

Cambodia

Occupational Safety and Health –From Policy Development to
Implementation Measures

October1-November1, 2019, Japan

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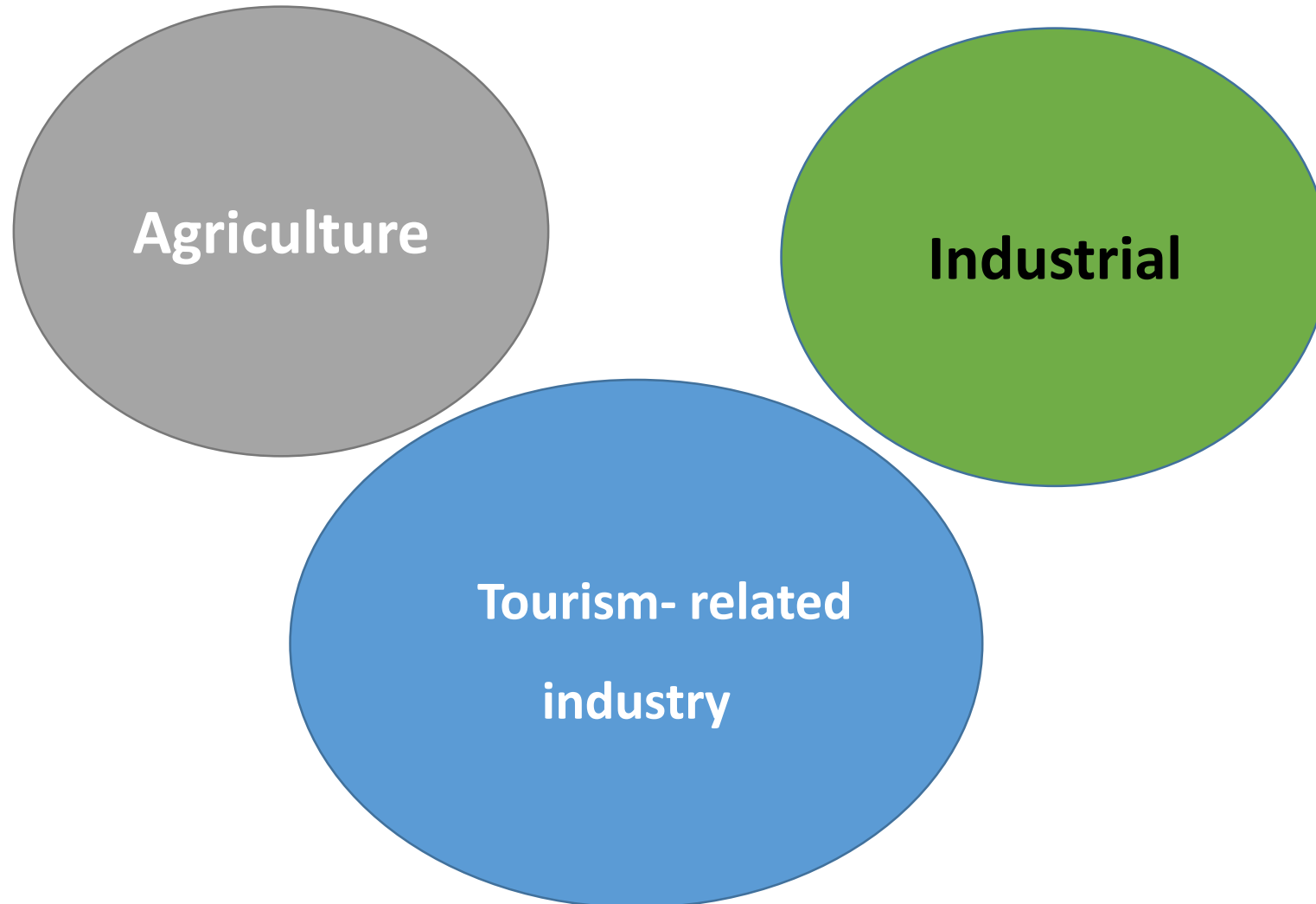
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Overview

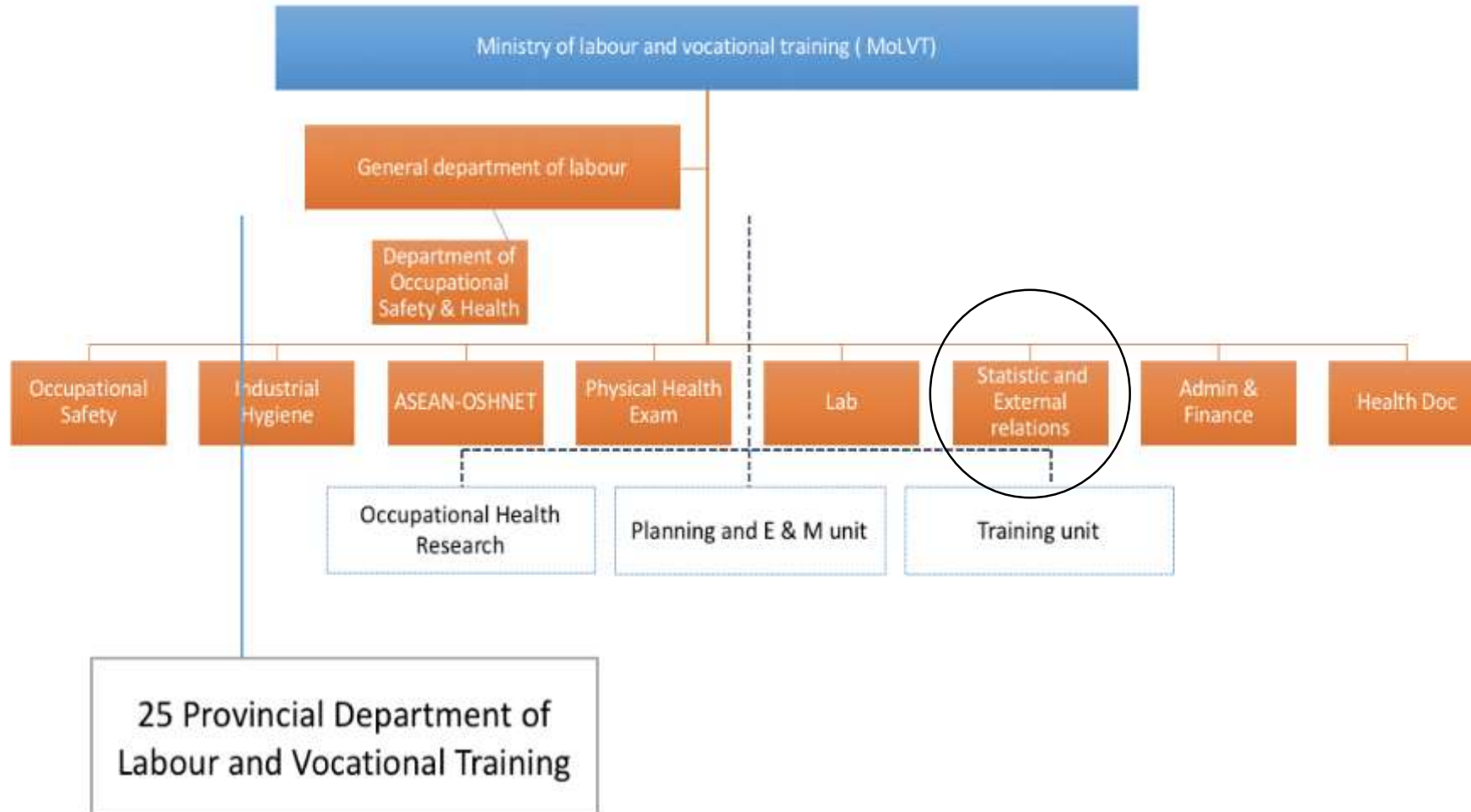
- **Capital:** Phnom Penh
- **Area:** 181,035 km²
- **Population:** 15 millions (Cambodia population census 2019)
- >2.4 millions : informal economic sector
- > 4 millions: agriculture
- 1.2 million: working abroad & over 0.5 million are civil servants.
- GDP expectation growth: 7.7% (2019)



Importance sectors



Organizational Structure (DOSHS)



System to protect workers

1. law

- 1997: Labour Law
- **Chapter VIII: OSH** (general provisions, inspections & labour health service)
- 2008: law on Social Security Scheme (work-related accidents & compensation)
- eleven (11) ILO conventions were Cambodia ratified.

System to protect workers(cont.)

2. OSH Regulations:

- 25 regulations related OSH in garment industry and construction
- **Working conditions, occupational safety & health** rules of entertainment service enterprises, establishment and companies.
- **Introductory education** on occupational safety & health for workers, shop stewards & union.
- Regulation on establishment of HVAIDs Committee at workplace

System to protect workers(cont.)

- Master Plan of OSH (I & II)
- Asbestos profile
- Guidelines on HIV/AIDS in workplace
- Guidelines on occupational and health for retail industry
- Guideline for establishment infirmary
- under the process to develop national OSH policy

System to protect workers(cont.)

3. OSH inspection system

4. OSH Training

5. Work compensation system

- Employment injury scheme
- Health insurance scheme
- Pension scheme

Three major initiative strategies

- Strengthen national occupational safety and health systems
- Strengthen inspection works and implantation of occupational safety and health standards
- Promote the employer's and worker's organizations to participate in occupational safety and health activities

Number of labour inspector & OSH inspector

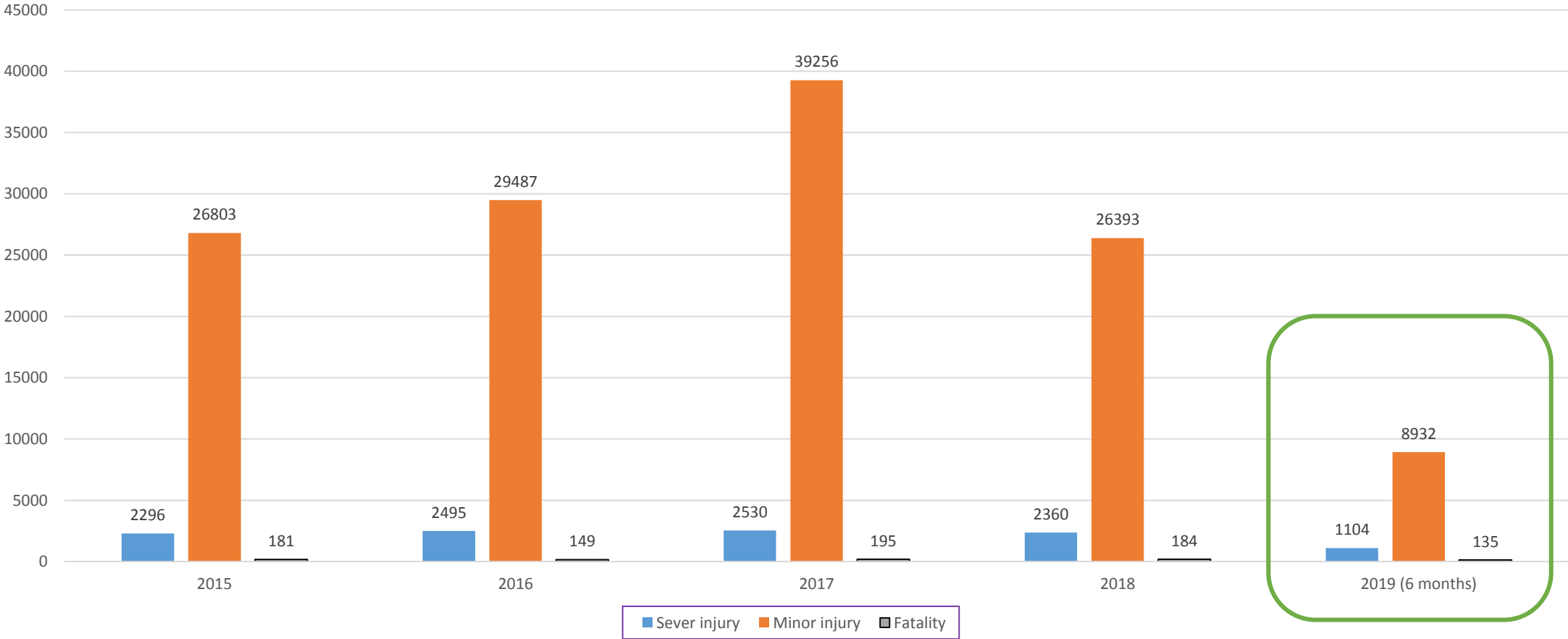
Category	# of Inspector	Labour Inspector		OSH Inspector	
		Male	Female	Male	Female
Headquarter (Phnom Penh)	163	135	7	28	1
Provincial Level (25 provinces)	260	260	40	0	0
Total	423	395	47	28	1

Source: Department of Inspection, MoLVT

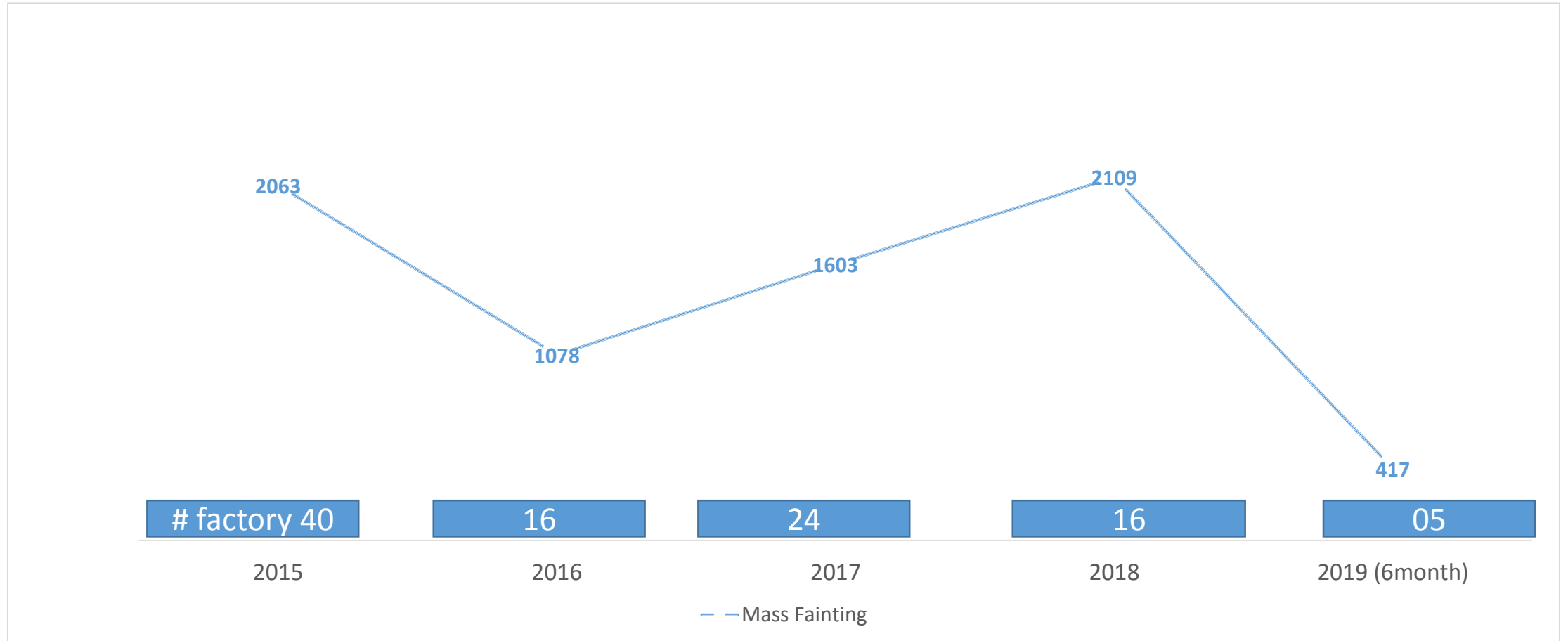
Number of OSH Training

Descriptions		2017			2018			first semester 2019		
		total	Phnom penh	province	Total	phnom penh	province	total	phnom penh	province
WISE, WIND, WISH and WISCON	Total	100	4	96	30	30	-	22	22	-
	female	20	2	18	6	6	-	9	9	-
Follow up WISE, WIND, WISH and WISCON training	Total	-	-	-	146	67	79	230	52	178
	Female	-	-	-	31	14	17	20	10	10
first aid and OSH	Total	2,808	2,599	209	3,029	2,890	139	1,034	865	169
	Female	1,544	1,390	154	1,647	1,553	94	687	592	95

Occupational accidents statistics



Work-related mass fainting



Workers' accident compensation

Category of accidents						
Total # of worker economic lost						
By Year	accidents /Female	#Temporary Disability	Permanent disability more than 20%	Permanent disability less than 20%	Fatality (Person)	(Riel)
2009	3,553/2,878	0.13	0.00	0.01	16	1,150,114,400
2010	7,611/5,878	0.36	0.01	0.04	39	2,423,602,911
2011	12,571/9743	0.57	0.01	0.05	47	4,104,781,700
2012	11,902/10,709	0.56	0.06	0.05	59	5,057,795,500
2013	16,775/12,300	0.77	0.11	0.14	98	6,926,229,300
2014	18,699/13,820	1.11	0.16	0.09	95	7,557,069,600
2015	30,919/22,764	1.92	0.30	0.18	181	12,058,384,300
2016	34,523/25,683	2.55	0.47	0.41	168	15,814,120,000
2017	45,882/34,773	2.39	0.71	0.53	222	19.52

- 201,797 victims
- 76,64 billion riels
- Medical care benefit, temporary disability benefit, permanent disability benefit, survivors' benefit, funeral grant, and caretaker benefit, as well as benefit awards to public and private health facilities and rehabilitation services

Good Practices

- 1. OSH best practices at workplace program**
- 2. HIV/AIDs respond at work place awards**
- 3. World Day for Safety and Health**

Awards ceremony HIV/AIDs respond at work place



- 2016: 176 enterprises
- 2017: 115 enterprises

World Day for Safety and Health Campaign

Descriptions		2017			2018			first semester 2019		
		total	Phnom penh	province	Total	phnom penh	province	total	phnom penh	province
Safety day	Total	2,808	2,599	209	3,029	2,890	139	1,034	865	169
	Female	1,544	1,390	154	1,647	1,553	94	687	592	95

World Day for Safety and Health



Issues/Challenges

- No OSH act & safety standard
- law enforcement is limited
- Human resources are limited (Occupational Hygienist, Occupational Physicians, Occupational specialist, Toxicologist.....)
- No OSH training and research center

Issues/ Challenges (cont.)

- Limited equipment for researching and collecting data
- Reporting system
- low awareness on OSH at workplaces
- lack of technical skills training
- Less cooperation from employers and employees

The priority issues to improve/change

- Human resources development (Occupational doctor, Hygienists, Toxicologist)
- Strengthen the enforcement of law and standards on OSH
- Reporting system
- Update the needed equipments
- Provide OSH awareness to worker employee & public: (WISCON, WISE, WIND, WISH)
- Integrate OSH awareness to the curriculum of academic

Thank you

