

Country Report

The report must include the following topic.

1. Basic Information

(1) Name of Participant

- Dr. Leng Tong
- Dr. Youth Sokpheara

(2) Country

- Cambodia

(3) Organization / Department / Title

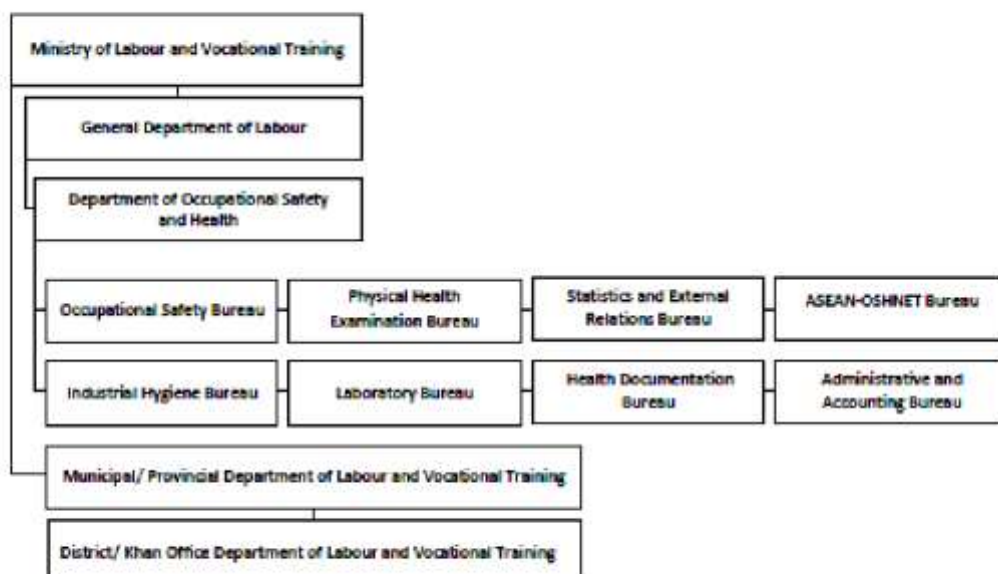
- Ministry of Labour and Vocational Training
- Department of occupational safety and health
- Director of department
- Vice chief of Bureau

(4) Work experience (years) in the field of industrial/occupational safety and health

- More than 15 years of experience in OSH as a director of department
(Dr. Leng Tong)
- More than 6 years of experience with OSH (Dr. Youth Sokpheara)

2. Organization Chart

Organizational Structure of Department of Occupational Safety and Health



From 2008 to 2017, There were 184,219 occupational accidents and injuries reported from enterprises:132,305 cases were reported as workplace accidents and 54 cases were reported an occupational disease.

Description	Work injury report				Result of work injury investigation							
	Receipt of work injury		Total Members	Comparis on %	Work injury report		Mild injury		Serious injury		Death	
	Total	Female			Total	Female	Total	Female	Total	Female		
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	191,641	143,585			184,219	137,850	171,434	130,623	11,860	6,902	925	325

Source: National Social Security Fund, Ministry of Labour and Vocational Training

3.2 Data collection methods for statistics

This data is collected and compensated by the National Social Security Fund (NSSF) for the workers.

3.3 Laws and regulation concerning OSH

Occupational safety and health is defined in Chapter VIII of Labour Law 1997 and Ministry of Labour and Vocational Training has issued 27 regulations concerning about OSH in garment, shoes, service, and construction sectors. Currently, the department of occupational safety and health is planning to establish OSH Act in collaboration with Korea occupational safety and health agency (KOSHA).

3.4 Labor Inspection System

The labour inspection in Cambodia was established by the Labour Law which promulgated by the Royal Decree CS/RKM/0397/01 dated 13 March 1997 and the Prakas 037/14 KB/PK dated 21 February 2014 on the establishment of joint labour inspection team.

Labour inspection is a system to monitor the enforcement of laws and other legal instruments related to the labour sector, which is implemented by the authority of labour inspectors, labour administrative inspectors, labour medical inspectors or other officials who are appointed to do the labour inspection.

The Ministry of Labour and Vocational Training (MLVT) established the joint labour inspection team to fulfil their roles and responsibilities for inspection of enterprises and establishments in the Kingdom of Cambodia

as indicated in the labour law. The joint labour inspection team composes of 8 units as the following:

- Department of Labour Inspection
- Department of Labour Dispute
- Department of Employment and Manpower
- Department of Child Labour
- Department of Occupational Safety and Health
- Department of Training
- National Social Security Fund (NSSF)
- General Secretariat of the Committee of Resettlement of all Strikes and Demonstrations

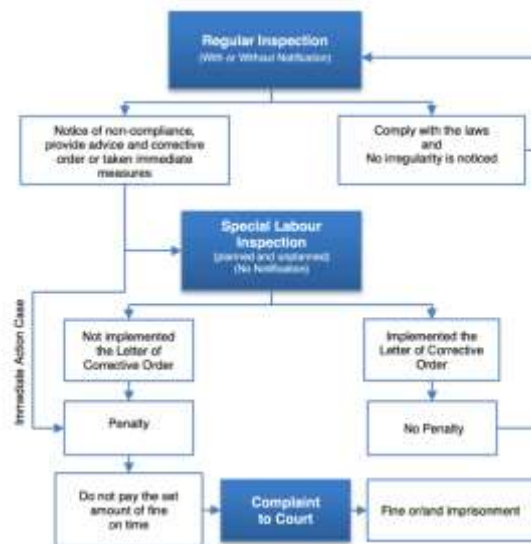
Currently, the inspection has been reformed in facilitating to the investors in Cambodia. The inter-ministerial inspection teams are established by the joint of Ministry of Labour and Vocational Training, Ministry of Industry, Science, Technology and Innovation, Ministry of Tourism, and Ministry of Environment

Type of labour inspection:

1. Regular Labour Inspections: These inspections are carried out on a regular basis with prior notice to the owners, managers of enterprises. The notification letter specifies the objective of the inspections and states the required documents.
2. Special labour inspections are conducted without prior notice after labour inspectors found irregularities, which are stated in the labour inspection reports and the letter of corrective order. During the special labour inspections, if it is found out that the owners,

managers of the enterprises or the establishments continue not to comply with the labour law, they are subject to fine according to the penalty provisions and other measures from relevant ministries or institutions.

3. Unplanned special labour inspections are conducted after receiving complaints, requests or information about risks of work accidents from the public and/or the social network etc. relating to non-compliance with the labour laws and regulations.



4 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.

5 Safety of equipment and facilities

NA

6 Training/ Education programs

- 6.1 Basic and First-aid
- 6.2 Work Improvement for Small Enterprises
- 6.3 Work Improvement for Safe Home
- 6.4 Work Improvement in Neighborhood Development
- 6.5 Work Improvement for Small Construction Sites
- 6.6 Understanding the basic of OSH
- 6.7 OSH management at workplaces
- 6.8 OSH instrument usages and data interpretation
- 6.9 Safety policies and standards

7 Activities of industrial/occupational safety and health organizations other than the government

- 7.1 Cambodia Federation of Independent Trade Unions (CFITU)
- 7.2 Cambodia Labour Union Federation (CLUF)
- 7.3 Cambodian Alliance of Trade Unions (CATU)
- 7.4 Cambodian Union Federation (CUF)
- 7.5 Cambodian Workers Labour Federation Union (CWLFU)
- 7.6 Coalition of Cambodian Apparel Workers Democratic Union (CCAWDU)
- 7.7 Collective Union of Movement of Workers (CUMW)

7.8 Federation of Free Trade Union of Workers of the Kingdom of Cambodia
(FTUWKC)

7.9 National Independent Federation of Textile Unions of Cambodia (NIFTUC)

7.10 Trade Union Workers' Federation of Progress Democracy (TUWFPD)

7.11 The Building and Wood Workers Trade Union Federation of Cambodia
(BWTUC)

8 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.

9 Campaign/ Event/ National Convention/ Exhibition

Following the ILO World Day for Safety and Health at Work, which celebrated annually on 28th April. Cambodia has also organised the World Day for Safety and Health in April or May since 2005. The event is organized in different locations at national and sub-national levels such as Special Economic Zones and garment factory areas, with one 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

12) Three major initiatives (strategies) by the government on any of the above

- a. 2nd master plan of occupational safety and health
- b. National occupational safety and health policy
- c. 2nd national occupational safety and health profile

4. Issues and Challenges

4.1 Major issues on occupational safety and health in your country

1. Lack of human resources, OSH professionals, occupational doctors and occupational nurses
2. No specific laboratory in OSH and toxicology
3. The list of occupational disease is under development.

4.2 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.

Good Practices

- 1) 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
- 2) key elements of success
 - The support from the Ministry
 - Tripartite consultation
- 3) lessons learned
 - OSHMs, accident investigation, risk assessment and control measures
- 4) implementation partners
 - Government
 - ILO
 - Better Factory Program in Cambodia (ILO-BFC)
 - NGOs
 - Trade Unions
 - Employer organizations
- 5) monitoring methods
 - Report
 - Regular meeting

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

Please share good practices against new infectious diseases, such as COVID-19 in your country with other participants. If available, photos of good practices are desirable.

- Provide TOT training on prevention and control of Covid-19 for the officials of provincial department of labour and vocational training
- Provide the awareness training on Covid-19 to all workers and managers in factory



11. Reference (HP related, source regarding law, data, etc.)

- Draft 2nd National Occupational Safety and Health Profile for Cambodia, 2019
- <http://oshri.kosha.or.kr/english/intlCooperation/KOSHA-HUB.do?mode=download&articleNo=277050&attachNo=148970>.
- <http://oshri.kosha.or.kr/english/intlCooperation/KOSHA-HUB.do?mode=download&articleNo=277050&attachNo=148970>
- References: Basic Information and Data Collection Study on Occupational Safety and Health in Asian Countries Final Report, Infrastructure Development Institute-JAPAN Chodai Co., LTD.
- <http://oshri.kosha.or.kr/english/intlCooperation/KOSHA-HUB.do?mode=download&articleNo=277050&attachNo=148970>.
- http://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=1&ved=2ahUKEwjYsfChw5bIAhUSrpQKHb6GAw4QFjAAegQIABAC&url=http%3A%2F%2Foshri.kosha.or.kr%2Fenglish%2FintlCooperation%2FKOSHAHUB.do%3Fmode%3Ddownload%26articleNo%3D277050%26attachNo%3D148970&usg=AOvVaw0fljA_eDKb3FxC4ErG827Q

- Source: Report of Department of Occupational Safety and Health-DOSH(Sep. 2019)
- <https://www.camfeba.com/services/training-and-development/training-and-workshop.html>
- Reference: REPORT ON TEN YEARS ACHIEVEMENTS 2008-2017, AND ACTION PLANS 2018 NATIONAL SOCIAL SECURITY FUND (NSSF)

NOTE :

- ◇ All participants are required to give a brief presentation on his/her Country Report on December 2, 2020.
- ◇ The Country Report and documents (PPT) used in the presentation will be distributed to all participants and will be utilized as reference through the course. The documents will also be posted on the following Website managed by JISHA.
Website: <http://www.jisha.or.jp/international/training.html>