



Ministry of Labour
and Vocational Training

Kingdom of Cambodia
Nation – Religion – King



Korean Occupational Safety
and Health Agency

Cambodia OSH Related Information

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I. OSH Situation in Cambodia

1.1. General Information on OSH

- ❖ Occupational safety and health (OSH) has been identified as an important part of the Ministry of Labor and Vocational Training's 2019-2023 Strategic Plan for Employment and Training Development.
- ❖ The Department of Occupational Safety and Health is an important professional unit in the Ministry of Labor and Vocational Training that implements and addresses occupational safety and health issues at the national level and achieves the above strategic goals.
- ❖ The Department of Occupational Safety and Health has developed the 2nd master plan on occupational safety and health 2018-2022, which paves the way for the development of a national approach that supports occupational safety and health management systems.

1.2. OSH Related Activities by DOSH, MLVT



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graph LR; A[1.2. OSH Related Activities by DOSH, MLVT] --- B[1st Master plan on OSH 2009-2013]; A --- C[2nd OSH Master Plan 2018-2022 and 3rd OSH Master Plan 2023-2027]; A --- D[1st National OSH Profile]; A --- E[2nd National OSH Profile]; A --- F[Guideline on Safety in the use of Chemicals at Work]; A --- G[World day for safety and health]; A --- H[Evaluation on good OSH practice in enterprise];
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1st Master plan on OSH
2009-2013

2nd OSH Master Plan
2018-2022 and 3rd OSH
Master Plan 2023-2027

1st National OSH Profile

2nd National OSH Profile

Guideline on Safety in the
use of Chemicals at Work

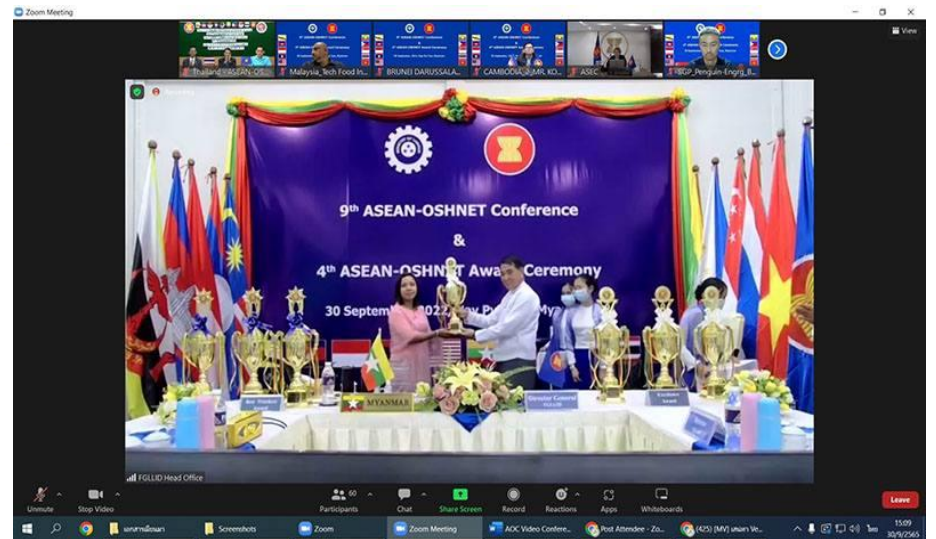
World day for safety and
health

Evaluation on good OSH
practice in enterprise



World Day for Safety and Health
celebration in 2022
There are 700 participants





ASEAN-OSHNET Awards for Excellent
and Best Practices on OSH at the
workplace

1.3. OSH Training Program provided by DOSH

The following are the training program provided by DOSH:

- ❑ OSH training programs for enterprise physicians and safety officers before employment in factories or enterprises;
- ❑ OSH training programs for employers and employee leaders;
- ❑ Collaborated training on OSH-related topics with national and international partners;
- ❑ OSH training programs for SMEs and informal economy workplaces such as WISE, WIND, WINDY, and WISCON.
- ❑ Pre-departure training programs on OSH and health-related issues for Cambodian workers working overseas.

1.3. OSH Training Program provided by DOSH

The curriculum of the training are as follows:

✓ **FOR ENTERPRISE PHYSICIANS**

- The role of the enterprise physicians
- Definition of OSH
- Principles of OSHMs
- Introduction to hazards
- Introduction to risk assessment
- Effective consultation
- Safety culture and Occupational Health

✓ **WORKERS, SHOPS STEWARDS AND UNION**

- Chemical safety
- Fire safety
- Lifting Safety
- First-aid training
- the design of the training curriculum is depending on the characteristics of the factories or enterprises and employers' proposal

1.3. OSH Training Program provided by DOSH

The curriculum of the training are as follows:

✓ **WISE, WIND, WINDY AND WISCON**

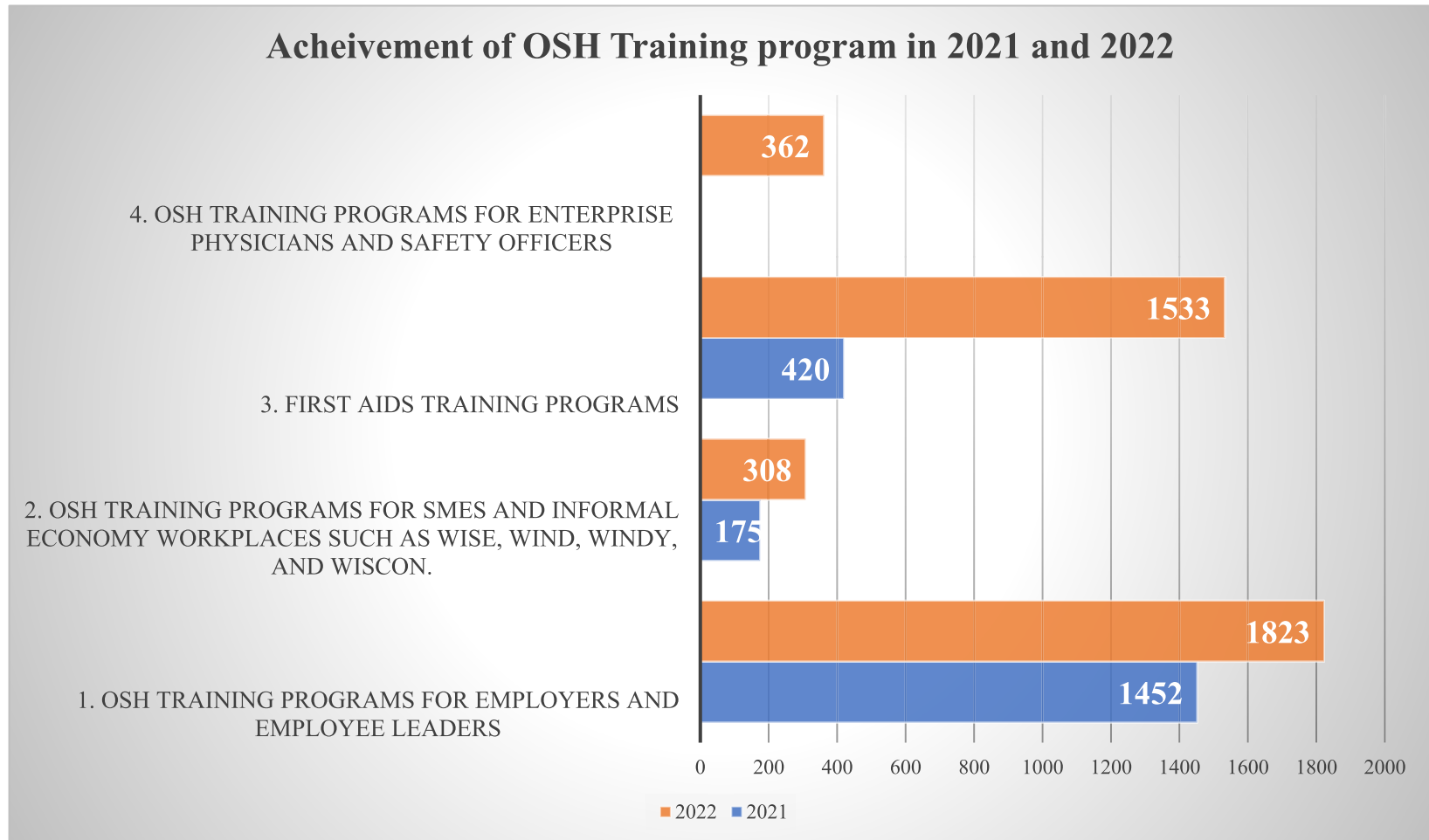
- Based on the ILO training tools for WISE, WIND, WINDY and WISCON
- Participatory Action-Oriented Training (PAOT), support the workplace initiatives based on the action checklist exercises and self-improvement approaches
- Use low-cost improvement to improve the workplaces
- Identify the priority and share the good practices on OSH at the workplaces among participants

✓ **COOPERATED TRAINING**

- Under the collaboration with national and international agencies for capacity building of the officials
- the topic of the training is based on the needs of the training and new initiatives for capacity building
- Cooperated international agencies such as ILO, KOSHA, NIOSH of Malaysia,

1.3. OSH Training Program provided by DOSH

The curriculum of the training are as follows:





II. Industry Trends & Characteristics

2.1. Industries in Cambodia: Sectors, Types, Number

10.2

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Number of small and medium establishment and handicraft

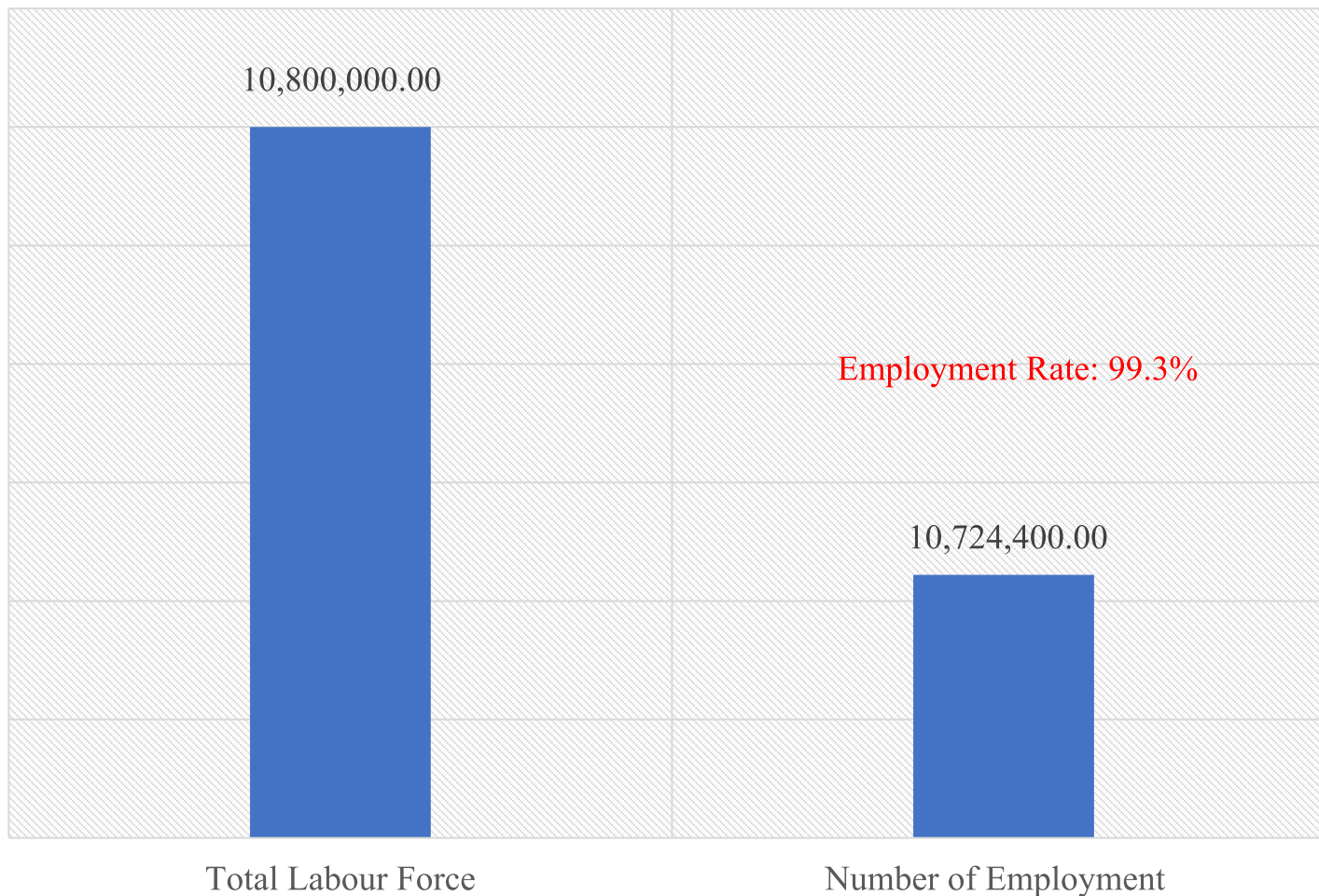
| Items | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|---------------|---------------|---------------|--------------|--------------|---------------|
| Total | 38,459 | 38,562 | 38,933 | 1,518 | 1,638 | 49,949 |
| Food and beverage tobacco | 30,880 | 30,975 | 31,291 | 117 | 137 | 41,817 |
| Textile and production of leather | 1,823 | 1,823 | 1,828 | 1,031 | 1,092 | 245 |
| Wood product except furniture | - | - | - | - | - | - |
| Manufacturing of paper and paper and printing product | 68 | 68 | 70 | 40 | 46 | 106 |
| Chemical and rubber production | 292 | 294 | 324 | 104 | 117 | 478 |
| Manufacturing of non-metallic | 1,104 | 1,108 | 1,127 | 36 | 40 | 1,511 |
| Manufacturing of basic metal | 11 | 11 | 11 | 108 | 119 | 55 |
| Manufacturing of recycling metal | 2,406 | 2,408 | 2,407 | 36 | 38 | 3,232 |
| Other manufacturing | 1,875 | 1,875 | 1,875 | 46 | 49 | 2,505 |

Source: Ministry of Industry and Handicraft

Source: Statistical Yearbook of Cambodia 2021, Ministry of Planning

2.2. Cambodian Labor Workforce

Figure 1: Employment Status of Cambodian Workforce in 2022



2.2. Labor Force

Figure 2: Total Labour Workforce categorized by status

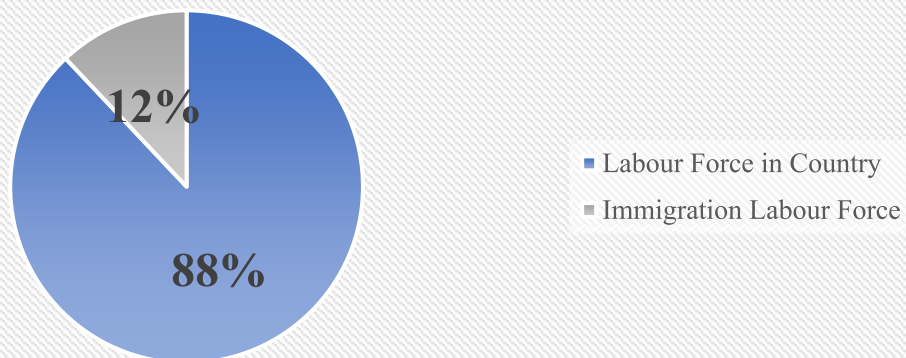
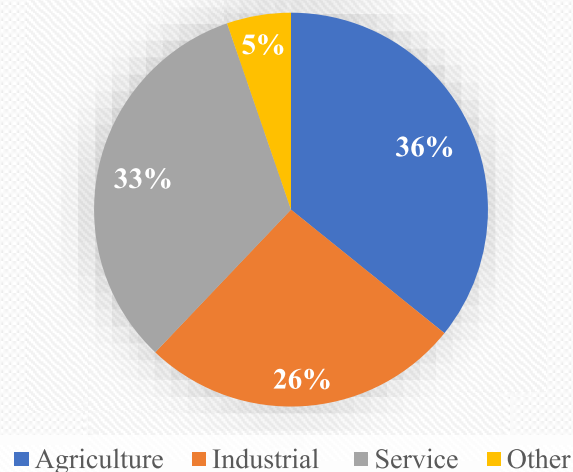


Figure3: Labour force in Country divided by sectors in 2022

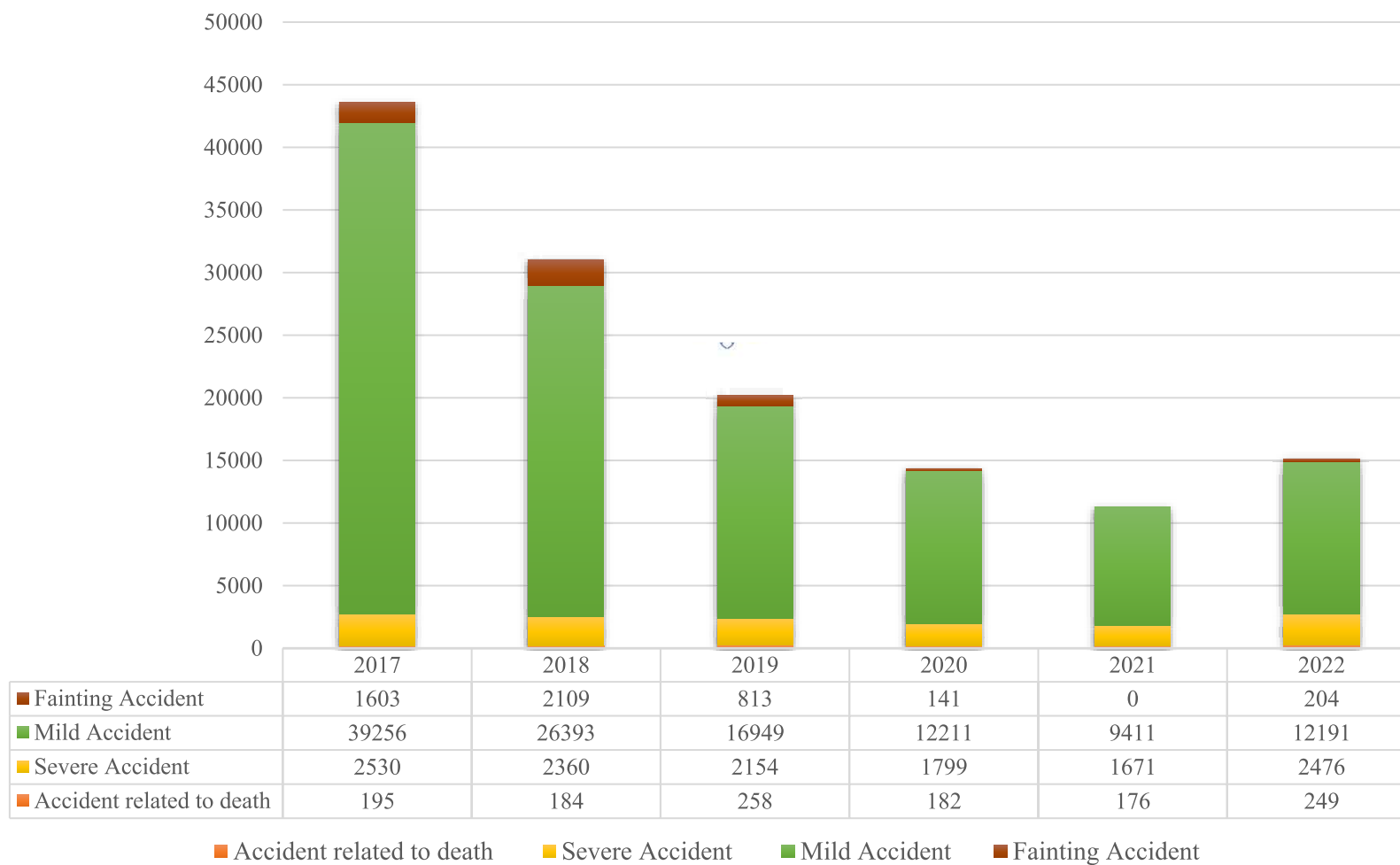




III. Occupational Accident Statistic & Type

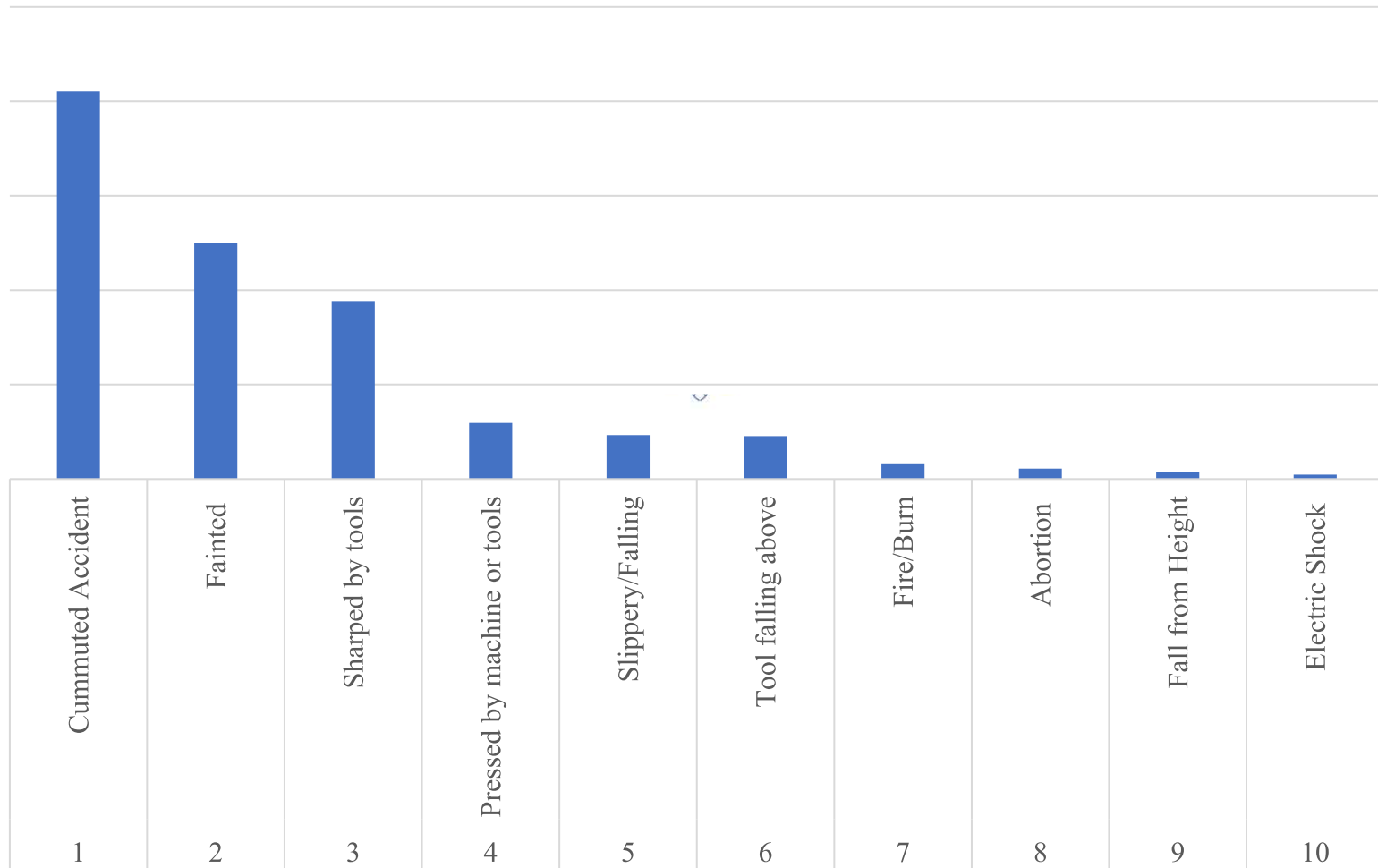
3.1. Statistic of Work-related Accidents

Figure4: Progression of Occupational related accident in Cambodia between 2017 to 2022



3.2. Types of Work Accidents

Top 10 work accident at workplace from 2017 to 2020





IV. Challenges and Way Forward

Challenges and Way forward

1. Lack of human resources in the field of OSH such as OSH professionals, Occupational physicians, toxicologists, occupational hygienists, and safety engineers.
 - Limitation of legal enforcement related to Occupational Safety and Health (OSH). National OSH Act is yet in place, for the protection of worker occupational safety and health.
2. Lack of practical understanding of OSH
 - Not only theoretical training but also practical that needs to be in place in order to comprehend OSH capacity.
3. OSH Management System at the workplace is not yet in place for improving the working conditions.
4. Limitations on the utilization of data management and reporting system
 - Reporting system is not available to apply nationwide, and limited reporting data.

Challenges and Way forwards



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THANK YOU

MLVT and KOSHA