

The Overview of Occupational Safety and Health in Cambodia

Department of Occupational Health and Safety
Ministry of Labour and Vocational Training, Cambodia



PREFACE

I am pleased to present the first Overview of Occupational Safety and Health (OSH) of Cambodia. The Overview contains the updated, available OSH information on legislation, law enforcement, statistics, and training etc. The Royal Government of Cambodia is striving to provide adequate safety and health protection for our workers. Reviewing the current occupational safety and health situation and preparing the OSH overview are a logical step to identify priority action areas and launch a strategic National OSH Programme.

In 1993 after the creation of the Royal Government of Cambodia in its first term, the Department of Occupational Safety and Health was established within the Ministry in charge of Labour and implemented the 1992 Labour Code on a temporary basis until after the Labour Law was promulgated in 1997. Chapter VIII of the Labour Law concerning Health and Safety of Workers largely provides for the Ministry in charge of Labour to develop Prakas and other regulations in view of monitoring the working conditions which ensure occupational safety and health for workers.

These steps are in line with the new ILO's Promotional Framework for Occupational Safety and Health Convention (No 187) 2006 and its accompanying Recommendation (No 197) adopted at the 95th Annual Conference of the ILO in June 2006. Cambodia, as a member country of the ILO, has taken many positive, collaborative actions with the ILO, and now we have developed the first OSH Master Plan 2009-2013.

The Overview is the result of a collaborative effort among the Ministry of Labour and Vocational Training; the Ministry of Health; the Ministry of Industries, Mines and Energy; the Ministry of Land Management, Urban Planning and Construction; the Ministry of Women's Affairs; the Ministry of Commerce; the Ministry of Planning; the Ministry of Agriculture, Forestry and Fisheries; and the Ministry of Environment; and numerous committed colleagues of the General Directorate of Labour, with resources provided by the ILO/Korea Partnership Programme.

I would like to express my sincere appreciation to the Government

of Republic of Korea for their financial support to develop the Overview of Occupational Safety and Health of Cambodia through the ILO/Korea Partnership Programme.

I hope that the Overview will give practical ideas for government institutions, employers' and workers' organizations, non-governmental organizations and all those who are concerned with workers' safety and health in Cambodia.

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Minister of Labour and Vocational Training



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ACRONYMS

MoLVT	Ministry of Labour and Vocational Training
MoWA	Ministry of Women's Affairs
MoAFF	Ministry of Agriculture, Forestry and Fisheries
DOSH	Department of Occupational Safety and Health
NSSF	National Social Security Fund
DoLVT-KC	Department of Labour and Vocational Training, Kampong Cham
DoLVT-MK	Department of Labour and Vocational Training, Mondolkiri
DoLVT-RK	Department of Labour and Vocational Training, Ratanakiri
DoLVT-ST	Department of Labour and Vocational Training, Stung Treng
DoLVT-PV	Department of Labour and Vocational Training, Prey Veng
DoLVT-KT	Department of Labour and Vocational Training, Kratie
DoLVT-BTM	Department of Labour and Vocational Training, Banteaymeanchey
DoAFF	Department of Agriculture, Forestry and Fisheries, Siem Reap
ILO	International Labour Office
CAID	Cambodian Association for Informal Economy Development
PAD	People's Association for Development
CUF	Cambodian Union Federation
CIFUF	Cambodian Industrial Food Union Federation
CNS	National Silk Center
AFD	Association for Farmers Development
CFBW	Cambodia National Federation of Building and Wood Workers
CCTUF	Cambodian Construction Workers Trade Union Federation

I

Introduction

OSH is an outcome of the very long experience of people who perform a profession with the feeling of an imminent danger with which they are careful and try best to avoid. A dangerous occurrence does not always come with carelessness but an incident may happen without our sensitivity to the work we are doing and cause an accident if there is no preventive measure in place.

As everyone knows during 1975-1979 Pol Pot ruled the country under the darkest regime ever in Cambodian history through the genocidal policy for its own people. During the terror regime, infrastructure in all sectors, including the labour sector was destroyed. People were deprived of their basic rights and freedom and were forced into overworking, starving and inhumane safety and health conditions.

Since liberation from the regime on 7 January 1979 individual life and Cambodian society had been progressively restored. Apart from the agriculture the service and manufacturing sectors had resumed with around 100 factories operated (in Phnom Penh) at the time. Despite the lack of regulation the work on OSH was spearheaded by a few experienced professionals in this field who had guided and demonstrated in labour protection among co-workers.

In line ministries a similar initiative was undertaken to form a task force in charge of safety and health and to introduce some preventive measures according to its experience in all professions. Notably, the establishment of enterprise health service made it easy with support from managers and all personnel units with the same needs and was subsidised by the state. Other social services pertinent to the living conditions of workers were carefully arranged and provided by the factory management without much convincing effort from outside.

In earlier 1980's the Ministry of Planning established the Department of Wage and Labour and the Labour Protection Office from which there were quite a number of technical officers performing the OSH in factories and enterprises. The Department also initiated the 1992 Labour Code. The Royal Government of Cambodia, since its first establishment in 1993 after the 1st General Election, has paid highest attention on the protection

Cambodian people from diseases and injuries as well as the provision of the health care services. For this reason, Constitution, Laws, National Strategy and some other regulations have been issued as well as some activities have been conducted:

- The Constitution of the Kingdom of Cambodia adopted by the Constitutional Assembly on 21 September 1993 at its 2nd Plenary session: Chapter III, articles 36, 38, 45, 46, 47 and 48.
- The Labour law of the Kingdom of Cambodia, which had been adopted on 10 January 1997 by the National Assembly during its 7th session of its first legislature and promulgated on 13 March 1997: Chapter VIII, Health and Safety of Workers, articles 228 to 247.
- The Law on Social Security Schemes, for Persons Defined by the Provisions of the Labour Law, was promulgated on 25 September 2002 by the Royal Order No. NS/RKM/0902/018.
- CEDAW Convention of the United Nations adopted by the Resolution No. 34/180 of the General Assembly on 18 December 1979 with effect on 3 September 1981. Cambodia signed CEDAW convention on 22 September 1992 and ratified the convention on 15 October 1992 without condition.
- The Rectangular Strategy, Phase II, of the 4th Mandate of the Royal Government of Cambodia, addressed by Samdech Hun Sen, Prime Minister of the Royal Government of Cambodia at First Cabinet Meeting of the Fourth Legislature of the National Assembly, on 26 September 2008: Side 3 and Side 4 of the Rectangular III; and, Side 2 of the Rectangular IV.
- The Sub-decree No 52 dated 01 April 2005 concerning the organization and the functioning of the Ministry of Labour and Vocational Training mandated the ministry to be in charge of the OSH matter of all persons under the provisions of the Labour Law.
- Some other ministries, under their mandates, have conducted activities related to the safety and health services according to the Regulations under their responsibility and competency.
- National Tripartite Seminars on the OSH in small enterprises, construction sites and farms, have been conducted from 2000 to 2008 under the Technical Assistance of the International Labour Organization and the Governments of the Republic of Korea and Japan.

II

METHOD OF THE INFORMATION COLLECTION

To collect necessary information concerning the occupational safety and health, the

Ministry of Labour and Vocational Training has actively:

- Studied concerned laws and regulations, consulted concerned authorities and interviewed responsible persons in charge of OSH matters and related information;
- Conducted a meeting with representatives of concerned ministries on 23 November 2005.
- During the meeting all representatives of concerned ministries have been provided with the Terms of References (ToR) to develop the Overview of OSH of Cambodia and the date of a meeting for concerned information collection was fixed.
- Conducted a meeting with representatives of concerned ministries on 08 December 2005. During the meeting representatives of concerned ministries have provided all information and data responding to the Terms of References (TOR) to develop the OSH Overview.

Besides the Department of Occupational Safety and Health, the Department of Social Security, (which has now become the National Social Security Fund by Anukret (sub-decree) No. 16 ANKR.BK on 2 March 2007), the Department of Labour Market Information and the Department of Employment and Manpower of the Ministry of Labour and Vocational Training, have actively involved in the process of the data collection.

III

MAIN FINDINGS

1. OSH policy in Cambodia.

1.1. Written National OSH policy or OSH related articles

There is not any written national OSH policy or OSH related articles yet in the National Socio-Economic Development Plan. But, there are articles in the Royal Government Rectangular Strategy (Phase II) of the 4th mandate: Side 3 and Side 4 of the Rectangular III and Side 2 of the Rectangular IV:

Side 3 of the Rectangular III:

Job Creation and Ensuring Better Working Conditions for Workers and Employees:

The Royal Government will implement at systematic policy aimed at:

- (i) Creating jobs, especially for young people entering the labour market, and for all Cambodian labourers through various measures which encourage domestic investment in priority sectors, especially agriculture, agro-industry, labour-intensive industries and tourism;
- (ii) Establishing skills training networks for the poor, linked to employment assistance especially for young people and new graduates to response to new labour market needs;
- (iii) Developing a Labour Statistical System.

More attention will be focused on improving the management of foreign workers in Cambodia to create jobs for Cambodian citizens and facilitate the transfer of new technology for national development.

Side 4 of the Rectangular III:

Establishment of Social Safety Net for Civil Servants, Employees and Workers:

The Royal Government will seriously enforce the Labour Law and other International Conventions related to the role of trade unions in order to insure the rights and benefits of workers, employees and employers. The Royal Government will put special priority on improving the working conditions of workers and employees, enhance the implementation of the Law on Social Security, encourage the implementation of pension funds especially pensions for disability and dependents, and insurance for work

accidents as stipulated in the Labour Law.

Side 2 of the Rectangular IV:

Ensuring Enhanced Health Services:

The Royal Government will continue to focus on the implementation of prevention programs and combat contagious diseases and promote maternal and child health care to reduce the maternal and infant mortality, improve emergency services and provide health and sanitation education and information, especially in the rural areas. The poor shall be entitled to free health care in referral hospitals and health centers. Equity funds designed to help the poor in accessing quality of health care services will be further strengthened and expanded.

1.2. National tripartite consultation/advisory mechanisms in OSH

The Labour Advisory Committee has been established since 1999 to be national tripartite consultation mechanism of the labour field in Cambodia including also the OSH issues.

2. OSH laws and regulations in Cambodia.

2.1. List of Laws and Regulations relating to OSH issued under MoLVT.

Under the Ministry of Labour and Vocational Training (MoLVT), the Department of Occupational Safety and Health is a main department to be in charge of industrial hygiene and occupational safety. Besides, the National Social Security Fund and the Department of Labour Market Information are also responsible for some other issues related to the OSH matter.

Labour Law, Law on Social Security schemes and 18 ministerial regulations (Prakas) relating to OSH have been issued under the Ministry in charge of Labour:

The Labour Law of the Kingdom of Cambodia, which had been adopted on 10 January 1997 by the National Assembly during its 7th session of its first legislature and promulgated on 13 March 1997: Chapter VIII, Health and safety of Workers, articles 228 to 247: Article 228 concerning the Scope of Application; Articles 229 to 232 concerning General Provisions; Articles 233 to 237 concerning Inspection; Articles 238 to 247 concerning Labour Health Services.

In accordance with the Labour Law, the Ministry of Labour and Vocational Training has issued regulations concerning the OSH as follows:

- Prakas No 052 dated 10 February 2000 concerning the sanitary toilet;
- Prakas No 053 dated 10 February 2000 concerning the seating arrangement at the work place;
- Prakas No. 054 dated 10 February 2000 concerning the provision of the safe drink;
- Prakas No. 330 dated 6 December 2000 concerning the Creation of Enterprise Infirmary;
- Prakas No. 124 dated 15 June 2001 concerning the heavy object lifting by hand;
- Prakas No. 125 dated 15 June 2001 concerning the air ventilation and sanitation;
- Prakas No. 139 dated 28 June 2001 concerning Conditions and Missions of the Enterprise Physicians;
- Prakas No. 147 dated 11 June 2002 concerning the Temperature Ambiance at the Workplace;
- Prakas No. 138 dated 22 April 2003 concerning the Noise at the Workplace;
- Prakas No. 139 dated 22 April 2003 concerning the Work at the Confined space;
- Prakas No. 484 dated 23 December 2003 concerning the Light and the Lighting;
- Prakas No. 106 dated 28 April 2004 concerning the prohibition of working children from the dangerous work place
- Prakas No. 086 dated 03 May 2006 concerning The Creation of the HIV/AIDS Committee in Enterprises and Establishments and Managing HIV/AIDS in the Workplace;
- Prakas No. 305 dated 14 December 2007 concerning the Maritime Fishing;
- Prakas No. 306 dated 14 December 2007 concerning the Working and Living Conditions in Plantations;
- Prakas No.308 dated 14 December 2007 concerning the Working and Living Conditions in Salt Fields;
- Prakas No. 309 dated 14 December 2007 concerning the Working and Living Conditions in Brick Enterprises;
- Prakas No.307 dated 14 December 2007 concerning the Occupational Health and Safety Conditions in Garment and Shoes Factories.
- Prakas No.077 dated 30 March 2011 concerning the Information at the Construction Site

- Prakas No. 075 dated 30 March 2011 concerning the Sanitation at the Construction Site
- Prakas No. 076 dated 30 March 2011 concerning the Prevention of Risks associated with the Changing Weather Conditions at the Construction Site
- Prakas No. 078 dated 30 March 2011 concerning the Storage, Waste Management and Cleanliness at the Construction Site
- The Law on Social Security Schemes for Persons Defined by the Provisions of the Labour Law, promulgated by Royal Krom (Order) No. NS/RKM/0902/018, dated 25 September 2002. The law composed of 6 chapters and 41 articles. Chapter 1: General Provisions; Chapter 2: Pension Scheme; Chapter 3: Occupational Risk; Chapter 4: Common Provisions; Chapter 5: Penalties; and Chapter 6: Final Provisions;
- Prakas No. 343 dated 10 September 2002 concerning the Notice on work-related accidents, compensation and invalidity;
- Announcement No. 003 dated 10 February 2004 of the Ministry in charge of Labour to remind all enterprises and establishments to comply well with the provisions of all Prakas issued by the Ministry concerning OSH;
- Announcement No. 089 dated 4 September 2009 concerning the preventive measures on new avian influenza A (H1N1).
- Circular concerning application of Joint Prakas No. 330 dated 6 December 2000 and Joint Prakas No. 139 SKBY dated 28 June 2001.

2.2. List of ILO Conventions ratified by Cambodia

- Convention No. 182 on the Worst form of child Labour ratified in 2006;
- Convention No. 6 on Night Work of Young Persons (Industry) ratified in 1969
- Convention No. 4 on Night Work (Women) ratified in 1969;
- Convention No. 29 on Forced Labour 1969 ratified in 1969;
- Convention No. 13 on White Lead (Painting) ratified in 1969;
- Convention No. 105 on Abolition of Forced Labour ratified in 1999;
- Convention No. 87 on Freedom of Association and Protection of the Right to Organise ratified in 1999;
- Convention No. 98 on Right to Organise and Collective Bargaining ratified in 1999;
- Convention No. 138 on Minimum Age ratified in 1999;
- Convention No. 100 on Equal Remuneration ratified in 1999;
- Convention No. 111 on Discrimination (Employment and

Occupation) ratified in 1999.

2.3. The mandate and roles of OSH inspectorates.

The name of the inspectorate in charge of OSH is the Department of Occupational Health under the Ministry of Labour and Vocational Training being established by the Royal Government of Cambodia through Anukret (sub-decree) No. 52 dated 01 April 2005 concerning the establishment and the functioning of the Ministry of Labour and Vocational Training.

2.4. List of Laws and Regulations on compensation for occupational accidents and injuries.

The responsibility for the occupational accidents and injuries is under the National Social Security Fund (NSSF). To regulate the matter, the Ministry in Charge of Labour has issued a Prakas No. 243 dated 10 September 2002 concerning the Notice for Work-related Accident, Formula for Compensation and Degree of Disability.

2.5. List of occupational accidents and injuries and of compensable accidents and injuries.

From 2001 to 2005, the Department of Social Security; Department of Labour Inspection and Department of Occupational Safety and Health have jointly conducted the investigations of 48 cases in garment factories, brick factories and in construction sites, which mostly are in Phnom Penh City. Most of the accidents are faint spells due to panic, exhaustion, insufficient ventilation and hot dust in workplace, injury by falling objects, arm cut off by machines, died by electric shock, falling from building and traffic, and eye accident by gasoline got into, etc. More detailed information is attached as Annex 1.

2.6. Summary on the occupational accidents and injuries recording and notification requirements.

See the lists on the Occupational Accidents from 2009 provided by NSSF in Annex 1 and 2001 to 2005 provided by the Department of Social Security in Annex 2.

2.7. List of laws and regulations covering aspects related to OSH but issued under other Ministries (Industry, Health, Agriculture, Environment, Public Works and Transport, Construction, etc.).

Besides, the Ministry in charge of labour, some other ministries have also issued ministerial regulations related to OSH such as:

Ministry of Industry, Mine and Energy:

- Law concerning the Factory Administration, Chapter 3 concerning the Industry Safety, Articles 24 to 34.
- Sub-decree No. 35 dated 26 April 1999 concerning the organization and the functioning of the Ministry of Industry, Mine and Energy which covers the (1) Provisions, Foods, Beverages and Tobacco; (2) Textile, Apparels and Foot wears; (3) Wood Products; (4) Production of paper; (5) Chemical section, Rubber and Plastic; (6) Production of mine non-metallic; (7) Industrial section of metal based; (8) Industrial section of metal processing; (9) Other industrial section; and (10) Traditional Handicraft.

Ministry of Agriculture, Forestry and Fishery:

- Anukret (sub-decree) No. 16 dated 13 March 2003 concerning the control of the animal hygiene and products originated from animal. It is composed of 9 Chapters and 34 Articles. The Anukret has been issued with the purpose to determine the control of the animal hygiene and the products originated from animal for preventing and protecting the transmission of contagious animal diseases to protect the health of animals and of public.
- Anukret No. 69 dated 28 October 1998 concerning the standardisation and management of the agricultural materials;
- Anukret No. 108 dated 24 August 2007 concerning the control of the slaughterhouse and the animal hygiene, meat and animal products;
- Anukret No. 26 dated 2 March 2001 concerning the establishment and management of village animal health agents;
- Anukret No. 15 dated 13 March 2003 concerning the control of the botanical hygiene;
- Prakas No. 114 dated 21 July 2004 concerning the list of contagious animal diseases;
- Prakas No. 455 dated 31 December 2004 on the strengthening of preventive measures for avian influenza (bird flu);
- Prakas No. 334 dated 7 August 2007 concerning the control of food safety of agricultural production;
- Circular No. 02 dated 10 February 2005 concerning the control of the import of live animals and products originated from egg at the border line;
- Circular No. 345 dated 21 October 2002 concerning the implementation of Anukret No. 16 dated 28 October 1998 concerning the standardisation

- and management of the agricultural materials;
- Guideline issued in 2002 concerning the safe use of agro-chemicals of the Ministry of Agriculture; and
- Notice dated 19 August 2004 concerning the poisonous fish.

Ministry of Commerce:

- Anukret No. 47 dated 12 June 2003 concerning Food Hygiene for people. The purpose of the Anukret is to define the general rules of the hygiene of products for people's foods.

Ministry of Health

- National Policy and Guideline for the safety of vaccination dated 31 January 2001.

Ministry of Land Management, urbanisation and Construction:

- Anukret No. 86 dated 19 December 1997 concerning the permit of the Construction.
- Prakas No. 32 dated 20 March 2001 concerning the Administration of the Construction Site. The Prakas is issued with a purpose to keep the public order and security and safety in the construction site.
- Prakas concerning the fines of all kinds of abuses in the construction field.

Ministry of Environment

- Anukret No. 42 ANRK.BK dated 10 July 2000 concerning Air Pollution and Noise Control.
- Anukret No. 36 ANRK.BK dated 27 April 1999 concerning Solid Waster Management.
- Anukret No. 27 ANRK.BK dated 06 April 1999 concerning Water Pollution Control.
- Anukret No. 180 ANRK.BK dated 20 October 2010 concerning Globally Harmonized System (GHS) of Classification and Labelling of Hazardous Chemicals.

Ministry of Public and Transportation

- Law concerning of Traffic Law dated 08 February 2007

2.8. How ILO Conventions and codes of practice relating to OSH were used and referred to in the occupational safety policy and legislative frameworks of Cambodia.

The ILO Conventions No. 155 of 1981, concerning Occupational Safety and Health and No. 167 of 1988, concerning safety and health in construction have used as guidelines in the establishment of new Prakas and

other ministerial regulations concerning the OSH. Promotional Framework for OSH Convention (No. 187, 2006), which Cambodia has not ratified yet, has been used for developing the OSH Management system at the workplace and national OSH programme through the publication of the first OSH Master Plan 2009-2013. As for the national OSH policy, we have implemented through the Rectangular Strategy of the Royal Government of Cambodia and ILO Convention No. 155.

3. OSH inspection systems.

3.1. Scope of sectoral coverage

The OSH 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.

So far, informal economy which is not registered by the Ministry, is excluded from the inspection. In the process of the Labour Law application, the informal economy will also benefit from the Law within the MoLVT's mandatory labour protection at the national level, for instance, an accident prevention and insurance.

3.2. Number of OSH inspectors with the breakdown by types of OSH inspectors and by provinces.

There are 91 OSH inspectors (19 based in the Ministry and 72 based in municipality and provinces) in charge of inspection visits countrywide. In the past, the regular inspection visits have been made only in Phnom Penh City. Since 2010 OSH inspections have been extended nationwide.

3.3. Roles of OSH inspectors

- Conduct technical inspection on industrial hygiene (level of lighting, noise, dust, vibration and other harmful physical hazards)
- Build an OSH network in the establishment
- Promote medical check-up for workers
- Establish an HIV/AIDS Task Force or Committee in enterprises
- Provide OSH protection to workers and prevent workplace accidents and occupational diseases
- Advise employers and workers on OSH-related regulations and ministerial orders (Prakas)
- Explain measures to be taken in case of breakout of contagious diseases (A(H1N1) pandemic and avian influenza).

3.4. Number of OSH inspections carried out during 2001-2006 with the breakdown by provinces, types of industries, sizes of industries.

During 2001-2006, the OSH inspection visits have been conducted in Phnom Penh City, Kompong Speu and Kandal Provinces.

Phnom-Penh

Years	Types by industries		Sizes by industries (Workers)		
	Garment&Foot wear	Companies	400<	400-1000W	>1000W
2001	125	303	386	74	42
2002	207	418	495	91	39
2003	235	445	535	99	46
2004	261	426	538	98	52
2005	303	408	116	145	42
2006	307	394	401	237	63

Kandal Province

Years	Types by industries	Sizes by industries (Workers)		
	Garment	400<	400-1000W	>1000W
2001	01		01	
2002	03	01	02	
2003	07	01	06	
2004	07	01	06	
2005	10	01	09	01
2006	55	00	50	03

Kompong Speu Province

Years	Types by industries	Sizes by industries (Workers)		
	Garment	400<	400-1000W	>1000W
2001				
2002				
2003	01	01	00	
2004		00	00	
2005	01	01	00	00
2006	07	00	05	02

Inspection Visits have been conducted once a year in each small enterprise in Phnom Penh City. Not in provinces.

3.5. Number of OSH inspections carried out during 2001-2006 with the breakdown by types of inspections (regular, after accidents, revisits, based on the workers request, etc.). Tables of the regular visits, after accident visits, revisits are as follows:

Phnom-Penh

Years	Establishment	Number of OSH Inspections			Breakdown
		Regular Inspection	After accident	Revisit	
2001	502	637	09	09	12
2002	567	565	09	09	04
2003	663	661	10	10	00
2004	648	1614	12	12	03
2005	711	1542	8	8	06
2006	701	1461	07	07	06

Kandal Province

Years	Establishment	Number of OSH Inspections			Breakdown
		Regular Inspection	After accident	Revisit	
2001	01	04	01	00	00
2002	03	12	00	00	00
2003	07	24	03	01	00
2004	07	28	01	00	00
2005	10	38	02	01	00
2006	55	165	03	02	00

Kompong Speu Province

Years	Establishment	Number of OSH Inspections			Breakdown
		Regular Inspection	After accident	Revisit	
2001	00	00	00	00	00
2002	00	00	00	00	00
2003	01	02	00	00	00
2004	00	00	00	00	00
2005	01	03	00	00	00
2006	07	21	00	00	00

3.6. OSH training conducted by Department of OSH.

Department of OSH had conducted three OSH training courses for factories physicians (2 courses in 2003 and 1 course in 2004). 143 physicians had participated in these training courses. The training courses provided participants with OSH management and implementation of the provisions of Laws and all Prakas issued by the Ministry.

Many inspectors have also carried out OSH training for home workers, construction workers, farm workers and farmers in cooperation with workers, employers, NGOs, and the ILO. Participatory training programmes like WISH (Work Improvement in Safe Home) for home workers, WISCON (Work Improvement in Small Construction) for construction workers in small construction sites, and WIND (Work Improvement for Neighbourhood Development) for farm workers and farmers have been applied actively and widely. After the training, the inspectors in cooperation with other OSH trainers have organized follow-up visits to the previous trainees and achievement workshops to exchange improvement experiences among workers. (Please see Annex 4 for statistics).

- Three training workshops organized for municipal and provincial labour officers.

Also, since September 2006 when Prakas on the establishment of enterprise-level HIV/AIDS committees to promote HIV/AIDS workplace prevention was enforced, the Department has trained nearly 400 HIV/AIDS peer educators at the target enterprises and provided them with educational materials for workplace education. An HIV/AIDS education center was established to provide HIV/AIDS educational services to workers who come for medical examination. By the end of 2009, 74,607 people received education on HIV/AIDS through the drama video and soap opera at the centre.

3.7. Cooperation on OSH Inspection

While accident cases happen at an enterprise or establishment, the OSH inspectors closely cooperated with technical staff of the relevant departments of the Ministry or relevant ministries (health, environment, industry, construction, commerce⁰ and local authorities to conduct the investigation are.

3.8. Checklists and other tools used for OSH inspections.

OSH inspectors use the accident investigation reporting format while

investigating an accident and the inspection checklist and some tools (lux, noise, temperature meters) when conducting an inspection.

4. National competent authorities or other bodies with responsibilities related to OSH.

4.1. Organization structure of MOLVT and roles of OSH-related divisions.

There are 3 main departments being mandated with the roles of OSH issues:

- (1)- Department of Occupational Health and Safety;
- (2)- Department of Labour Inspection; and
- (3)- Department of Social Security which has now become the National Social Security Fund.

The structures of these 3 departments appear in Annex 3.

4.2. Occupational accident and disease insurance/compensation systems.

Currently, there are the Law on Social Security Scheme, Sub-decree on the establishment of National Social Security Fund (NSSF) and Prakas on work-related accidents of the Ministry in Charge of Labour.

- The Law on Social Security for persons defined by the provisions of the Labour Law composed of 6 Chapters included provisions concerning: (1)-Pension scheme which is in charge of providing old age benefit, invalidity benefit, survivor benefit; (2)-Occupational risk which is in charge of providing employment injury and occupational disease benefits.
- The law also opens the establishment of sub-decree concerning other contingencies in accordance with the actual situation of the national economy.
- The Law on Social Security Scheme was adopted on 25 September 2002 and has just begun its implementation in late 2008.
- Anukret (sub-decree) No. 16 dated 2 March 2007 of the Government on the establishment of National Social Security Fund (NSSF). It provides general guidance on the organization and functioning of the NSSF which covers the NSSF's entity and structure, management of its financial resources, contribution and compensation schemes, and technical supervision. It also serves as a fundamental tool to implement the Social Security Law.
- Prakas No. 243 dated 10 September 2002 of the Ministry in charge

of Labour concerning Notice for Work-related Accident, Formula for Compensation and Degree of Disability.

Given the fact that the Law on Social Security has just been implemented, and thus the Prakas still plays a very crucial role in regulating all occupational accidents and injuries so far and at the present time.

At this moment, employment injury insurance schemes does not financially support the OSH prevention and promotion programmes. This is an important future agenda.

5. OSH education and training

5.1. OSH programmes and the number of training courses for workers carried out.

The OSH Department provided the two training courses on OSH conditions to Cambodian Federation of Employers and Business Associations (CAMFEBA). The first training was offered to 20 participants on 11-12 January 2010 and the second on 6-7 April 2010 with 25 participants. The total number of trainees to both courses was 45.

Since 1998, three courses for 143 factory physicians and 4 courses for 160 workers (foremen) have been conducted by the Department of Occupational Safety and Health. The topic of courses for physicians is “Hygiene and Safety at workplace”. The course is provided for 3 hours and a half every afternoon within a period of 15 days. The topic of courses for foremen is “Hygiene, Safety and First Aid at workplace”. The course is provided for 3 hours every morning within a period of 4 days.

A new 10-module training programme on OSH for enterprise physicians has been developed and piloted by the Department of Occupational Health with technical support by the ILO. The course addresses the needs for promoting the safety culture and developing a functioning OSH management system at enterprise level.

Since 2004 the ILO Informal Economy, Poverty and Employment Project in collaboration with the ILO/Korea Programme and the MOLVT has trained labour inspectors, workers’ and employers’ representatives, and NGO members as participatory trainers to extend OSH protection to informal economy workplaces such home workplaces, small construction sites, farms and rice fields. Applying WISH (Work Improvement in Safe Home), WISCON (Work Improvement in Small Construction Sites), and

WIND (Work Improvement in Neighbourhood Development) programmes, these trainers had carried out many on-site OSH training workshops through their own human networks. As of 31 March, 2008, 43 WISH, 56 WIND and 37 WISCON training workshops had been carried out by the trained local trainers and 3,702 (1,946 women, 1,756 men) informal economy workers and farmers had been trained. (Please see Annex 4 for further detail).

- Ministry of Agriculture, Forestry and Fisheries trained 219 farmers in Kampong Speu and Svay Rieng provinces during 2005 on WIND method.
- Ministry of Women Affairs conducted 23 WISH courses for over 600 women vendors and home workers 12 WISH training workshops for 360 farmers across the country during 2007.

5.2. Summary of OSH training structures run by employers' or workers' organizations

- Six training workshops on WISH (Work Improvement in Safe Home) were offered to 140 home workers during 2005 by the trade union training teams.
- 13 courses on WIND (Work Improvement in Neighbourhood Development) were provided to 233 farmers in Kampong Cham and Kampot during 2005-2008 by the trade union training teams.
- 29 on-site training workshops on WISCON (Work Improvement in Small Construction Sites) were run by three union federations (Cambodian Union Federation, Cambodian Construction Workers Federation and Cambodian National Federation Building and Wood Workers) during 2005-2007 for more than 700 construction workers in Phnom Penh and Siem Reap.

Training course run by the employer is not available yet.

5.3. List of non-governmental bodies involved in OSH related activities in Cambodia

- ILO Better Factories Cambodia Project (BFC) implemented an OSH program for garment factories that have participated in the project. The program comprises of 1-year modular training and single-issue course and induction training such as fire safety, machine safety, spot removing, first aiding, etc. The project also produced soap opera and comic books as OSH training aids, and also best practice guides

that can be found in the BFC website: www.betterfactories.org. By April 30, 2007, 136 employees and employers from 32 factories have participated in the modular program. 156 participants from 19 factories completed the single-issue course while 322 participants from 63 factories attended the first aid training. 185 workers from 112 factories undertook the induction training

- ILO Informal Economy, Poverty and Employment Project introduced the ILO participatory work improvement programmes (WIND, WISCON and WISH) as described above. The project also developed an educational Toolkit on HIV and AIDS for informal economy workers and their community.
- CAID (Cambodian Association for Informal Economy Development) trained 184 informal economy workers on WIND and WISH during 2005-2006. Also, CAID conducted 11 courses on road safety for 336 motorcycle taxi drivers and tuk tuk drivers in Phnom Penh during the same period.
- Association for Farmers Development trained 120 farmers in Takeo province on WIND during 2005.
- People Association for Development (PAD) trained 128 home workers and farmers in Kandal province during 2004-2005.

6. Overall national level of human resources active in the area of OSH

6.1. Number of OSH officers at enterprise level by provinces and description of their roles in occupational safety.

There are one OSH officer in Kampong Speu province and two OSH officers in Kandal province while 140 OSH officers are working in factories in Phnom Penh City.

These officer's role is to control the workplace with a purpose to:

- Advise the employers on the OSH matter.
- Prevent occupational injuries, accidents, diseases and other contagious diseases.
- Provide the workers who were injured and had accident with First Aid services.
- Provide the workers with personal health data while moving to work in new factory.
- Anti-tetanus vaccination for all workers.

6.2. Definition of qualification required

Enterprise physicians shall be trained by the Department of Occupational Safety and Health as per Prakas No. 139 dated 28 June 2001, on the mission and service of enterprise physicians by the Ministry of Labour and Vocational Training and the Ministry of Health.

7. Statistics and information concerning occupational safety and health

7.1. Number of undertakings and the number of workers by types of industries; and other relevant statistics showing socio-economic conditions of Cambodia;

The information given by the Department of Labour Market Information prevailed the number of undertakings and workers by types of industries, in Phnom Penh City, as of December 2004, as follows:

Classification	Types of Industries	Number of Factories	Number of Workers
A	Agriculture, hunting and forestry	5	68
B	Fishing		
C	Mining and Quarrying	3	13
D	Manufacturing	529	103 595
E	Electricity, gas and water	11	543
F	Construction	49	1 200
G	Whole sale and retail trade	472	10 307
H	Hotel and restaurant	325	10 630
I	Transport, storage and communication	170	4 903
J	Financial intermediation	39	3 489
K	Real estate and renting	21	1 332
L	Public administration and defense		
M	Education	76	2 774
N	Health and Social Affairs	98	1 241
O	Other community and social activities	117	7 769
P	Private housing		
Q	Foreign Institution and Organization	1	102
X	Non classified		
TOTAL		3516	147 938

The number of undertakings and workers in provinces are not available yet.

7.2. Number of occupational fatalities per year from 2001-2005 (total and per sector of economic activity with gender breakdown) with brief description on how the data was collected and coverage of reporting should be explained. In 2009, 55 occupational fatalities has been reported to NSSF and during 2001-2005, 11 occupational fatalities have been reported to the department of Social Security:

2001	5 persons	caused by traffic accidents
2002	2 persons	caused by traffic accident 1 person and by fighting 1 person
2003	3 persons	caused by traffic accidents
2004	1 person	caused by electric shock
2005	no report.	

Remark: The numbers reported every year may not be the real total number of fatalities.

This number was reported in Phnom Penh City (9 fatalities), Sihanouk Ville (1 fatality) and Kampong Speu province (1 fatality). No report from others.

7.3. Number of reported cases of occupational accidents in Cambodia

Please see Annex 1 concerning the Occupational Accidents providing by the Department of Social Security from 2001 to 2005 and 2009 providing by NSSF.

The department of Social Security received the cases by three sources:

- Newspapers;
- Complaints; and
- Information given by OSH officers or other persons in factories.

While receiving information on the cases, the Ministry gave order to investigate accordingly and make records.

8. OSH campaign

8.1. National occupational safety campaign activities

Prior to 2006, there was no national event on OSH yet. But, the National Tripartite Workshop on National OSH Programs on 17-18 August 2005 concluded to propose to the Ministry of Labour and Vocational Training to accept the 28 of April of each year to be the OSH Day in Cambodia. The first National OSH Day of Cambodia was successfully organized on 28 April 2006, the subsequent celebration of OSH Day is held annually.

Under the technical Assistance of the International Labour Organization and the Financial Support of the Governments of the Republic of Korea and Japan, a number of national seminars have been conducted in Cambodia:

- A Training-of-Trainers Workshops on OSH Management System was held in Siem Reap on 09-12 August 2010.
- A Training-of-Trainers Workshops on OSH techniques (WIND/WISH/WISCON) was held in Kep City on 23-27 November 2009. 34 tripartite participants attended the workshop.
- A National Awareness Raising Workshop on Protecting Your Employees and Business from Pandemic Human Influenza in the Workplace was held in Phnom Penh on 27 August 2009. 110 tripartite participants attended the workshop.
- A Training-of-Trainers Workshops on OSH Management System was held in Phnom Penh on 24-26 August 2009. 72 participants attended the workshop.
- A National Workshop to Train OSH Officers in Cambodia on OSH was held in Phnom Penh on 02-06 March 2009 with 72 participants.
- A Training-of-Trainers Workshop on OSH techniques (WIND/WISH/WISCON) was held in Phnom Penh on 01-02 December. 34 tripartite participants attended the workshop.
- A Training-of-Trainers Workshops on OSH techniques (WIND/WISH/WISCON) was held in Battambang City on 24-28 March 2008. 37 tripartite participants attended the workshop .
- A Training-of-Trainers Workshops on OSH techniques (WIND/WISH/WISCON) was held in Kratie Town on 27 February – 2 March 2007. 37 participants attended the workshop.
- A Training-of-Trainers Workshop on Work Improvement and Neighbourhood Development (WIND) for farmers was conducted in Siem Reap City on 15-18 February 2005. 39 tripartite participants attended the training.
- A National Seminar on Safety and Health in the construction safety was conducted in Phnom Penh City on 12-13 October 2005. 30 tripartite participants attended the Seminar.
- A National Tripartite Workshop on National OSH programs was conducted in Phnom Penh City on 17-18 August 2005. 60 tripartite participants attended the Workshop.
- A Training-of-Trainer Workshop on Work Improvement in Small Construction Sites (WISCON) was conducted in Phnom Penh City on 9-11 March 2005. 28 tripartite participants attended the Workshop.
- A Training-of-Trainer Workshop on Work Improvement for Safe Homes (WISH) for home workers and small businesses was conducted in Phnom Penh City on 9-12 August 2004. 35 tripartite participants participated in the Workshop.

- A National Tripartite Seminar on Work Improvement in Small Enterprises was conducted in Phnom Penh City on 18-19 March 2004. 28 tripartite participants participated in the Seminar.

9. International cooperation activities

Under the technical assistance of the ILO and the financial assistance of France, the Republic of Korea, Japan, Indonesia, Malaysia, Singapore, Thailand, The Philippines, Vietnam, Belgium, and Australis, officials of the Ministry in charge of Labour have been sent to participate in the following events:

- Three officials participated in JICOSH/Japan Technical Workshops on OSH, Safety Management and Inspection of Machinery Seminar in Japan in 2007.
- One official participated in ILO/Korea Fellowship Training Programmes on Participatory Approaches to Improving Working and Employment Conditions at Korea Labour Education Institute (KLEI), Seong-nam City, Republic of Korea, 7-11 November 2005.
- Two officials participated in ILO/Korea Fellowship Training Programs in Korean Institutions Training on OSH in Small Construction at Korea Occupational Safety and Health Agency (KOSHA), Seoul, Republic of Korea, 17 June to 8 July 2005.
- Three officials participated in ILO/Korea Technical Assistance Program Workshop on OSH in Small Construction Sites and Development of National OSH Policies in Vientiane, Lao PDR, 16-17 December 2004.
- Three officials participated in JICA/Japan Technical Workshops on OSH, Environmental Risk Management in the workplace at Japan Industrial Safety and Health Association in 2004.
- Three officials participated in National Technical Workshop on Occupational Health of Small Enterprises and Agriculture, in Cantho, Vietnam, 11-12 March 2004.
- Three officials participated in ILO/Korea Technical Workshop on Occupational Safety and Health in Small Construction Sites, in Hanoi, Vietnam, 27-28 November 2003.

10. Essential future national actions

Essential national actions are created to further promote and improve national OSH programmes and actions to protect workplaces against accidents and occupational hazards, contributing to enhanced national productivity and competitiveness.

The first OSH Master Plan 2009-2013 was established under the technical assistance of the International Labour Organization and was officially launched on 28 April 2009. The Master Plan sets out a vision that all workplaces create and promote preventative safety and health culture. It is being used as a practical OSH road map in Cambodia. The Master Plan defines six priority actions as follows:

- 1) Strengthen national OSH systems;
- 2) Improve safety and health inspection and compliance with Labour Law;
- 3) Promote OSH activities by employers' and workers' organizations;
- 4) Implement special programmes for hazardous occupations;
- 5) Extend OSH protection to small enterprises, and rural and informal economy workplaces; and
- 6) Promote collaborative actions with hazardous child labour and HIV/AIDS projects for stronger compliance.

For detailed information, please read the First OSH Master Plan 2009-2013.

IV

REFERENCES

1. The Constitution of the Kingdom of Cambodia
2. The Labour Law of the Kingdom of Cambodia
3. The Law on Social Security Schemes for Persons Defined by the Provisions of the Labour Law of the Kingdom of Cambodia
4. The Law on the Assurances 2000 / Ministry of Land Management, Urban Planning and Construction.
5. The Sub-decree No 52 dated 01 April 2005 concerning the organization and the functioning of the Ministry of Labour and Vocational Training.
6. The Law concerning the Factory Administration and handicraft. Ministry of Industry, Mine and Energy.
7. Rectangular Strategy of the Royal Government of Cambodia 2004.
8. National Policy and Guideline for Safe Vaccination dated 31 January 2001.
9. OSH Master Plan 2009-2013, MoLVT
10. Reports of NSSF 2009

V

ANNEXES

Annex 1

STATISTICS OF OCCUPATIONAL ACCIDENTS

1. Statistics of Occupational Accidents characterized by economic situations, sexes, and levels of injury 2009.

Economic situations	Total			Fatality	Levels of Injury		
	Both sexes	F	M		Temporary disablement	Permanent disablement, Over 20 %	Permanent disablement, less than 20%
Garment sector	2,785	2,438	347	14	2,762	2	7
Banks	195	128	67	0	195	0	0
Hotels	101	52	49	0	101	0	0
Supermarkets	27	12	15	0	27	0	0
Airports	7	2	5	0	7	0	0
Construction	5	0	5	0	5	0	0
Telecommunication	2	0	2	0	2	0	0
Security	28	1	27	0	28	0	0
Beer production	27	13	14	0	27	0	0
Publishing	61	34	27	0	61	0	0
Food production	9	6	3	0	9	0	0
Oil sales	4	1	3	0	4	0	0
Cable production	6	0	6	0	6	0	0
Roof tile production	5	0	5	0	5	0	0
Hygiene	13	2	11	0	13	0	0
Animal food production	1	0	1	0	1	0	0
Shoes production	218	171	47	2	215	0	1
Real-estate	6	1	5	0	6	0	0
Laundry	5	3	2	0	5	0	0
Oil pump and gas	2	0	2	0	2	0	0
Paper production	4	1	3	0	4	0	0
Weaving	12	3	9	0	12	0	0

Computer sales	4	0	4	0	4	0	0
Steel production	2	0	2	0	2	0	0
Restaurants	5	2	3	0	5	0	0
Education	5	4	1	0	5	0	0
Wooden and foam rubber products	3	1	2	0	3	0	0
Equipment and supplies	2	2	0	0	2	0	0
Recruitment agencies	1	0	1	0	1	0	0
Port activities	2	0	2	0	2	0	0
Motorbike production	1	0	1	0	1	0	0
Automobile sales	1	0	1	0	1	0	0
Insurance	1	0	1	0	1	0	0
Electricity	2	1	1	0	2	0	0
Entertainment production	1	0	1	0	1	0	0
Total	3,553	2,878	675	16	3,527	2	8

2. Statistics of Occupational Accidents characterized by sexes and causes

No	Causes	Sex		
		M	F	Total
1	Miscarriage	0	48	48
2	Hit on trousers hanger	1	0	1
3	Hit on steam furnace	1	0	1
4	Hit on sewing machines	15	36	51
5	Hit on motors	10	1	11
6	Hit on warehouse	0	1	1
7	Hit on light bulbs	0	1	1
8	Hit against the cockpit of an plane	1	0	1
9	hit on ironing machines	0	56	56
10	Hit on wheel-barrows	0	1	1
11	Hit against a car	0	1	1
12	Hit o scissors on the eye	0	1	1
13	Hit on a table	0	2	2
14	Hit on a bathroom door	1	1	2
15	Hit one a container door	0	2	2
16	Skidded while walking	0	35	35
17	Electronic tube falling on the legs	2	2	4
18	Cut by an axe	1	0	1

19	Hit a car while riding a motorbike	8	0	8
20	Hit on the pubic	0	1	1
21	Hit on a pile of rock while riding a motorbike	1	1	2
22	Hit on the head on first-aid box	0	1	1
23	Poisoned by washing detergent	1	2	3
24	Food poisoning	16	33	49
25	Hit on the hands on shoes molds	41	23	64
26	Stepped on scissors	8	24	32
27	Plates falling on	1	0	1
28	Forefingers pulled by the conveyor belts	18	6	24
29	Drank petrol	5	3	8
30	Burned on the abdomen by steam	0	1	1
31	Attacked by unidentified persons	4	1	5
32	Hit on while picking up trousers	0	1	1
33	Low sugar levels	6	53	59
34	Sand in the eye	1	0	1
35	Detergent got in the eyes	5	6	11
36	Broken pins hit on the nose	0	3	3
37	Hit on the hands	18	172	190
38	Chemical substance affected the hands	18	1	19
39	Unconscious	20	1,186	1,206
40	Hit on the foot while opening the doors	2	1	3
41	Traffic accidents	289	950	1,239
42	Broken pins in the eyes	7	36	43
43	Water poisoning	3	18	21
44	Insects got in the eyes	0	1	1
45	Dog bites	11	21	32
46	Snake bite	0	1	1
47	Glue got in the eyes	13	29	42
48	Fill down in the bathrooms	0	38	38
49	Steel fell on the legs	49	2	51
50	Glass fell on the legs	8	5	13
51	Falling cloth	32	9	41
52	Hit on shoes polishing machines	51	40	91
53	Scissors fell on the legs	7	21	28
Total		675	2,878	3,553

3.Statistics of Occupational Accidents characterized by types of injury and sexes

No	Injuries	Sex		
		M	F	Total
1	broken collarbone	8	4	12
2	broken thigh bones	3	6	9
3	broken left legs	6	16	22
4	broken right legs	5	21	26
5	broken arms	13	21	34
6	broken tooth	0	2	2
7	broken jaws	2	5	7
8	broken ribs	9	16	25
9	cuts and scratches on the palm of the hand	23	14	37
10	scratches on little fingers	8	10	18
11	cut on the right hand	21	58	79
12	affected the embryo	0	2	2
13	cuts and scratches on the lips	75	35	110
14	cuts and scratches on the forefingers	8	75	83
15	swollen forehead	13	29	42
16	hit on the vagina	0	1	1
17	food poisoning	9	21	30
18	got stuck with the right-hand buttons	0	1	1
19	bruises on the waist	3	19	22
20	bruises on the knees	13	26	39
21	bruises on the abdomen	18	16	34
22	bruises on the left eye	0	2	2
23	bruises on the forehead	21	32	53
24	bruises on the hips	6	18	24
25	bruises on the chest	9	26	35
26	scratches on the eyebrows	15	31	46
27	scratches on the right forefingers	14	21	35
28	scratches on the chins	8	11	19
29	cuts on the left elbows	11	36	47
30	cuts on the part underneath the eyes	14	23	37
31	cuts and scratches on the legs	23	152	175
32	cut off the top end of the forefinger	1	7	8
33	scratches on the fingers	0	1	1
34	broken nail of the forefinger	14	51	65
35	cuts on the right legs	21	19	40
36	cuts on the left legs	9	23	32
37	right toe nail pulled out	14	26	40
38	scratches on the shins	15	18	33

39	scratches on the back of hand	19	29	48
40	scratches on the back	11	18	29
41	bruises on the eyes	9	25	34
42	scratches on the little toes	12	34	46
43	hands infected by chemical substance	18	1	19
44	unconscious	55	1,106	1,161
45	scratches on the back of hand	15	83	98
46	low sugar level	6	53	59
47	right shoulders	8	34	42
48	deeply cuts on the fingers	13	36	49
49	throbbing legs	12	18	30
50	miscarriage	0	41	41
51	falling intestines	1	0	1
52	scratches on the body	12	167	179
53	scratches on the calf	10	16	26
54	scratches on the hand	16	25	41
55	scratches on the face	13	87	100
56	hit on the heads	10	184	194
57	broken pins hit the eyes	3	26	29
Total		675	2,878	3,553

4. Statistics of Occupational Accidents characterized by age groups and sexes

No	Ages	Sex		
		M	F	Total
1	18	10	40	50
2	19	31	133	164
3	20	30	127	157
4	21	35	263	298
5	22	40	350	390
6	23	40	225	265
7	24	65	205	270
8	25	38	173	211
9	26	92	375	467
10	27	34	186	220
11	28	40	243	283
12	29	42	128	170
13	30	40	140	180
14	31	27	39	66
15	32	13	23	36
16	33	12	27	39

17	34	17	30	47
18	35	11	19	25
19	36	6	19	25
20	37	5	17	22
21	38	4	21	25
22	39	10	12	22
23	40	9	23	32
24	41	4	10	14
25	42	3	10	13
26	43	2	5	7
27	44	2	2	4
28	45	1	4	5
29	46	1	5	6
30	47	1	4	5
31	48	3	4	7
32	49	3	5	8
33	50	0	1	1
34	51	0	2	2
35	52	0	1	1
36	53	0	3	3
37	54	1	0	1
38	55	1	0	1
39	57	1	0	1
40	58	1	1	2
41	59	0	2	2
42	61	1	0	1
Total		675	2,878	3,553

Annex 2

Occupational Accidents in 2005

No.	Location	Types of industry	Victims			Types of accident	Causes of accident	Working day lost	Remark
			M	F	Age				
1	Phnom Penh	Garment	1	27	18-28	Fainted	Panic		NA
2	Phnom Penh	Garment		33	18-26	Fainted	Hot, stuffy, dust, without ventilation system		NA
3	Phnom Penh	Garment		36	18-28	Fainted	Hot, stuffy, dust, without ventilation system		NA
4	Phnom Penh	Garment		28	18-27	Fainted	Hot, stuffy, dust		NA
5	Phnom Penh	Garment		18	18-26	Fainted	Panic		NA
6	Kandal Province	Brick	1		13	Arm cut off(right)	Machine		NA
7	Phnom Penh	Garment		66	18-28	Fainted	Hot, stuffy, dust		NA
8	Kandal Province	Brick	1		14	Arm cut off(left)	Machine		400 US\$
3	208	209 persons fainted, 2 persons arm cut-off							

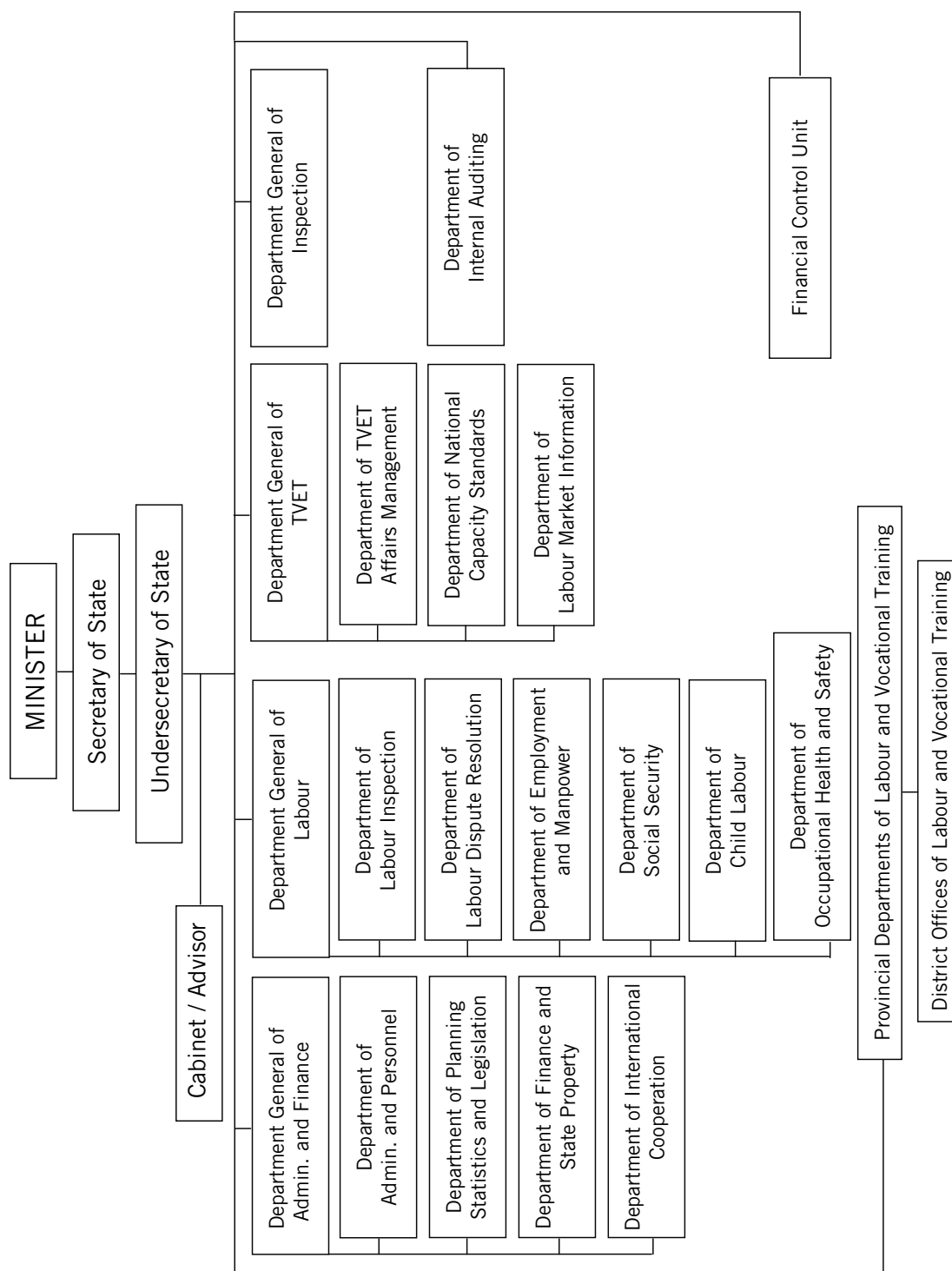
Occupational Accidents in 2004

No.	Location	Types of occupation	Victims			Types of accident	Causes of accident	Working day lost	Remark
			M	F	Age				
1	Phnom Penh	Garment		14	18-22	Fainted	Panic		NA
2	Phnom Penh	Garment	1	37	18-22	Fainted	Hot, stuffy, dust		NA
3	Phnom Penh	Printing	1		18	Injury	Traffic (to be hit by car)		700\$
4	Phnom penh	Garment		30	18-25	Fainted			not allow to investigate
5	Phnom penh	Garment							not allow to investigate

6	Phnom Penh	Brick	1		36	Arm cut off	Right arm slipped into grinding machine		NA
7	Phnom Penh	Garment		1		Injured	Scissors fell down into the eye (right side)		NA
8	Sihanu Ville	Footwear	1		32	Died	Electric shocked		NA
9	Kandal Province	Knitting		130	18-30	Fainted	Panic of fire out side the factory	3 days	1300 USD
10	Phnom Penh	Garment		186	18-30	Fainted	Panic of fire from the engine of the factory		NA
11	Phnom Penh	Garment		1	19	Fainted	Sick		NA
4	399	Total 403 persons, 1 person died, 2 persons injured, 400 persons fainted							

Occupational Accidents in 2003

No.	Location	Types of occupation	Victims			Types of accident	Causes of accident	Working day lost	Remark
			M	F	Age				
1	Phnom Penh	Garment		25	18-25	Fainted	Hot, dust in workplace		200 US\$ paid
2	Kandal Province	Garment		26	17-30	Fainted	Hot, dust in workplace		600 US\$ paid
3	Phnom Penh	Garment	10	161	18-30	Fainted	Hot, dust in workplace	3 days	3 692,56 US\$ paid
4	Phnom Penh	Garment		1	26	Died	Traffic		326 US\$ paid
5	Phnom Penh	Garment		1		Died	Traffic		US\$300
6	Kampo Speu Province	Garment		1		Died	Traffic		1000 US\$
7	Kandal Province	Garment	2	83		Fainted	Hot, dust in workplace		2000 US\$



Annex 4**Training WISH, WIND, WISCON from 2004-2009**

No.	Date	Title	Course	Place	Agency	Participants		
						Female	Male	Total
1	2004	WISH	1	Phnom Penh	Working # 1	24	16	40
2	2004	WISH	1	Phnom Penh	Working # 5	53	33	86
3	2005	WISH	1	Phnom Penh	ILO-IEP	16	10	26
4	2005	WISCON	1	Phnom Penh	CUF	17	10	27
5	2005	WISH	2	Phnom Penh	PAD	18	10	28
6	2005	WIND	1	Preyveng	OHD & DAE	15	17	32
7	2005	WIND	2	K.Speu & Kandal	CAID	25	15	40
8	2005	WISH	2	Kandal	Working # 4	11	30	41
9	2005	WISH	2	Siemreap	ILO-APTT	37	5	42
10	2005	WISH	2	Banteaymeanchey	CUF	19	41	60
11	2005	WIND	6	K.Cham	CIFUF	39	24	63
12	2005	WIND	2	Siemreap	CNS	61	4	65
13	2005	WISH	2	Banteaymeanchey & Phnom Penh	Working #1	57	29	86
14	2005	WIND	4	K.Cham	MOLVT	18	72	90
15	2005	WIND	3	K.Cham & Kampot	Unions Group 3	45	50	95
16	2005	WIND	3	Kampot, Svayrieng & K.Speu	MAFF/DAE	45	54	99
17	2005	WISH	4	Takeo	CAID	46	58	104
18	2005	WIND	4	Siemreap	AFD	72	48	120
19	2005	WIND	4	Siemreap	DAFF	60	60	120
20	2005- 2006	WISCON	6	Siemreap	CCTUF	28	99	127
21	2005- 2006	WISCON	12	Phnom Penh	CFBW	94	204	298
22	2006	WIND	4	Kandal	PAD	53	48	101
23	2007	WIND	1	K.Cham	DoLVT-KC	20	10	30
24	2007	WISCON	1	Mondulkiri	DoLVT-MK	9	21	30
25	2007	WISCON	1	Ratanakiri	DoLVT-RK	9	21	30

26	2007	WISCON	1	Stoungtreng	DoLVT-ST	7	23	30
27	2007	WISH	1	Mondulkiri	DoLVT-MK	5	25	30
28	2007	WISH	1	Ratanakiri	DoLVT-RK	5	25	30
29	2007	WISCON	2	Siemreap	CCTUF	21	29	50
30	2007	WIND	2	Preyveng	DoLVT-PV	22	38	60
31	2007	WIND	2	Kratie	DoLVT-KT	2	58	60
32	2007	WISCON	2	Kratie	DoLVT-KT	14	46	60
33	2007	WIND	3	Stoungtreng	DoLVT-ST	44	46	90
34	2007	WISCON	3	K.Cham	DoLVT-KC	32	58	90
35	2007	WISCON	8	Phnom Penh	CFBW	48	152	200
36	2007- 2008	WIND	4	Siemreap	MoWA	87	33	120
37	2007- 2008	WIND	8	K.Chhnang	MoWA	205	35	240
38	2007- 2008	WISH	10	Siemreap	MoWA	215	85	300
39	2007- 2008	WISH	13	K.Chhnang	MoWA	299	81	380
40	2008	WIND	1	K.Speu	CIAD	12	8	20
41	2008	WISH	1	Phnom Penh	CIAD	15	5	20
42	2008	WIND	2	Kandal	PAD	22	20	42
43	2008	WISCON	4	Phnom Penh	MoLVT-ILO	0	78	78
44	2009	WIND, WISH, WISCON	3	Keb	DOSH	23	43	66
45	2009	WISH	2	Kompot	DOSH	12	32	44
46	2009	WISH	2	Takeo	DOSH	5	40	45
47	2009	WISCON	2	Phnom Penh	DOSH- CCTUF	42	8	50
48	2009	WIND	2	Kompot	PAD	18	32	50
49	2009	WISCON	2	Phnom Penh	DOSH- CCTUF	26	35	111
50	2009	WISCON	4	Siemreap	CCTUF	70	31	101

51	2009	WIND	5	Kandal	PAD	35	79	114
52	2009	WISH	1	Kandal	PAD	22	6	28
53	2009	WISH, WISCON	2	Mondulkiri	DoLVT-MK	30	20	50
54	2009	WIND	3	Preyveng	DoLVT-PV	65	24	89
55	2009	WISH, WIND, WISCON	4	Ratanakiri	DoLVT-RK	52	63	115
56	2009	WIND	4	B.Meanchey	DoLVT-BTM	37	63	100
57	2009	WISH	2	Phnom Penh	DOSH	50	0	50
58	2009	WIND	2	K.Cham	MoLVT-KPC	20	28	48
Total			180			2461	2385	4846