

Safety Measures for Employees



As well as the companies having risks surrounding them, there are also various risks surrounding employees. Among those risks, there are severe risks such as terrorism carried out for political/religious conflicts or principles/doctrines, fire accidents occurred due to insufficient basic disaster prevention measures, typhoons and floods occurring due to the influence of monsoons, etc.

This article, under the theme of “Safety Measures for Employees” gives an overview of risks such as terrorism, accidents, and natural disasters which may have a significant impact on employee safety, and explains the measures required by companies.

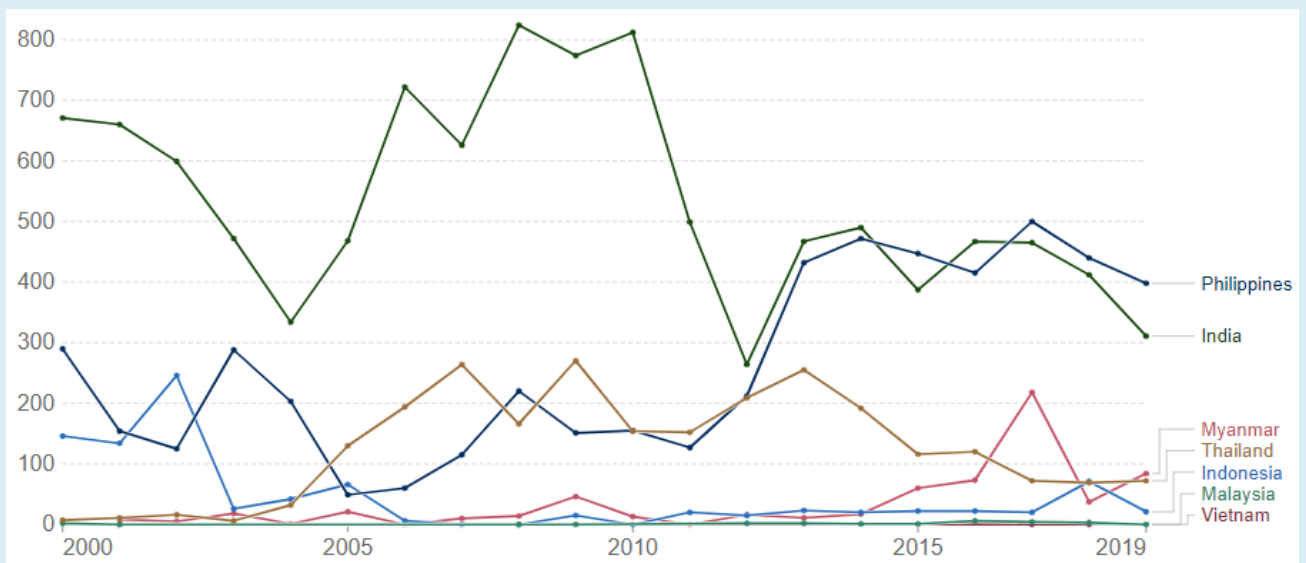
1. Terrorism, Large-Scale Demonstrations, etc.

Since the terrorist attacks of 11th September in the United States in 2011, counter-terrorism measures have been strengthened around the world. Al-Qaeda and the Islamic State of Iraq and the Levant (ISIL) have suffered serious damage, including the deaths of many of their supreme leaders, senior leaders, and fighters. However, both terrorist groups has avoided termination and still remain active.

In Southeast Asia, in Indonesia and Philippines, ISIL-affiliated groups carry out terrorism despite the crackdown by security forces. Although the number of deaths due to terrorism around the world peaked in 2014 and has been declining, looking at the number of deaths in Southeast Asian countries, there are still 100 to several hundred deaths each year (Figure 1).

Major terrorist incidents occurring in Southeast Asia are not only those committed by ISIL-affiliated groups, but also “the Patani Malay National Revolutionary Front” in southern Thailand, “the Arakan Rohingya Salvation Army” in western Myanmar, and “Communist Party of India (CPI-M)”, a major left-wing extremist organization in eastern India, etc. have been also very active. Methods of attack have included bombing attack or indiscriminate attack that targets specific groups or institutions (Figure 2), but it also includes cases in which ordinary people in the vicinity are involved. For example, the terrorist bombing that took place at Erawan Shrine, a famous tourist spot in Bangkok, Thailand in 2015, the explosion killed up to 20 people.

Figure 1 : Changes in the number of deaths due to terrorist attacks



Source : Global Terrorism Database (2021)

Considering when a terrorist attack occurs in a well-known place and there are multiple victims, the mass media reports the fact extensively, terrorist groups tend to carry out bombings aiming to promote their activities, principles/doctrine to the society. Therefore, it can be said that it is a measure required by companies to communicate with employees on a daily basis about not to go near such places as much as possible.

Places being normally targeted by indiscriminate attacks are those where the report by media will be done extensively after the terrorist attack, also those where easy to penetrate. Cities as well as shopping malls are being likely to be targeted by indiscriminate attacks. For example, in large shopping malls, even though there are cases where metal detectors are used at the entrance, it is relatively easy to pass through. Consequently, it is quite possible that terrorists will bring in explosives or disassembled firearms and carry out terrorism. The theory of crisis management is to stay away from such places, but as long as people live in the area, it is unable to prohibit visiting shopping malls.

As a company, it is considered to give a warning to employees about avoiding such places during the certain period of time such as around noon on holidays or weekdays evening as much as possible. In addition, since there are many cases where police facilities and religious facilities such as churches are targeted, it is also necessary to give an advice not to approach such facilities when it is not necessary or to stay around the facilities for a long time. Moreover, in the unlikely event that employees or their families hear explosions or gunshots in the surrounding area, it is desirable that they lower their posture, put their hands on their heads to protect them, and then quickly leave the area.

Figure 2 : Major Terrorist Attacks in Southeast Asia in the Past

Date	Country	Summary
Mar 2021	Indonesia	A suicide bomber detonated explosives outside a Catholic church in Makassar, South Sulawesi. The explosion killed 2 suspected suicide bombers and injured at least 20 people. Local police said the incident occurred around 9:30 a.m. as believers were heading for the exit of the cathedral after mass. 2 attackers are believed to have been members of the armed group Jemaah Ansharut Daulah (JAD), which has pledged allegiance to ISIS.
Jan 2021	Philippines	An armed group believed to be the "Maute Group" attacked the national army in Poona Piagapo, Lanao del Norte, in the southern part of the Philippines, killing a total of 4 people, including 3 soldiers and 1 resident.
Aug 2021	India	In Narayanpur, Chhattisgarh, 2 people were killed in an attack on Border Security Force by the far-left Communist Party of India (CPI-M).
Nov 2020	Indonesia	In Sigi, central Sulawesi, central Indonesia, an armed group believed to be "the East Indonesia Mujahideen (MIT)" attacked a Christian community, killing 4 residents and burning houses. On the 28th, ISIL issued a statement of responsibility under the name of "Islamic State East Asia".
Jun 2019	Philippines	A terrorist bomb attack, believed to be a suicide bombing by 2 men, occurred in front of a national military facility in Indanan, Jolo Island, Sulu Province, southern Philippines, killing 6 soldiers and civilians and injuring 22 people. ISIL issued a statement of responsibility under the name of "Islamic State East Asia".
Aug 2017	Myanmar	The Arakan Rohingya Salvation Army (ARSA) attacked 30 police facilities and a military base in Maungdaw, Rakhine State, northwestern Myanmar, killing 12 police officers, etc.
Sep 2016	Philippines	At least 14 people were killed and more than 60 injured in a bomb explosion in Davao City, Mindanao Island, southern Philippines. The Abu Sayyaf Group (ASG) has claimed responsibility.
Aug 2015	Thailand	A large-scale explosion occurred in the downtown area of Bangkok, the capital of Thailand, killing 20 people, including Chinese, Malaysians, Indonesians, and Singaporeans, and injuring 125 people, including 1 Japanese. On the following day, the 18th, there was another explosion near a river pier 4 kilometers away from the site, but no casualties were reported. In both cases, pipe bombs filled with TNT were used.

Source : Created by our company based on global situation of terrorism, etc., Public Security Intelligence Agency

2. Fire Accidents

In Southeast Asia, many fire accidents have occurred in various buildings and facilities such as industrial parks, shopping malls, and hotels (*Figure 3*). As for the cause of fire, many fire accidents have been reported to be caused by electrical equipment, but there have also been cases where fires spread due to improper management of combustibles. In addition, people in the facility cannot evacuate safely because the sprinkler does not work, there are cases where firefighting is not promptly carried out due to delays in reporting to the fire department, and situations where evacuation routes cannot be used (locked doors or presence of obstacles).

As a company, it is necessary to thoroughly manage safety at work sites such as factories on a daily basis, and in addition to regular inspection and maintenance of machinery and equipment, it is necessary to provide safety education and training to employees. More attention must be paid in the handling and management of chemical substances, and sufficient accident prevention measures must be taken. Since companies may be subject to strict management responsibility in the event of an accident, fully understand the contents of the latest relevant local laws and regulations, and review and revise internal guidelines, etc. as necessary are required. Moreover, it is also required to instruct employees such as checking the evacuation route in advance when they visit buildings such as shopping malls, so that they can ensure their own safety in the event of an emergency. Additionally, when choosing an area to stay or live, it is desirable to pay attention to the living environment, such as surely confirming whether there are factories or facilities that handle hazardous materials or hazardous substances.

Figure 3 : Recent Fire Incidents in Southeast Asia

Date	Country	Summary
Sep 2022	Singapore	A fire broke out at the Woodlands Industrial Park in northern Singapore at around 8:40 a.m. on 17th September. After receiving the report, the Singapore Civil Defense Force (SCDF) dispatched 10 fire engines and about 70 firefighters to extinguish the fire, which was extinguished in about 3 hours. The fire is believed to have originated from a large pile of recycled waste over an area of 100 square meters inside the warehouse.
	Indonesia	At around 11:51 a.m. on 18th September, a fire broke out at the Grand Indonesia Mall, a large shopping mall in Jakarta. The fire is believed to have originated from an electrical panel in the electrical panel room on the 10th floor of the West Mall building on the west side of the mall.
	India	A fire broke out at an electric scooter shop in the basement of a hotel in Hyderabad, the south-central state of Telangana on the night of 12th September, and spread to rooms on the upper floors. 8 guests died and 7 people were taken to hospital with injuries, authorities said. The hotel has 4 floors and 23 rooms, and about 25 people were staying there when the fire broke out. Many of those who died are believed to have died from suffocation after failing to escape.
Aug 2022	Thailand	At least 18 people died and more than 30 people were injured in a fire at the Mountain B pub in Sattahip district, central Chonburi province, around 1 a.m. on 5th August. When the fire broke out, the building was apparently crowded with more than 100 people, and it is said that the fire broke out from the roof above the stage and spread quickly.
	Vietnam	At around 7:00 am on 8th August, a fire broke out in an electronic component factory and warehouse of a foreign-affiliated company in the Quang Minh Industrial Park in Me Linh District, Hanoi. Local firefighters rushed to the scene after receiving the report and quickly extinguished the fire. The fire was extinguished in about 4 hours, but 5,000 square meters of premise was destroyed. It is said that firefighting activities were difficult because combustible materials were stored in the warehouse.

Source : Created by our company based on various reports

3. Natural Disasters

One of the unique risks in Southeast Asia is natural disasters such as floods and typhoons. This year, due to the effects of La Nina, rainfalls in Southeast and South Asia is on the rise, and in Thailand, rainfall is at the same pace as the 2011 flood, so it has been required to keep caution on these situation.

Figure 4 shows changes in the number of flood damages in Southeast and South Asian countries. Over the last 10 years, with the exception of Singapore, most countries in South East and South Asia region have experienced a certain amount of flooding every year, and it is expected that both the frequency and the amount of flooding will increase in the future due to the impact of climate change, so companies are required to take more measures than ever before.

Also, in Indonesia, an earthquake occurred near Sumatra Island on 1st October this year resulting in deaths. In the Philippines, about 3,000 people were evacuated due to the eruption of Taal Volcano in March. Figure 5 shows the number of people affected by natural disasters in each country, and it can be seen that many people are affected by natural disasters every year.

Figure 4 : Number of Flood Damage Occurrences in Southeast and South Asian Countries

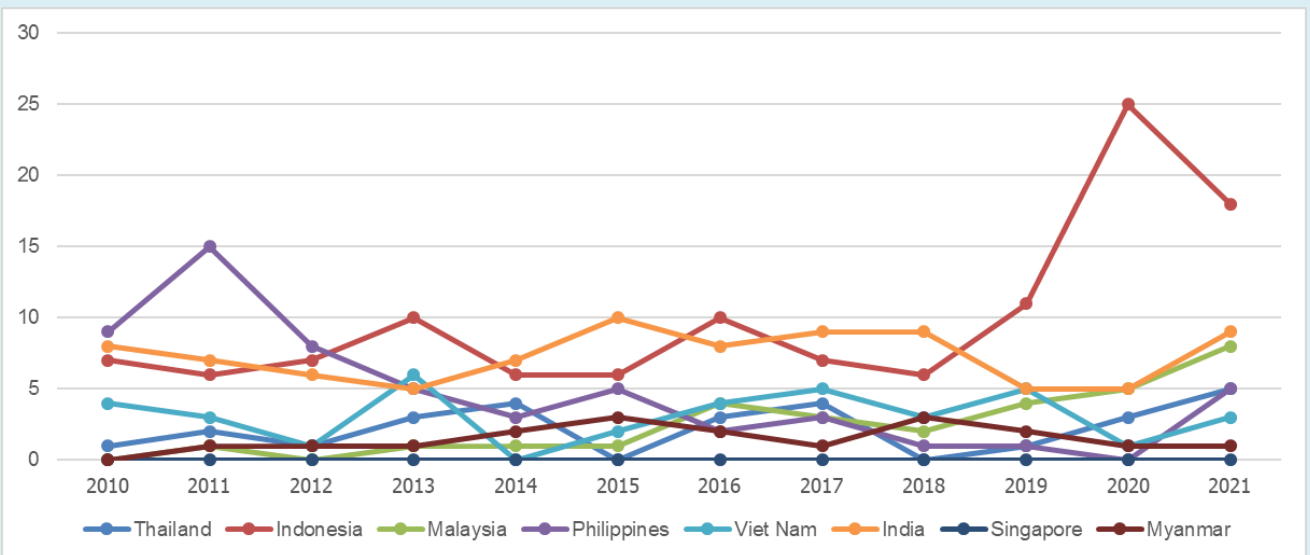
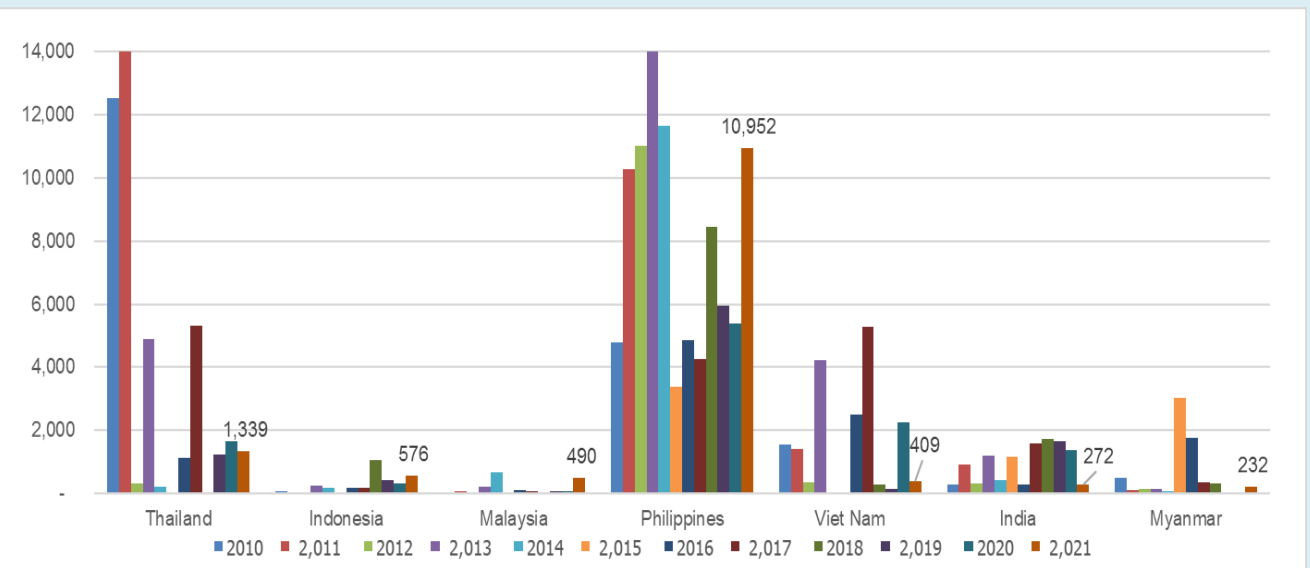


Figure 5 : Number of People Affected by Natural Disasters in Southeast and South Asian Countries (per 100,000 population)



Source: EM-DAT :The International Disaster Database

As a company, it is required to take many measures against natural disaster risks, such as developing a BCP to prevent business suspension and assessing the natural disaster risk at the location of business partners. However, the safety of employees and their families should be ensured first. In the event of a natural disaster, it is necessary to be able to promptly confirm the safety of not only employees who are working in office, but also employees who are working from home (WFH) and their families. It is required to develop a system that can quickly confirm by making good use of contact networks for each organization and SNS such as LINE, etc. In addition, it is desirable to be able to confirm the safety of visiting business customers, etc. together with employees, and to coordinate information with business partners as necessary. Furthermore, it would be great if companies can check the damage situation of the surrounding residents and consider providing relief supplies, etc.

Also, in areas affected by typhoons, floods, etc., there is concern that the ground will loosen and landslides will occur, so it is required to avoid visiting such areas as much as possible, avoid using roads and railways that pass through places with high risk (mountainous areas, near cliffs/rivers, lowlands, etc.), avoid traveling at night, and reschedule the travel with full consideration of safety. Since, in the affected areas, the sanitary environment deteriorates and the risk of infectious diseases increases (especially Dengue Fever, Zika Fever and infection of the intestines such as Dysentery, etc.), employees should also be instructed to pay attention to sanitary condition of food and drink. It is important to avoid entering flooded areas and contact with animal carcasses as much as possible, and if they are unavoidably in a flooded area, wash hands and feet with soap and gargle thoroughly. Also, as there is a risk of electric shock, do not touch electric cables cut by typhoons, etc., or electric cables or electric equipment in flooded areas. And, when leaving home to evacuate, it is required to turn off the power breaker and unplug electrical appliances.

4. Conclusion

Below is a list of measures that companies should take at a minimum level. Please compare with your company's efforts and review it as necessary.

Collecting risk-related information

Since terrorism is often carried out in conjunction with religious events, anniversaries, international events, etc., it is effective to gather information about such dates in advance and notify employees in advance. In addition, for natural disasters, by collecting information from related ministries and agencies, such as rainfall, river flow, and volcanic activity, etc., it is possible to respond in advance and issue evacuation orders to employees at the appropriate time. Please also refer to the report sent by our group company.

Development of an emergency contact network

It is necessary to maintain a contact network so that safety can be confirmed in an emergency. In order to reflect organizational restructuring, personnel changes, etc., it is desirable to review it regularly and conduct the Call Tree Exercise once a year to check whether it functions effectively.

Education for employees

As explained in this article, it is necessary to provide employees with regular training on the concept of risk avoidance and how to ensure safety in an emergency.

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