



The Current Situation of OSH Development in Cambodia

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I. Introduction of Cambodia

Introduction of Cambodia



Geography & Demographics (2016)

- ▶ Official name : The Kingdom of Cambodia
- ▶ Official language : Khmer
- ▶ Area : 181,035 Km²
- ▶ Capital city : Phnom Penh
- ▶ Number of provinces : 25
- ▶ Population : 15,626 million
- ▶ Population Growth Rate : 1.6%
- ▶ Life Expectancy : 68.66 years (2015)

Source: Ministry of Planning, Cambodia Socio-Economic Report 2016

II. DOSH Organization

The Overview of DOSH

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Vision: All workplaces create and promote preventative safety and health culture in the Kingdom of Cambodia.

Mission:

- Developing sound policy-legislative frameworks that can support employers' and workers' efforts to advance safety and health at work
- Providing adequate OSH protection and training to all workers
- Assisting all workplaces in establishing effective occupational safety and health management system

- ❖ Reinforcing OSH legal framework
- ❖ Strengthening labour inspection
- ❖ Improving reporting systems of occupational accidents and diseases
- ❖ Improving National OSH information and training systems
- ❖ Extending OSH protection to SMEs, IE, and Agricultural sectors
- ❖ Special programmes to control hazardous occupations, child labor, infectious diseases and drug use

Main Strategies

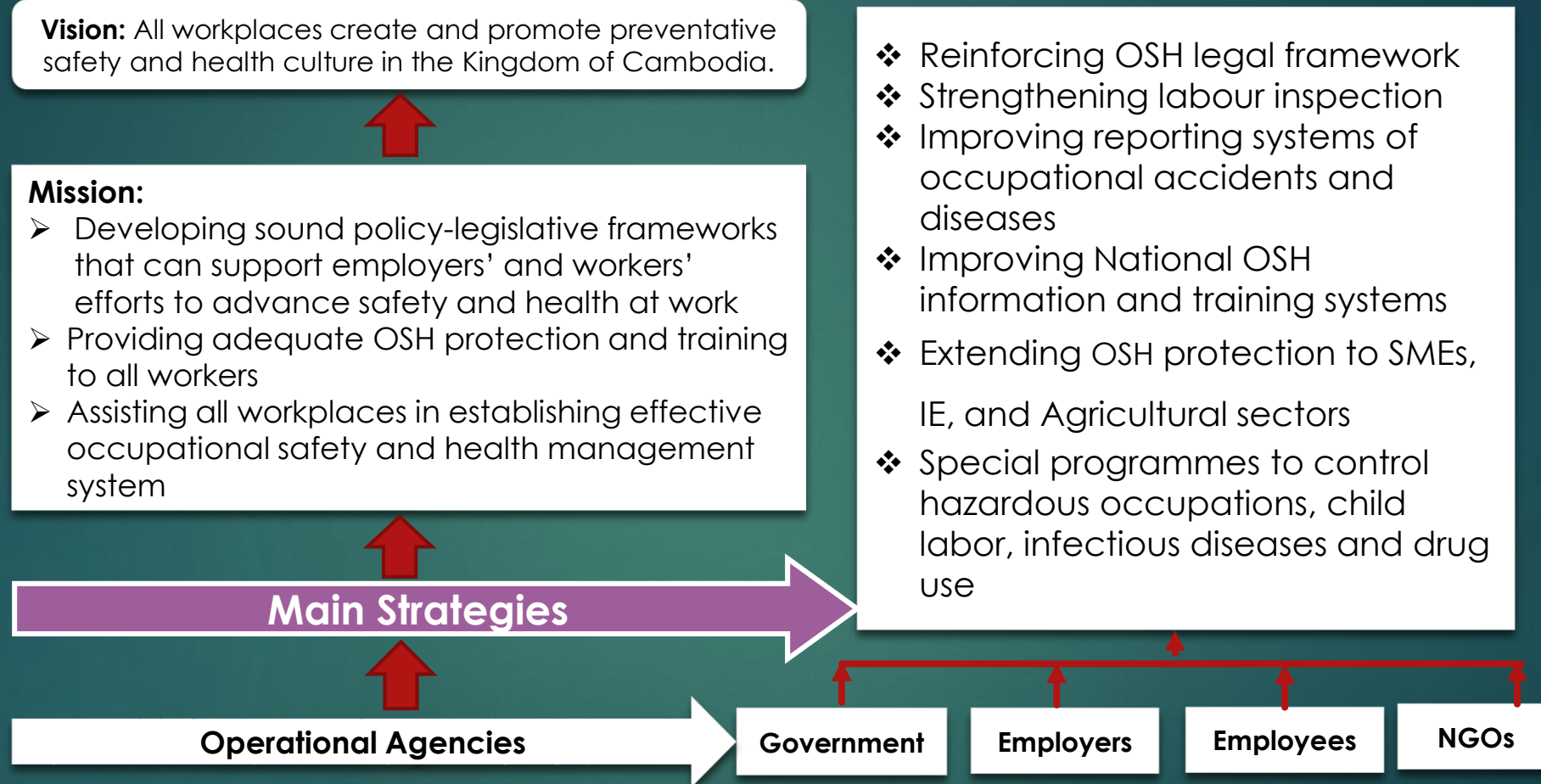
Operational Agencies

Government

Employers

Employees

NGOs

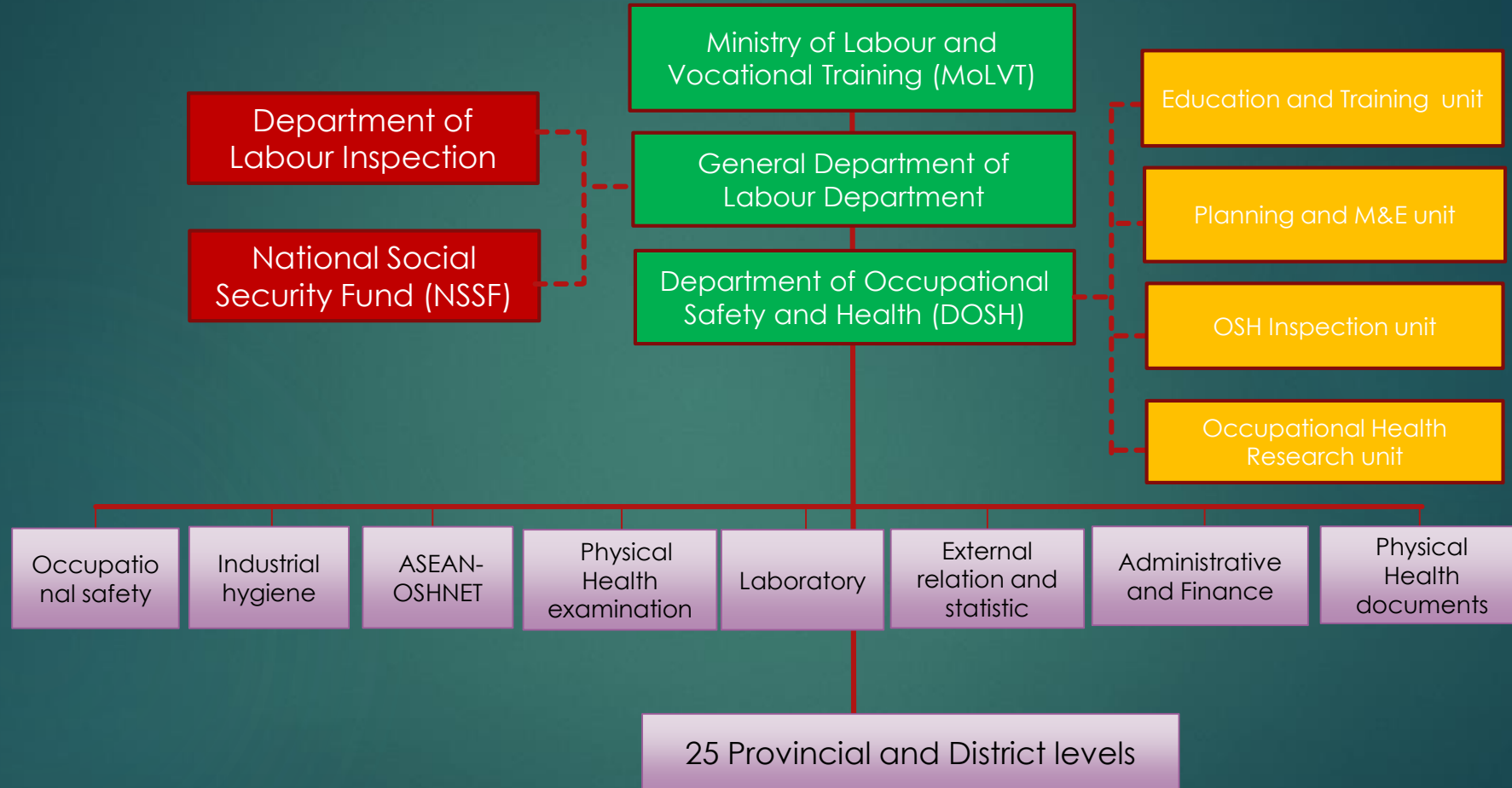


The scope and coverage of DOSH

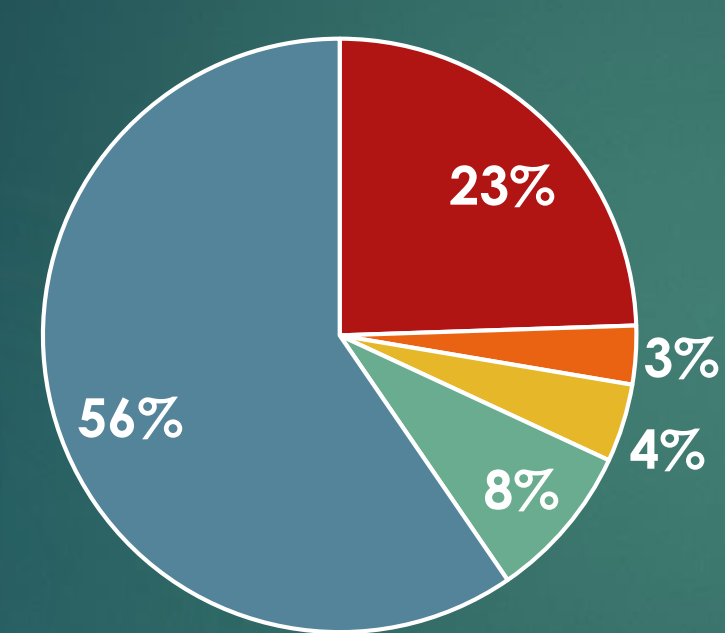
- Every enterprise or establishment of industries such as Commerce, crafts ,Land or water transportation, whether public, semi-public or privates, agriculture, services, mining, constructions..etc
- **Inapplicable**: judiciary, public services, domestics or household servants and personnel serving in the air and maritime transportation who are governed by a special regulation (article 1 of Labour Law)

Organizational Structure

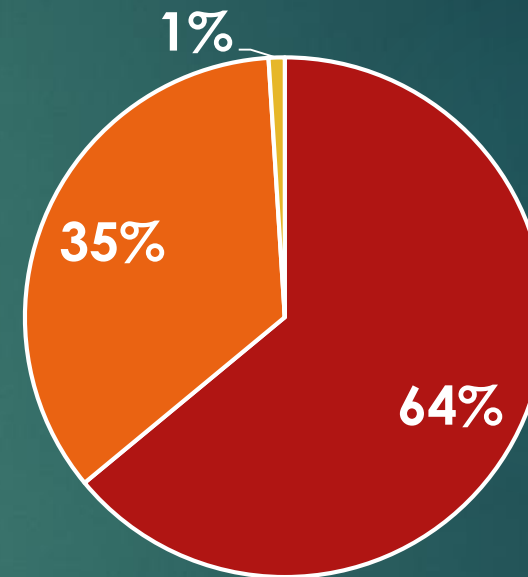
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Employees status (N: 143/58females)



- Doctors
- Pharmacists
- Medical Assistants
- Nurses and Midwives
- Other



- Official staffs
- Floating Staffs
- Contracting Staffs

III. OSH Statistic

The occurrence status of industrial/occupational accidents and occupational disease (including statistics)

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Description	Work injury report				Result of work injury investigation							
	Receipt of work injury		Total Members	Comparison %	Work injury report		Mild injury		Serious injury		Death	
	Total	Female			Total	Female	Total	Female	Total	Female	Total	Female
Q2/2020	3,648	2,294	1,603,915	0.23%	3,850	2,275	3,373	2,081	433	188	44	6
2019	16,350	7,184	1,531,707	0.65%	16,017	10,655	14,131	9,794	1,685	809	201	52
2018	1,984	1,317	1,458,276	1.05%	29,268	21,948	26,961	20,715	2146	1,174	154	57
2017	47,496	36,024	1,435,316	3.31	45,882	34,773	42,716	33,029	2,944	1,671	222	73
2016	36,734	27,338	1,136,271	3.23	34,513	25,683	31,899	24,162	2,446	1,461	168	60
2015	30,919	22,764	1,077,079	2.87	30,281	22,273	27,804	20,802	2,296	1,404	181	67
2014	19,425	14,410	1,021,588	1.90	18,699	13,820	17,216	13,003	1,387	790	96	27
2013	16,849	12,034	847,175	1.99	16,775	12,030	15,452	11,310	1,227	690	96	30
2012	14,761	11,023	768,134	1.92	14,233	10,709	13,603	10,354	571	333	59	22
2011	13,167	10,276	674,217	1.95	12,571	9,734	12,084	9,492	440	227	47	15
2010	8,498	6,644	594,686	1.43	7,611	5,878	7,214	5,652	358	206	39	20
2009	3,792	3,072	451,232	0.84	3,547	2,872	3,355	2,754	176	108	16	10
2008	NA	NA	64,186	NA	107	78	91	65	15	12	1	1
TOTAL	213,623	154,380	12,663,782		233,354	172,728	215,899	163,213	16,124	9,077	1,324	440

-From 2008 to Q2/2020, There were **213,623** occupational accidents and injuries reported from enterprises: **233,354** cases (Females: **172,728**) were reported as workplace accidents and total death **1324** (Females: **440**).

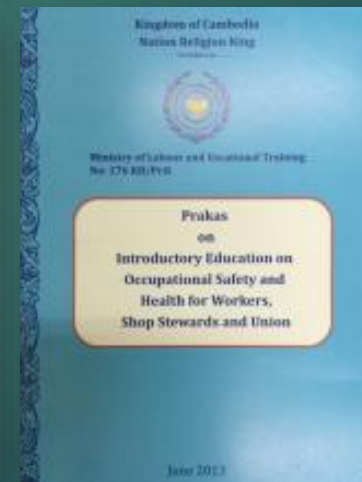
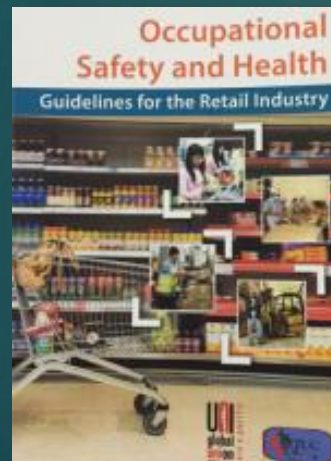
Source: NSSF, Report on Ten Year Achievements 2008-2017 and Action Plans 2020

IV. OSH System in Cambodia

1.Existing Legislation and Regulation on OSH

- Labour law, Chapter VIII concerning OSH
- 25 ministerial regulations concerning OSH in garment, service and construction sectors
- Other relevant regulations, announcement, guideline and rules issued by Ministry of labour and Vocational Training
- OSH Master Plan 2018-2022
- Inspection code of conduct
- The brochure on inspection conduction and benefit

Planning: to establish the National Labour Institute

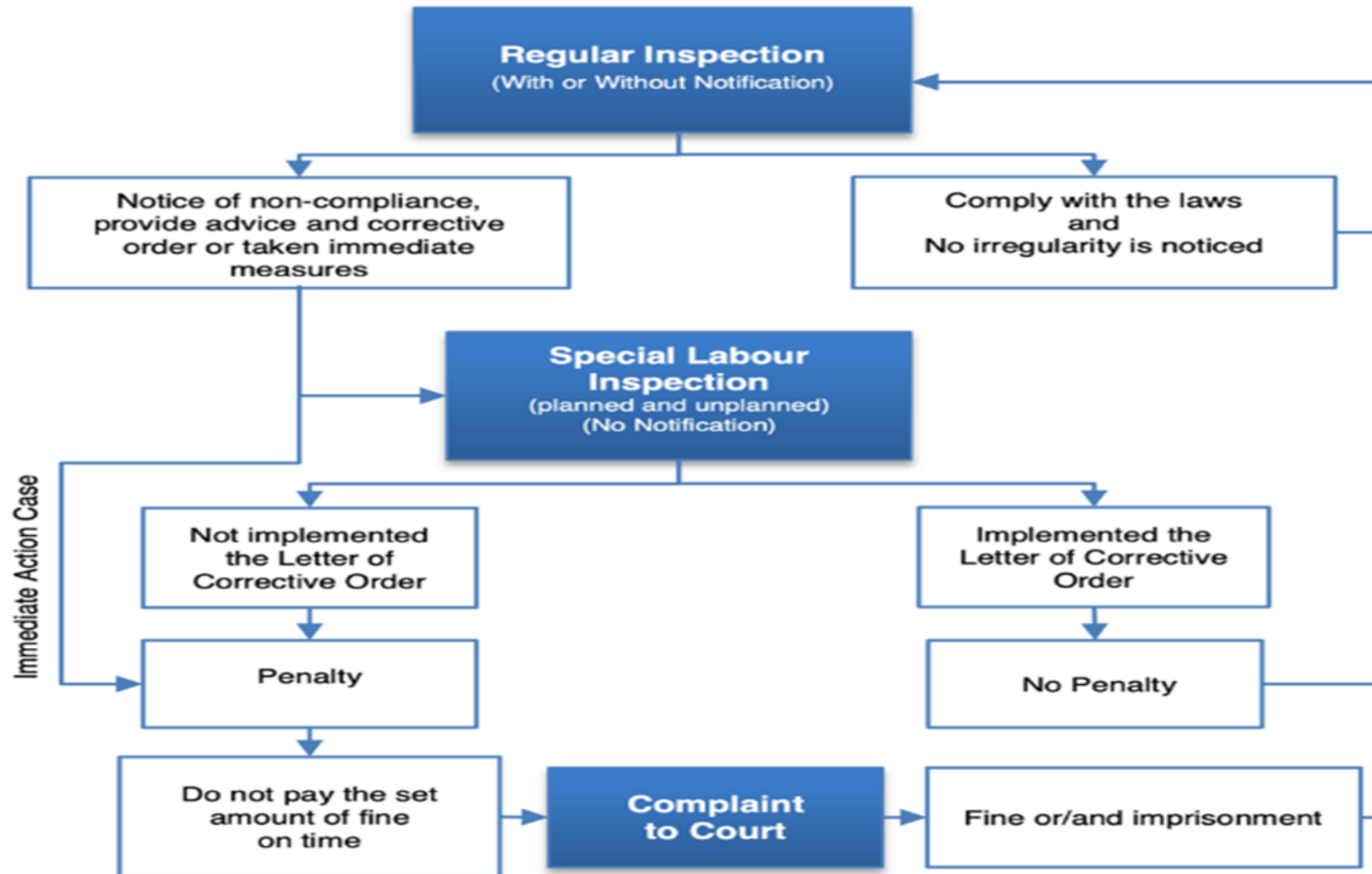


2. Labour Inspection System

- ▶ Labour inspection is reformed to joint labour inspection in 2016 which is composed of 8 departments of ministry of labour and Vocational Training
- ▶ Labour Inspection department, OSH department, child labour department, NSSF, Labour dispute department, Apprenticeship Department, committee for strike and demonstration resolution, and Employment and Manpower Department

2. Labour Inspection System (Cont.)

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2. Labour Inspection System(Cont.)

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Number of Labour Inspectors

Year	Number of labour inspectors		Total number of inspectors	Gender	
	Central level	Provincial level		Male	Female
2016	158	427	585	510	75
2017	135	436	571	486	85
2018	110	474	584	497	87
2019	146	460	606	511	95
2020	125	N/A	N/A	115	10
2021	419	N/A	N/A	350	69

Source: Annual report of Labour Inspection in 2021

2. Labour Inspection System(Cont.)

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➤ **Three types of inspections are prepared and conducted:**

1. Regular inspections: Inspections based on the schedule for labour and OSH conditions at workplace.
2. Special inspections: Follow-up inspections based on recommendations to the workplace after regular inspections.
3. Compliant to court: do not pay the set amount of the special inspection fine on time.

➤ **Scope of sectoral coverage**

-The labour inspectors cover all occupations in enterprises and companies in the private sector under the scope of the Labour Law of Cambodia, Chapter 1, Article 1.

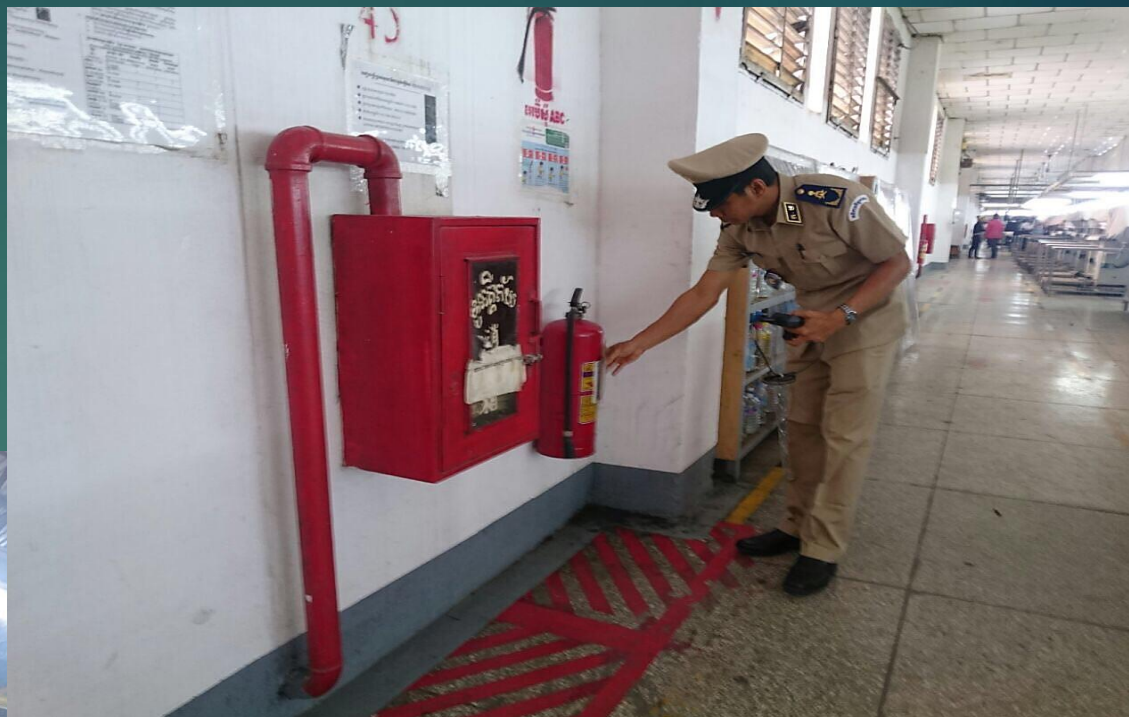
➤ **Application of penal provisions**

-Article 375 of Labour Law, fine equivalent of 30 to 120 days' wages or suspension of work



Workplace Inspection





Workplace Inspection



Work





Accident Investigation
Boiler explosion



Boiler Investigation

3. Workers' accident compensation insurance

The Law on Social Security Schemes extends the National Social Security Fund (NSSF) to provide a financial security net for civil servants and those in the private and informal sectors. There are 11 chapters with 107 articles. The law passed the Council of Ministers on 02nd August 2019. The law was discussed and approved by the national assembly on 08th October 2019, and was promulgated on 02nd November 2019. The law on Social Security Scheme for persons defined by the Provisions of the Labour Law, was promulgated on 25th September 2002 by the Royal Order No. NS/RKM/0902/018. Additionally, the law covers only workers in private sector.

4. OSH Training Program

- ☐ Basic and First-aid
- ☐ Work Improvement for Small Enterprises
- ☐ Work Improvement for Safe Home
- ☐ Work Improvement in Neighborhood Development
- ☐ Work Improvement for Small Construction Sites
- ☐ Understanding the basic of OSH
- ☐ OSH management at workplaces
- ☐ OSH instrument usages and data interpretation
- ☐ Safety policies and standards.

4. OSH Training Program(Cont.)

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Training course/ National Campaign					Total
	2017	2018	2019	2020	
TOT WISE, WIND, WISH and WISCON	-	146	230	180	556
WISE, WIND, WISH and WISCON	20	21	24	25	90
Basic OSH and first aid training for enterprises	2,808	3,049	2,113	1,040	9,010
ToT on basic occupational safety and health for provincial department	-	-	42	-	42
Safety Day	1,313	1,300	1,307	350	4,270
Cooperated training on OSH related topics	54	-	64	-	118
TOT training on the risk of the Covid-19 and its precautionary for provincial department of labour and vocational training	-	-	-	523	523
Dissemination campaign on Covid-19 and prevention measures for workers in the workplaces	-	-	-	40,640	40,640

6. OSH Training Program



OSH & first aid Training





**Boiler Safety Training in
collaboration with National
University of Singapore**

Practical Training of Join OSH Inspection on chemical safety

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Safety Campaign

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Safety Campaign

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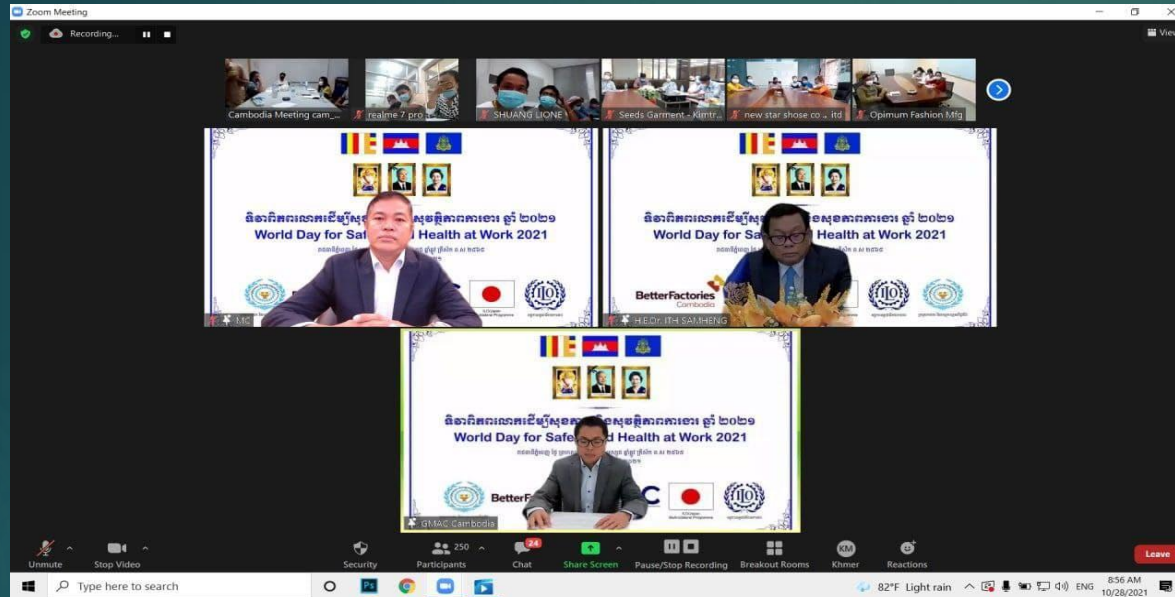


Event being held at Koh Kong on 3rd May 2019, with participation of 1,300 workers. This special campaign was presided over by the Minister of Labour and Vocational Training and accompanied by senior officials from the MLVT, as well as employers' and trade unions' organisations. Events and campaigns related to OSH are held for raising public awareness of the importance of OSH.

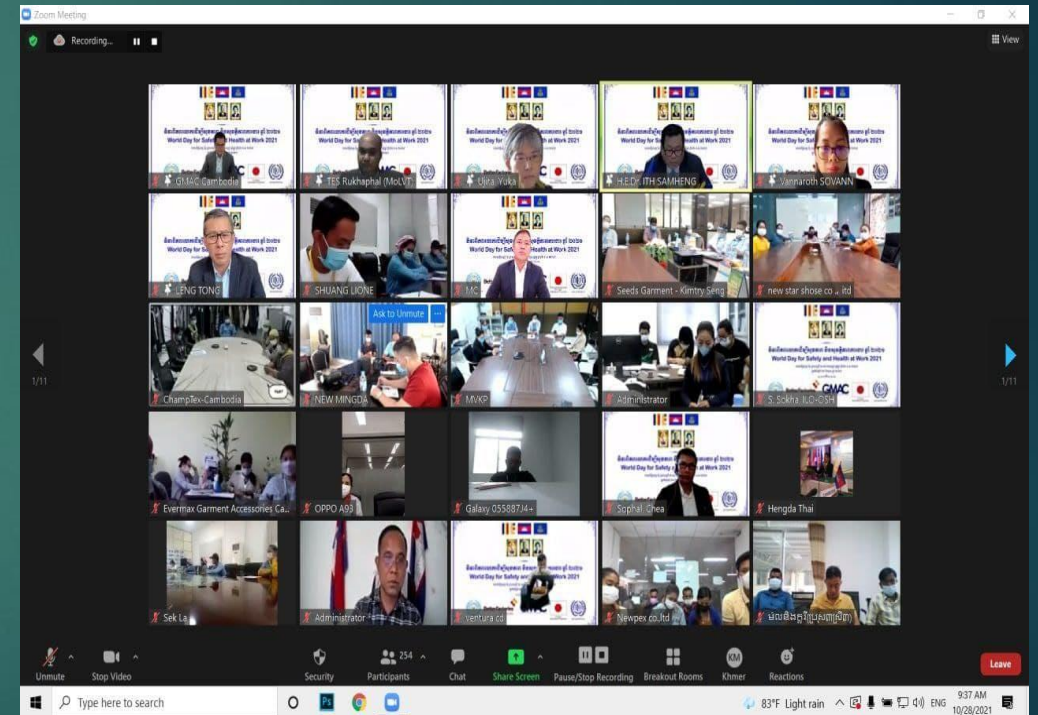


Safety day 28.10.2021

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On 28th.0ctober.2021 we celebrated Safety day by zoom (delay due to Covid-19 pandemic) participate from MoLVT , employers' and trade unions' organisations totally 254 participates by zoom.



5. Occupational Safety and Health Management System (OSHMS) and Risk Assessment

- ▶ OSH management systems are introduced by individual enterprises. The government has been promoting the basic of OSH management systems based on the Plan -Do-Check-Act (PDCA) cycles by means of training and programmes. The government encourages all workplaces, including small and medium-sized enterprises (SMEs) and informal economy workplaces to develop PDCA cycles adjusted to their own working conditions. Moreover, training such as Work Improvements in Small Enterprises (WISE), Work Improvement in Neighbourhood Development (WIND), Work Improvement for Neighbourhood Development and Youth (WINDY), and Work Improvement in Small Construction Sites (WISCON) are provided by the government as useful measures to promote continual improvement and develop basic OSH management systems.

► 6. Issues and Challenges in implementing OSH in my country

- Major issues on occupational safety and health in your country
- Lack of human resources, OSH professionals, occupational doctors and occupational nurses
- No specific laboratory in OSH and toxicology
- The list of occupational disease is under development.

► Suggestion and Measurement

- As the concern mention above regarding to the issue on Occupational Safety and Health in Cambodia, we believe that it will be a grateful for us to have the support from JICA in order to response to the above problems.

7. Good Practices

- ▶ Work achievements
- ▶ Prevention and control of Covid-19 at the workplaces
- ▶ Work Improvement for Small Construction Sites
- ▶ Work Improvement for Safe Home
- ▶ Work Improvement for Small Enterprises
- ▶ Work Improvement in Neighborhood Development
- ▶ 1st OSH Master Plan
- ▶ Key elements of success
- ▶ The support from the Ministry
- ▶ Tripartite consultation

8. Good Practices (Cont.)

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- ▶ lessons learned
 - OSHMs, accident investigation, risk assessment and control measures.
- ▶ Implementation partners
 - Government
 - ILO
 - Better Factory Program in Cambodia (ILO-BFC)
 - NGOs
 - Trade Unions
 - Employer organizations
- Monitoring methods
 - Report
 - Regular meeting

9. New Infectious Diseases (COVID-19) related measures

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➤ OSH Response During Covid-19 Pandemic

A. Training

1. **MoLVT** issued the announcement on prevention and control of Covid-19 at the workplaces for enterprise owners, workers, oversea workers and vocational institutions. (**570 Factory/ 102710 workers (F: 81877)**)
2. **TOT** training to **25** provincial department of labour about prevent and control Covid-19 that collaboration with GIZ-Fabric Asia (**160 candidates, 25 females**).

B. Quarantine

MoLVT cooperated with MOH prepared **3** quarantine centers and health check up **10** centers for workers who went to their homeland during khmer new year day (Total: **5045 workers**) for prevent and control Covid-19.

C. Covid-19 Vaccine:

In order to increase immunity in community MoLVT collaboration with MOH, WHO, MoLVT jointed the campaign of Covid-19 vaccination to workers totally: **590,000** peoples (Workers: **130,000** and under umbrella of Arm force **460,000** people).



- ▶ No safety act
- ▶ OSH Management system is under development
- ▶ The number of OSH inspectors is limited
- ▶ Inspection System is under development without national training and accreditation
- ▶ Concern of mine and construction safety
- ▶ No occupational nurses and doctors
- ▶ No OSH training center
- ▶ No physical and toxicology labs.

Thank you
Q & A

