



Current Status of OSH Inspection development In Cambodia

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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

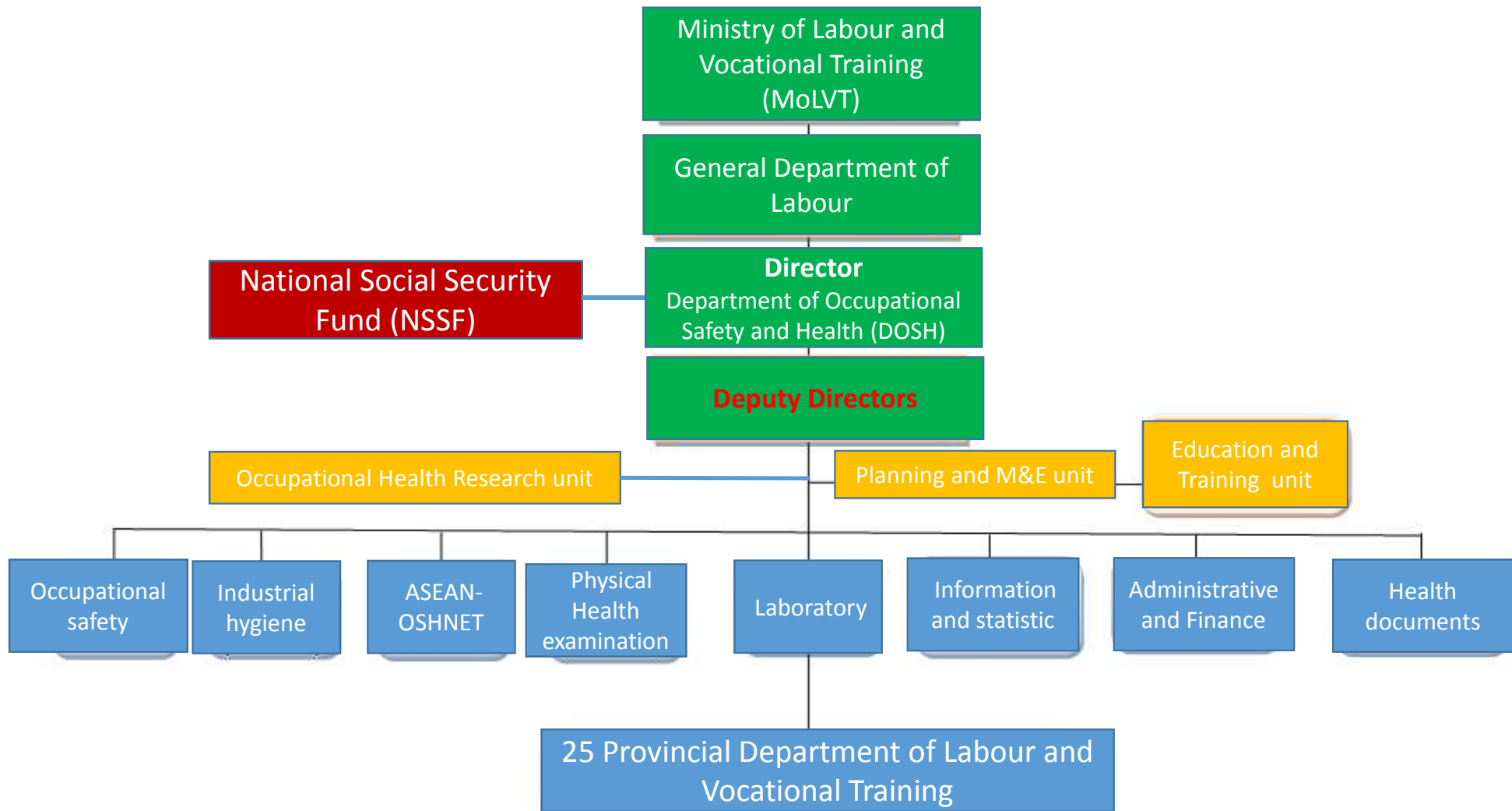
Government

Employers

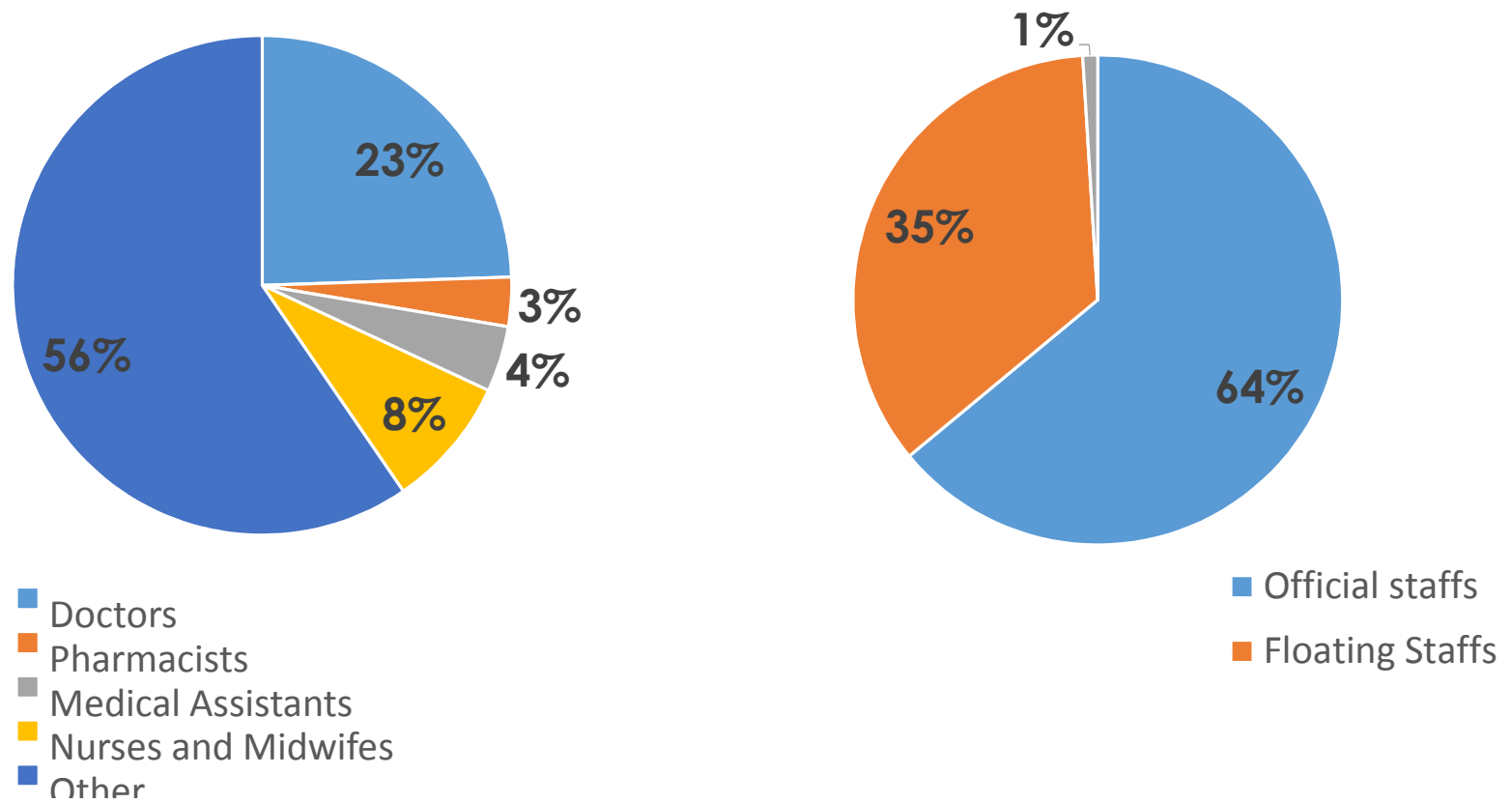
Employees

NGOs

Organizational Structure

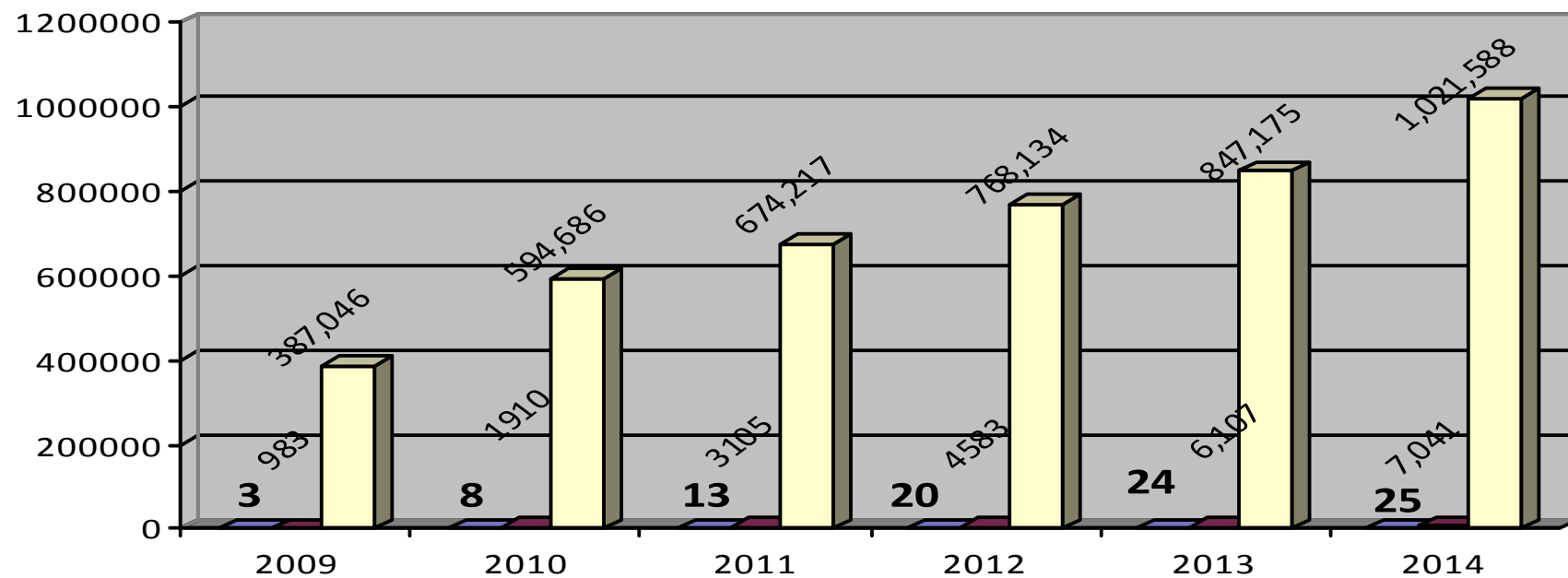


Employees status (N: 143/58females)



Health Burden of Workers

Distribution of Workforces and Employments

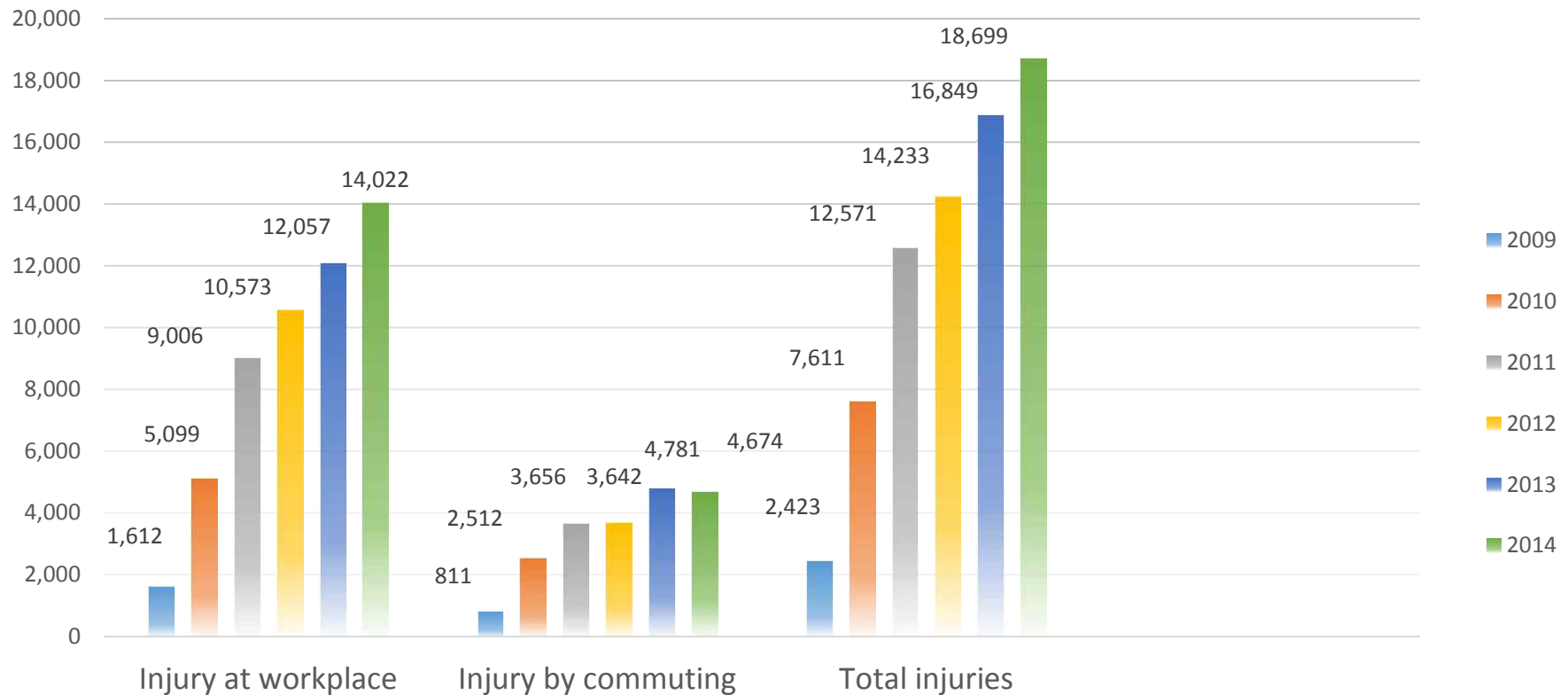


location coverage

Total number of Enterprises

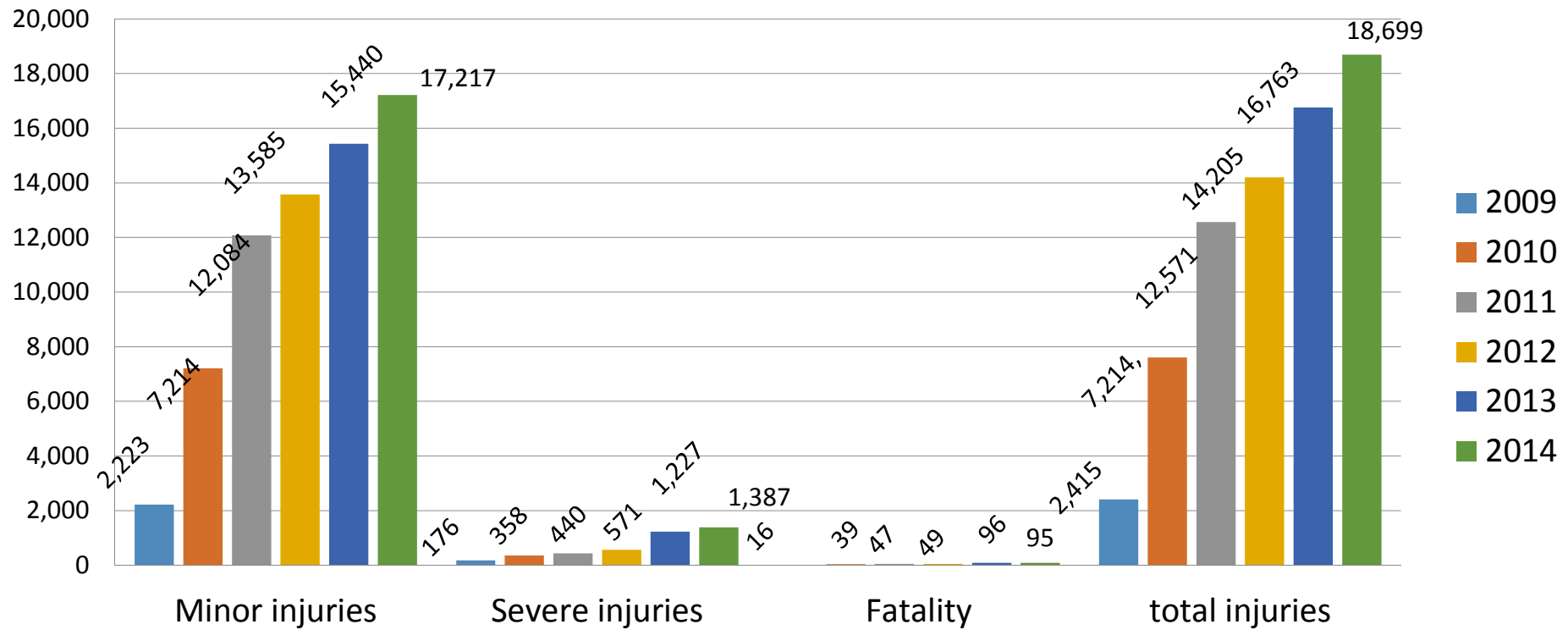
Total number of workers

Distribution of work related to accidents



Source: National Social Security Fund (NSSF)

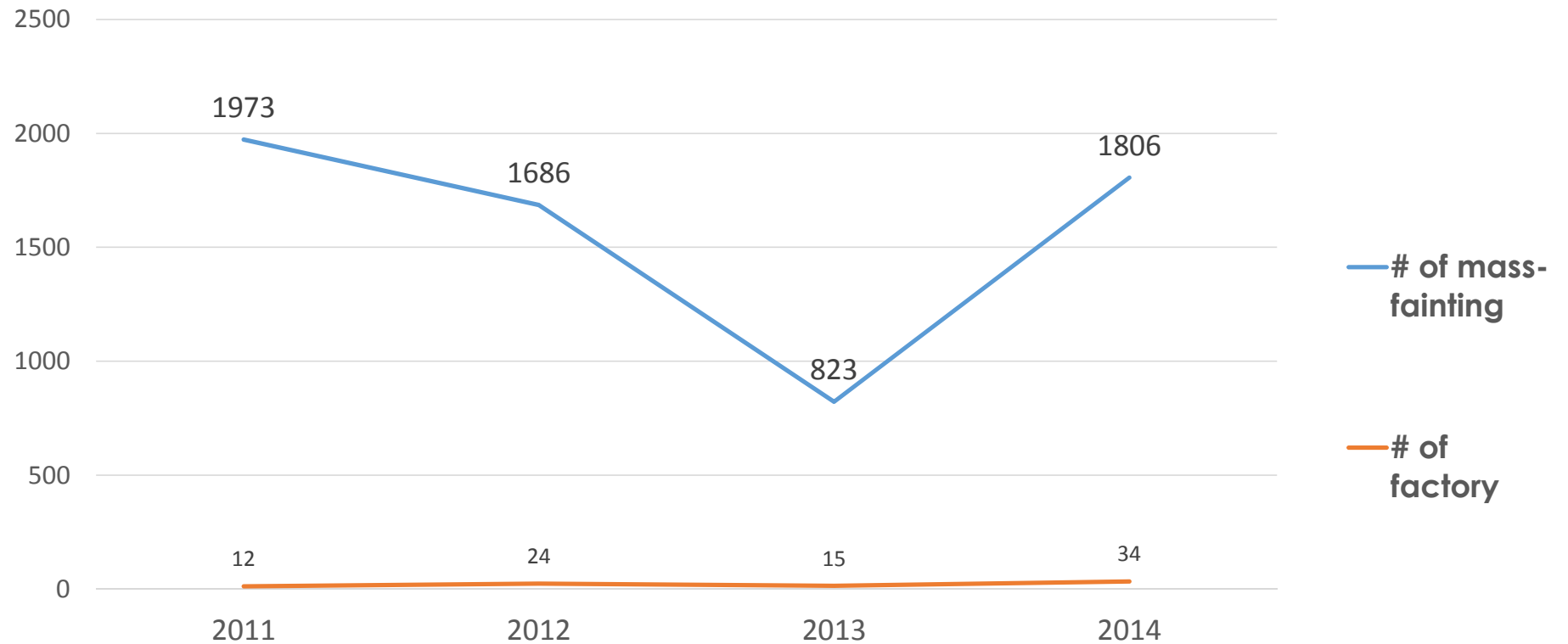
Categorization of Occupational accidents



Occupational accidents distributed by main productions

Productions	Distributed number of work-related injuries						Total
	2009	2010	2011	2012	2013	2014	
Garment	2,785	5,456	8,741	9,671	9,743	10,164	46,560
Shoes	218	596	1,202	1,325	2,251	3,004	8,596
Weaving	12	460	568	285	432	460	2,235
Hotel	101	209	460	518	581	863	2,732
Total	3,553	7,611	12,571	14,233	16775	18,699	64,313

Distribution of work-related Mass-fainting



Source: National Social Security Fund (NSSF)

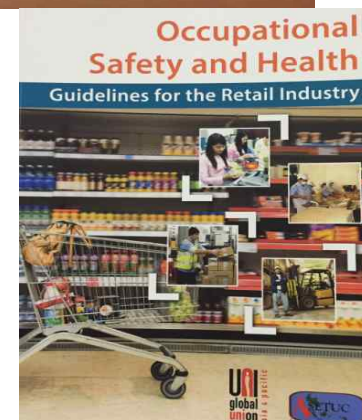
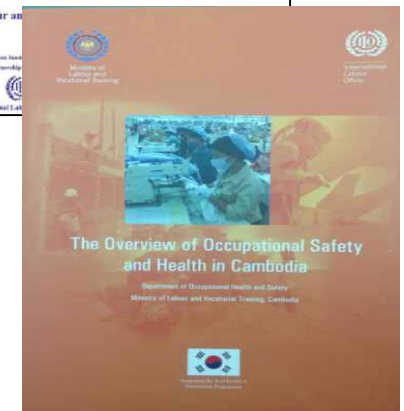
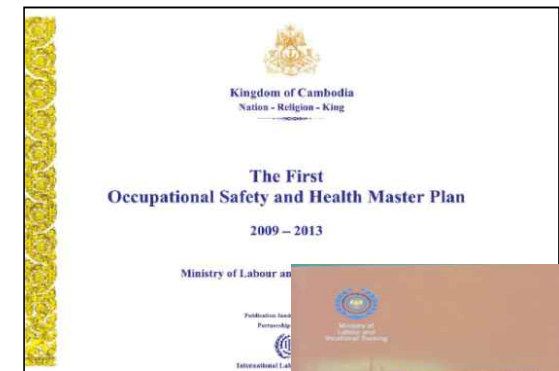
Distribution of Occupational Accidents and compensation

By Year	Total # of worker accidents /Female	Category of accidents				Economic lost (Riel)
		# Temporary Disability	Permanent disability more than 20%	Permanent disability less than 20%	Fatality	
2009	3,553/2,878	3,527	2	8	16	1,150,114,400
2010	7,611/5,878	7,544	6	22	39	2,423,602,911
2011	12,571/9734	12,481	15	28	47	4,104,781,700
2012	11,902/10,709	11,786	29	28	59	5,057,795,500
2013	16,775/12,300	16,566	51	60	98	6,926,229,300
2014	18,699/13,820	17,217	45	42	95	7,557,069,600

Source: National Social Security Fund (NSSF)

OSH Law and regulations

- Labour Law was established in 1997, with only Chapter VIII concerning on OSH of workers
- There were 25 Ministerial regulations and law on Social Security Scheme concerning work-related accidents & compensation have been established
- Cambodia ratified eleven (11) ILO conventions
- National OSH Profile 2009-2013 (By KOSHA)
- Developed first OSH Master plan 2009-2013
- (National OSH program)
- National Strategy Plan for
- Regulation for HIV Committee at workplace



Ministerial OSH regulations

N ^o .	# code.	Effective Date	Descriptions
01	052	10/02/2000	Sanitary toilet
02	053		Seating arrangement at workplace
03	054		Provision of a safe drink
04	330	06/12/2000	Creation of Enterprise Infirmary
05	124	15/06/2001	Heavy object lifting by hand
06	125	15/06/2001	The air ventilation and sanitation
07	139	28/06/2001	Conditions and missions of the enterprise physicians
08	147	11/06/2002	Temperature ambience at the workplace
09	138	22/04/2003	Noise at workplace
10	139		Work at the confined space
11	484	23/12/2003	Light and lighting
12	106	28/04/2004	the prohibition of working children from the dangerous workplace
13	086	03/05/2006	the creation of the HIV/AIDS Committee in Enterprise and Establishment and managing HIV/AIDS in the workplace
14	305	14/12/2007	Maritime fishing
15	306		Working and living conditions in Plantation
16	308		Working and living conditions in Salt Field
17	309		Working and living conditions in Brick enterprise
18	307		OSH conditions in Garment and Shoes factories
19	075	30/03/2011	Sanitation at the construction site
20	076		Prevention of risk associated with the changing weather conditions at the construction site
21	077		Information at the construction site
22	078		The storage, Waste management and cleanliness at the construction site
23	343	10/09/2002	Notice on work-related accidents, compensation and invalidity
24	003	10/02/2004	Remind all enterprises and establishments to comply well with the provisions of all Prakas related to OSH
25	089	04/09/2009	Preventive measures on new avian influenza A (H1N1)
	330/139	28/06/2001	Application of joint Prakas

Joint Labour Inspection

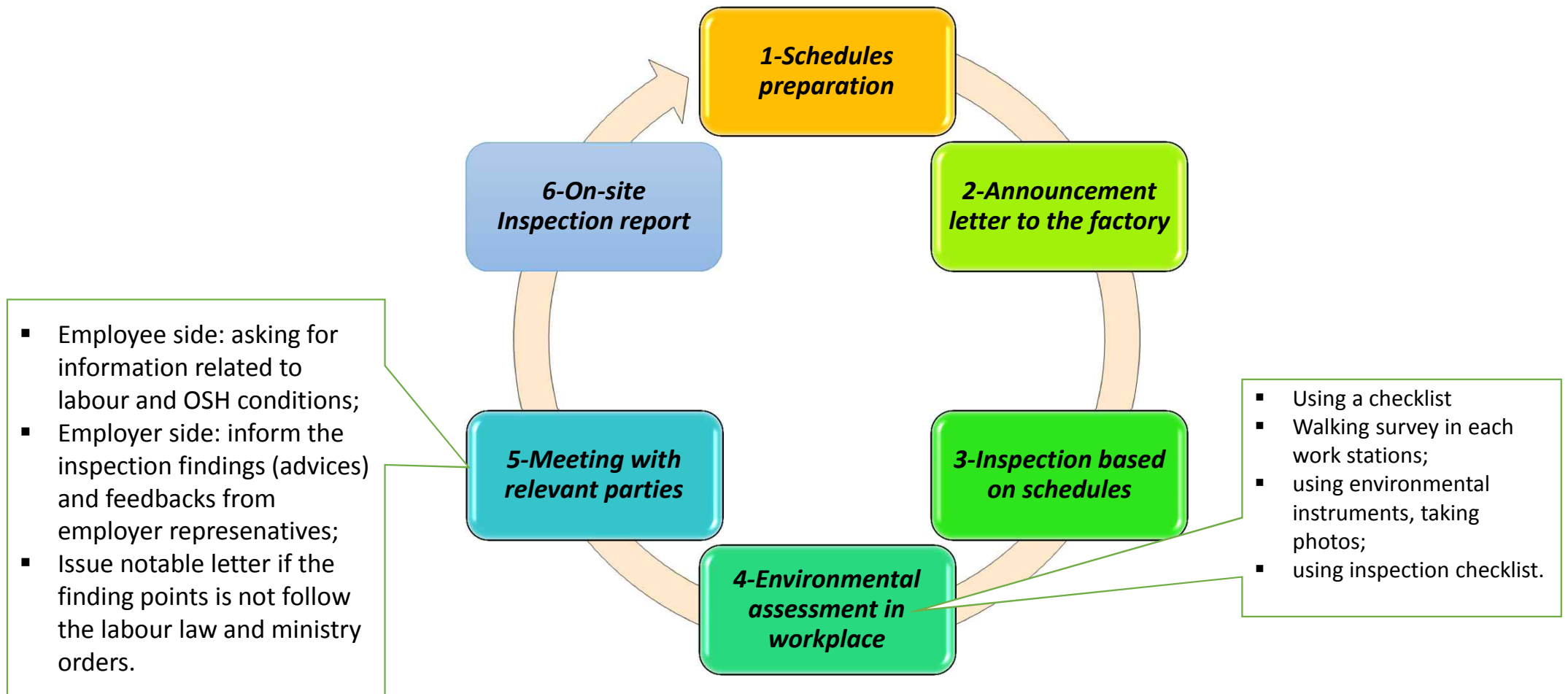
- In 2014, a Joint labour inspection has been established aiming to ensure the labour and OSH conditions of the workers.
- Joint labour Inspection composes of 8 involved departments:
 - Department of Labour Inspection
 - Department of Labour Dispute
 - Department of Child Labour
 - Department of Employment and Manpower
 - Department of Occupational Safety and Health
 - Department of Apprenticeship
 - National Social Security Fund, and
 - Committee for Resolving Strike/demonstration in all forms.

Inspection procedures

Type of Inspection:

1. **Normal inspection:** inspection based on the schedule to inspect the labour and OSH conditions in workplace
2. **Special inspection:** follow-up inspection on the recommendations to workplace or in case of work accidents and labour disputes have been reported.

Inspection procedures (cont.)



Number of Labour and OSH Inspector

Category	Number of Inspection	Labour Inspector		OSH Inspector	
		Male	Female	Male	Female
Headquarter (Phnom Penh Capital)	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

Main Achievements-Joint OSH Inspection

Years	Total enterprises	Frequently visited	Stopped	Not cooperated	Infirmary			Minor Surgery Room			First Aid kits		
					correct	incorrect	No infirmary	correct	incorrect	No room	correct	incorrect	no kits
2009	482	1,225	33	5	227	70	58	77	13	74	108	0	36
2010	882	1,442	15	40	433	225	133	53	12	133	244	0	33
2011	816	1,437	8	28	469	288	241	4	7	154	113	0	95
2012	876	911	20	45	250	168	170	20	03	126	137	02	38
2013	1,122	1,949	33	36	635	234	355	43	04	262	323	01	75
2014	1,855	1,974	59	25	731	208	516	8	12	111	88	3	17

Activities of Joint OSH Inspection



Main Achievement-Pre-employment of Workers Physical Health Examination

Years	Total workers Khmer-Foreigner			Khmer workers			Foreigner Workers		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
2009	100,999	59,971	41,028	98,480	58,670	39,810	2,519	1,301	1,218
2010	132,159	101,376	30,783	129,227	99,534	29,693	2,932	1,699	1,233
2011	183,201	140,765	42,436	179,238	138,530	40,708	3,963	2,235	1,728
2012	168,634	134,671	34,963	165,470	132,417	33,053	4,165	2,254	1,910
2013	186,973	128,694	58,279	182,016	125,785	56,231	4,975	2,882	2,075
2014	234,544	187,680	46,864	223,409	180,601	42,808	11,135	7,079	4,056

Achievement of capacity building for OSH provincial inspectors and vocational training officers

No.	Municipal/provinces	Provincial Institute		Number of Participant		Total
		Labour department	Vocational Training	Male	Female	
1	Takeo province	6	7	9	4	13
2	Kampot provide	11	4	13	2	15
3	Svay Rieng Province	9	6	12	3	15
4	Pursat province	7	8	11	4	15
5	Battambang Province	7	8	8	7	15
6	Kampongcham province	20	4	9	8	24
Total:		60	37	69	28	97

Main Achievements-Capacity Building to staffs and stakeholders

- Trained stakeholders on OSH , 1632 including 1192 females staffs
- Continue to maintain and extending coverage activities on OSH TOT in SMEs and IE with total number of 131 /97 females owners
- Workshop on exchanged experiences among WISE, WISE, WISCON, and WIND in selective areas.
- Joined with BFC/ILO training to Joint OSH Inspection



Practical Training of Joint OSH Inspection on chemical safety



Training on OSHMs for Joint OSH inspectors and BFC staffs



Accident investigation



Collapse of concrete structures due to incorrect scaffolding installation and foundation preparation in construction site-one death and two injured.



Main Achievements-Capacity Building through Overseas Training

- Trained Capacity building by sending staffs to KOSHA with total of 30 official staffs (10 officials ever year)
- Built staff capacity on OSH epidemiological research, Environmental and biological Monitoring at KOSHA
- Joined JICA TIC OSH Policy Development



Main Achievements-Capacity Building of 4Ws

Outputs	Number of people involved						Total
	2009	2010	2011	2012	2013	2014	
WISE	231	25	17	20	46	42	381
WISH	167	470	505	12	18	40	1,212
WISCON	262	27	23	44	6	50	412
WIND	312	450	475	175	14	47	1,473
Total	972	972	1,020	251	84	197	3,478



Achievements-factory workers educated by HIV/AIDS

Years	#Total of Enterprise	# HIV/AIDS Committee created	# AIDS Policy created	# member of AIDS committee	# Focal Point Trained	Peer Educated activity	AIDS event educated activity
2006-2007	424	9	3	17	6	58	600
2008	432	35	5	53	15	86	10,506
2009	370	126	20	272	532	1,736	3,535
2010	412	32	33	160	273	1,443	18,184
2011	460	30	19	155	399	956	9,711
2012	483	10	10	56	153	403	3,611
2013	960	44	24	385	0	0	0
2014	960	85	77	823	0	0	0
Total	960	371	188	1,921	1,378	4,682	46,147

*Annual public awareness event in line with
World Day for Safety and Health day 28th April*

Years	National OSH day	
	Locations	# workers
2009	Chak Tomut (Municipality city)	360/250
2010	Kampot city	400/320
2011	Kampongcham city	500/380
2012	Kamgongsom city	551/470
2013	Special Economic Zone city	1200/750
2014	Industry Wattanak II	1200/720



Development of National Asbestos Profile

- 1st Workshop (May, 2013)
 - Awareness of Asbestos
 - Field investigation
- Field survey : DOSH, MoLVT (May)
 - Data gathering/ Sampling collection
- Overseas Laboratory Training (June)
 - 4 officers from MoH, MoLVT, MoE at KOSHA
- Workshop: MoH (August)
 - Data gathering/ workshop for radiologists
- 2nd Workshop (October, 2013)
 - Lecture for sampling and analysis
 - Field Training
- 3rd Inspectors' Training on awareness of asbestos by APHEDA (June, 2015)



Challenges

- Improving OSH is only based on labour law, requiring to separated **OSH Act** and develop more regulations
- Lacking of professional inspectors to conduct inspection in hazardous workplaces such as **mining and construction sites**
- **Lacking of Human resources** (Occupational Hygienist, Occupational Physicians, Occupational specialist, Toxicologist)
- Education and Training Center on OSH (university, institution,)
- **Occupational and Environmental Health Research Center** (lack of equipment and supplies and facilities and laboratory technicians)
- No Occupational and environmental Health center at the National Hospitals

Recommendation and Future Plan

- Advocate and find out support and commitment from Political will for establishing **OSH Act**
- Reinforcing OSH legal framework
- **Build local human resources**
- Establishing and Improving **National OSH information and training systems**
- Development of Inspection Guideline or Manual book on OSH inspection procedures
- Strengthen and maintain **inspection tools and instruments in applying to various occupations and workplaces**
- Extend the **inspection coverage to hazardous workplaces and informal sectors**
- Strong collaboration and cooperation with local and international agencies and partners for OSH development

Recommendations and Future Plan (cont.)

Strengthen and maintain OSH various inputs:

- The 2nd OSH Master Plan 2014-2018;
- The 2nd National OSH profile and National Asbestos Profile (NAP);
- List of Occupational diseases;
- Manual book of capacity building training in SMEs;
- National OSH tripartite committee;
- Safe use of chemical guideline at workplaces;
- OSH policy at workplace;
- OSH committee guideline at workplace.

