

# **JISHA/ASEAN - OSHNET TRAINING COURSE**

**on**

**Safety And Health Education For OSH  
Practitioners**

**Invited From**

**ASEAN Member Countries**

**Help On**

**25 September 12 October 2006**

**Organized By**

**The Japan Industrial Safety And Health  
Association (JISHA) In Collaboration With ASEAN  
OSHNET Secretariat In Tokyo, Japan**

**Country Report  
Cambodia**

**Presented by**

**Dr. HAN NOPAKUN &**

**Mr. PEN CHANTHAN**



# Cambodia Profile

---

- Area population: 14.2 million (2005 est)
- Households : 4,701,000
- GNP (2005): 1.5 billion
- Labour force: Over 5 million
- Establishment : 711 +
  - Large (>100) : 352
  - Medium(20 to <100) : 143
  - Small (20 < ) : 216



# Major Trade / Industries

---

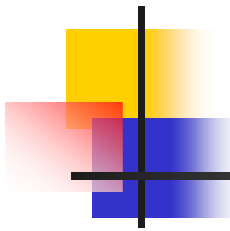
- Construction : 06
  - Manual worker : (1231)
- Manufacturing : 392
- Wholesale, Retails, Export/Import: 65
  - Catering : (2667)
- Finance, Banking, Business : 18
- Community, social & personal : 80
- Transport, Storage, Communication : 29



# OSH LEGISLATION

---

- Cambodia labor law: enacted in 1997 the following are the main statues dialing with the subject of occupational safety and health:
  - The Chapter VIII, article 229, 230 dealing with safety and health of factory worker, is given in annexure I.
  - The Ministry of Labor and vocational training had issue a Prakas to determine safety and health at the workplace.

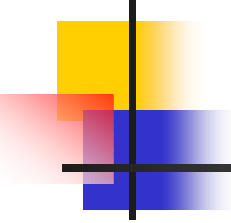
- 
1. Supply of Hygienic drink, Pr. 054
  2. Seating at work station , Pr. 053
  3. Toilet arrangement, Pr. 052
  4. Arrangement of Enterprise infirmary, Join Prakas 330
  5. Conditions and service mission of the Enterprises doctors, Join Prakas 139
  6. Air Ventilation and the atmosphere cleaning at workplace, Pr. 125
  7. Lifting of Heavy object by physical force, Pr. 124
  8. Thermal Environment at the workplace, Pr. 147
  9. Work in stuffy place (confine space work), Pr. 139
  10. Noise at workplace, Pr. 138
  11. Lighting standards., Pr. 484



# INSPECTION SYSTEM

---

- Occupational Health department (OHD) are responsible for OSH at all establishment.
- OHD had divide 4 groups and each groups had 2 medical inspector go to check safety and health at the workplace.
- After inspection, if infractions are found, the medical inspector shall serve notice on the manager of the establishment by indication all points that do not comply with the provision of chapter VIII of this labor law and the Prakas for its implementation.
- Before drawing up an official report the medical inspector must a formal notice on the managers of the establishments to comply with the provision of Prakas for implementation articles 229 to 231.

- 
- 
- The serving of formal notice must be done in writing report. The formal notice shall be dated and signed, with specification of the infractions or identified danger and set a deadline for remedying them. If the infraction has not been remedied by the deadline, the labor inspector can write up an official report and will be fine according to the labor law.



# Other OSH – Related

---

- OHD in collaboration with:
  - Ministry of Agriculture, fisheries and forestry
  - Trade union that are support by ILO informal economic fund, had organize working group for conducting training OSH to all the farmers at the province for improving safety and health to home worker and farmers.





# Problems Encountered

In spite of the above mentioned legal safeguards, the state of workers health and safety yet have much problem for concerns. The Cambodia worker is yet the victim of a many work related accidents and occupational diseases.

- Apart from the prevalence of work related accidents and occupational diseases, the following problems are also encountered in relation to OSH in Cambodia and greatly contribute to this unsatisfactory state of affairs.
- Lack of awareness

Very little is know among workers and employers about the existing legal requirements and safeguards in general and of OSH in particular. This has resulted in situation in which employers flout laws and legal standards. On The other hand, employees who are unaware of their rights, often don't seek legal remedies available to them.



- **Lack of resources to effectively enforce legislation pertaining to OSH:**

---

The department of occupational health is ill equipped, both in terms of financial resources and manpower, to effectively deal with the many challenges that they face in enforcement of relevant laws, it present there are only 15 labour Medical inspectors

- **Lack of incentive to employers:**

Cambodia employers is not accorded any special privilege or incentive for conforming to legal standards.



---

- **Unfavorable economic conditions:**

The highly competitive marketplace in the new global economy has placed higher pressures on employers, who now have to compete with the superior product quality and cheaper labour costs of other businesses, both abroad and at home. Survival has become the main priority, thus we see an even lesser focus or emphasis on OSH in enterprises.

## Annexure I

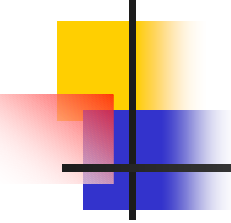
### Safety and health Provisions in :

#### **Articles 229:**

---

All establishments and work places must always be kept clean and must maintain standards of hygiene and sanitation or generally must maintain the working conditions necessary for the health of the workers.

The Ministry in charge of Labour and other relevant ministries shall prepare a Prakas to monitor the measures for enforcing this article in all establishments subject to the provisions of this Chapter, particularly regarding:

- 
- quality of the premises;
  - cleaning.
  - hygienic arrangements for the needs of personal.
  - beverages and meals.
  - lodging of the personal, if applicable.
  - work stations and the seating arrangements.
  - ventilation and sanitation;
  - individual protective instruments and work clothes.
  - lighting and noise levels in the workplace.



## Article 230:

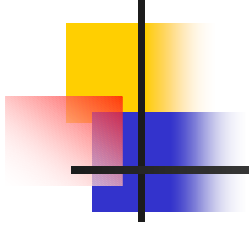
All establishments and work places must be set up to guarantee the safety of workers. Machinery, mechanisms, transmission apparatus, tools, equipment and machines must be installed and maintained in the best possible safety conditions. Management of technical work utilizing tools, equipment, machines, or products used must be organized properly for guaranteeing the safety of workers.



- **The Prakas covered in Article 229, shall also determine the measure for enforcing this article, particularly regarding:**

---

- risks of falling.
- moving heavy objects.
- protection from dangerous machines and apparatus.
- preventive measure to be taken for work in confined areas or for work done in a isolated environment.
- risks of liquids spilling.
- fire prevention.



---

Thank You !