services
- Promoting information campaign and dissemination work
- Capacity building for medical staff and occupational health management in a professional and modern manner, meeting the requirements of public administrative services.
- > commensurate with the contributions of medical staff Building a compensation mechanism.



