



The Current Situation of OSH Development in Cambodia

**Department of Occupational Safety and Health (DOSH)/MLVT
2023**

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I. Introduction of Cambodia

Geography & Demographics

- Official name : The Kingdom of Cambodia
- Official language : Khmer
- Area : 181,035 Km²
- Capital city : Phnom Penh
- Number of provinces : 25
- Official Religion : Buddhism
- Population : 16,94 million
- Population Growth Rate : 1.16%
- Life Expectancy : 70.42 years (2021)



II. 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 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 labour, infectious diseases and drug use

Main Strategies

Operational Agencies

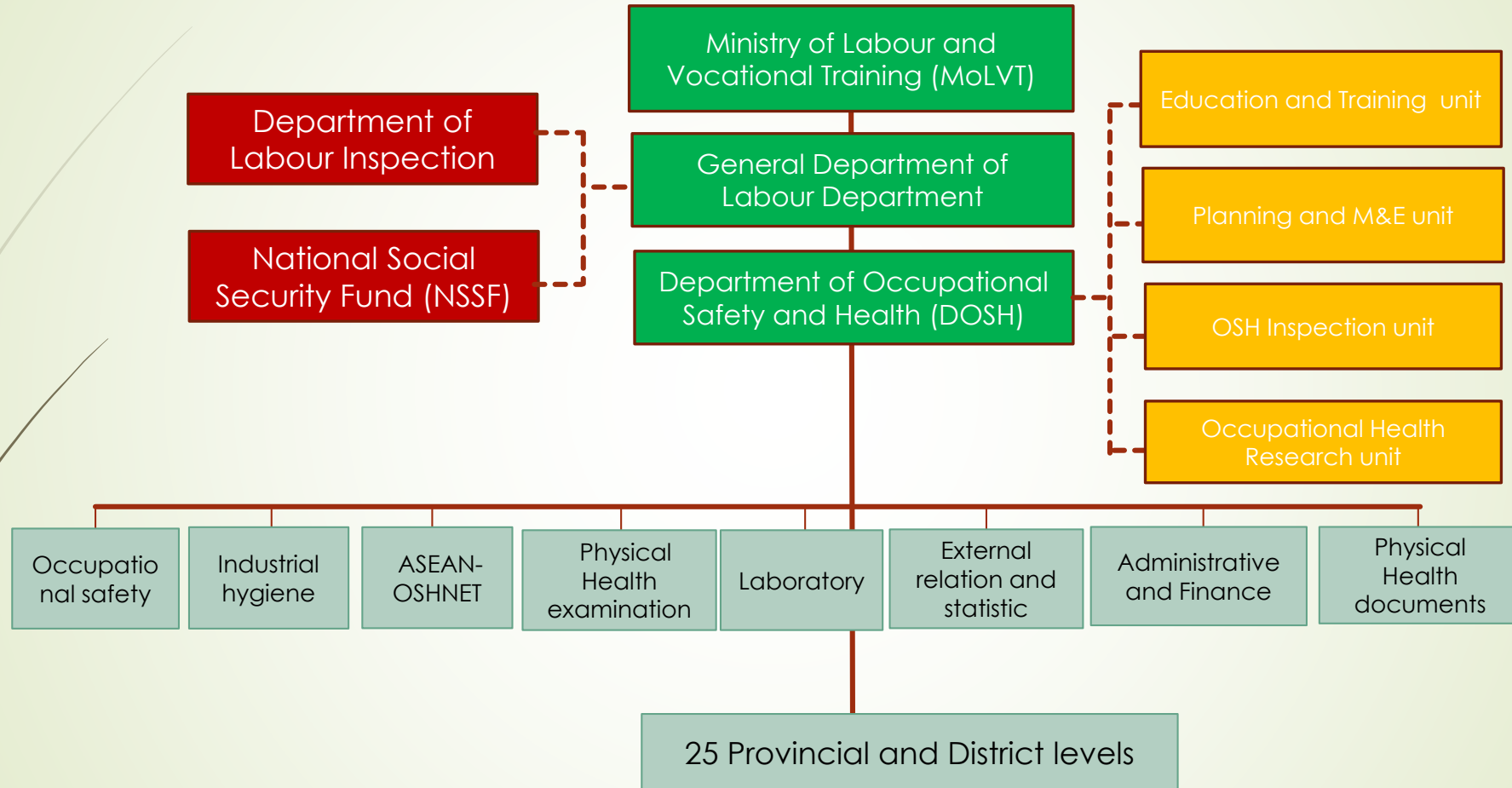
Government

Employers

Employees

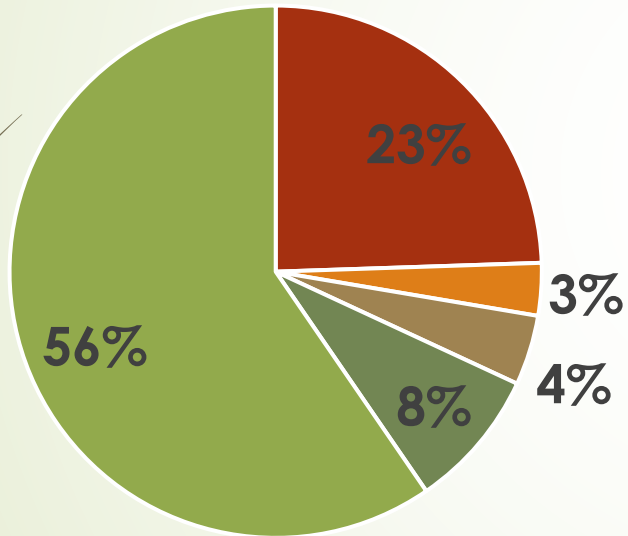
NGOs

Organizational Structure

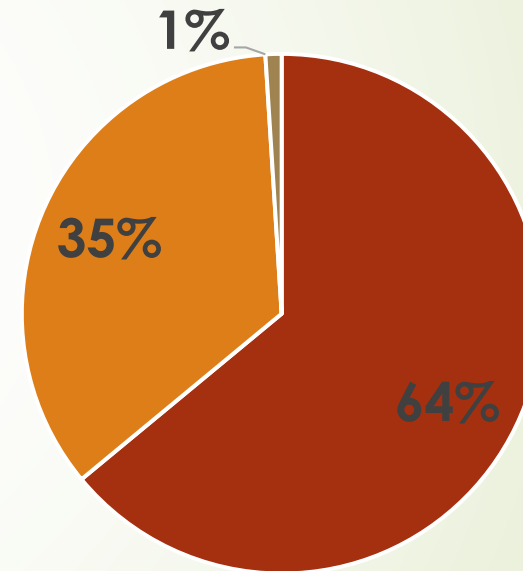


II. The Overview of DOSH (Cont.)

➤ Number of DOSH Officials (N:191/97 females)



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

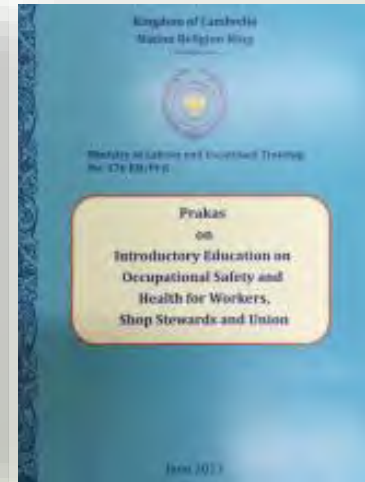


- Official staffs
- Floating Staffs
- Contracting Staffs

III. Law and Regulation on OSH

➤ 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
- 3rd OSH Master Plan 2023-2027
- Inspection code of conduct
- The brochure on inspection conduction and benefit.



III. Law and regulation on OSH (Cont.)

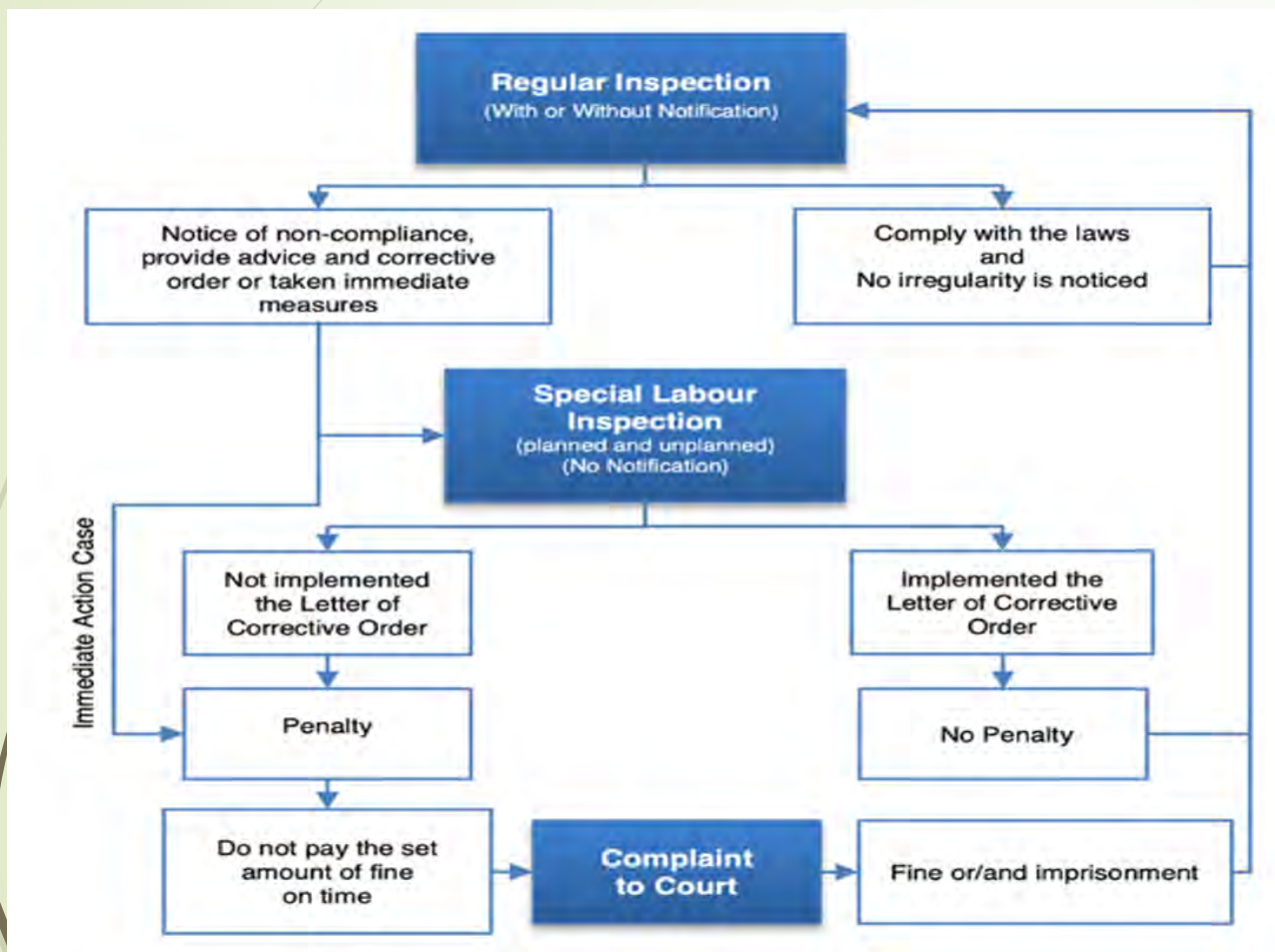
➤ **New Development is listing below:**

- OSH Act (Law on OSH)
- Policy on Occupational Safety and Health (OSH)
- Training Center on OSH is in the process of setting up.

IV. 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.

IV. Labour Inspection System (Cont.)



➤ 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.

IV. Labour Inspection System (Cont.)

➤ Number of labour inspector

Number of Joint Labour Inspectors

16



Source: Annual report of Labour Inspection in 2017

Source: Department of Labour Inspection (2023)



Workplace Inspection





Workplace Inspection



Workplace Inspection

V. Work-related accident statistics

Description	Enterprises	Receipt of work injury		Total Workers		Comparisons (%)
		TOTAL	FEMALE	TOTAL	FEMALE	
Q1 2022	336	1,000	720	258,868	199,630	0.39%
Q1 2023	419	1,176	837	417,353	325,771	0.28%
Variation (%)	24.70 %	17.60%	16.25%	61.22%	63.19%	28.75%

- DOSH received occupational accidents reports of **419 enterprises** with a total of **1,176 workers/837 women**.

Source: Department of Occupational Safety and Health (2023)

➤ **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.

VI. 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.

VI. OSH Training Program(Cont.)

Training Course/National Campaign	2017	2018	2019	2020	2021	2022	08/2023
TOT WISE, WIND,WISH and WISCON	-	146	230	180	-	155	625
TOT on basic Occupational Safety and Health for provincial department	2808	3049	2113	1040	-	284	625
Safety Day Ceremony	1,313	1,300	1,307	350	1,260	700	1300
Training on OSH to employees/ employers, representative workers.	54	-	64	-	1,452	1,823	626
Training on OSH for enterprise Doctor	-	-	-	-	-	611/345	-

VI. OSH Training Program (Cont.)



Practical Training of Joint OSH Inspection on chemical safety

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Safety Campaign





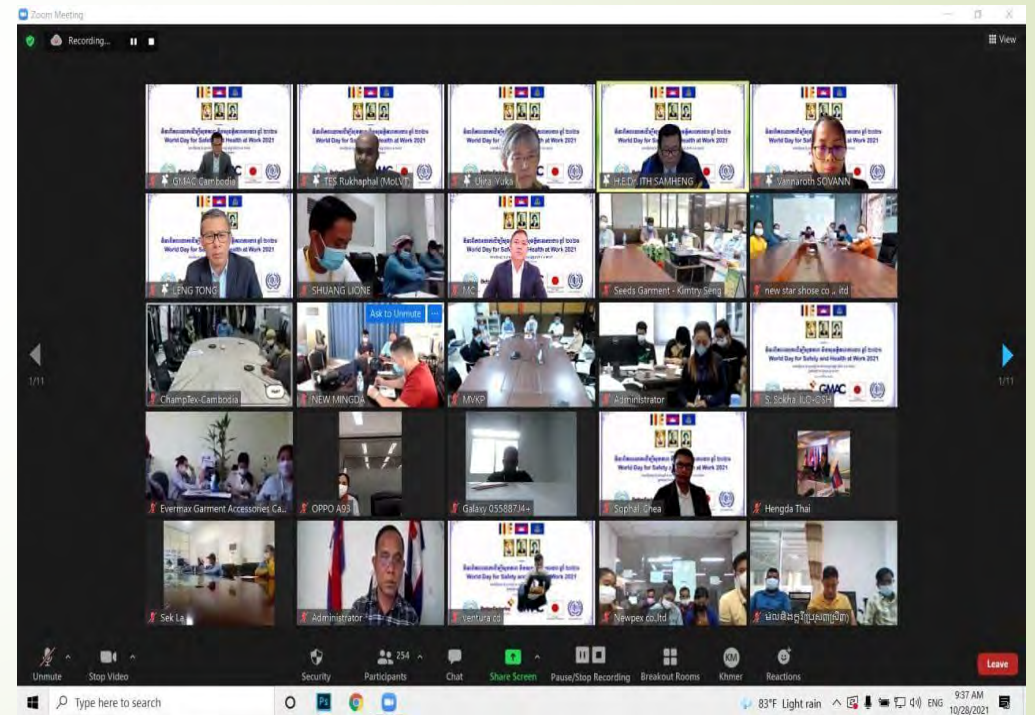
VII. Safety Campaign

- Event being held at **Koh Kong on 3rd May 2019**, with participation of **1,300 participants**. 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' organizations.
- Events and campaigns related to OSH are held for raising public awareness of the importance of OSH.



- On **28th October 2021** we celebrated Safety day by zoom (delay due to Covid-19 pandemic) participate from MoLVT , employers' and trade unions' organizations with **254 participants** .

VII. Safety Campaign





- Event being held at **Siem Reap on 05 July 22** with **600** participants. 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' organizations. Events and campaigns related to OSH are held for raising public awareness of the importance of OSH.



- Event being held at Phnom Penh on **28 April 2023 (18th)** with **1300 participants**. 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' organizations. Events and campaigns related to OSH are held for raising public awareness of the importance of OSH.

VIII. Challenges

- 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.

Expect out come of the course

- Accident investigation, risk assessment and control measures.
- Reporting system.
- Occupational Disease and Toxicologist monitoring.

Thank you for your attention

