



OSH Inspection System in Cambodia

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Geography

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- ▶ Cambodia is a country in mainland South-east Asia, Bordering Thailand, Laos, Vietnam
- ▶ Area : 181,035Km²
- ▶ Population : Over 15 million
- ▶ Religion : 95% Buddhism
- ▶ Manufacturing : Garment factory 1,150 and Non Garment factory 10,824
- ▶ Total of Workers 1,305,233



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 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

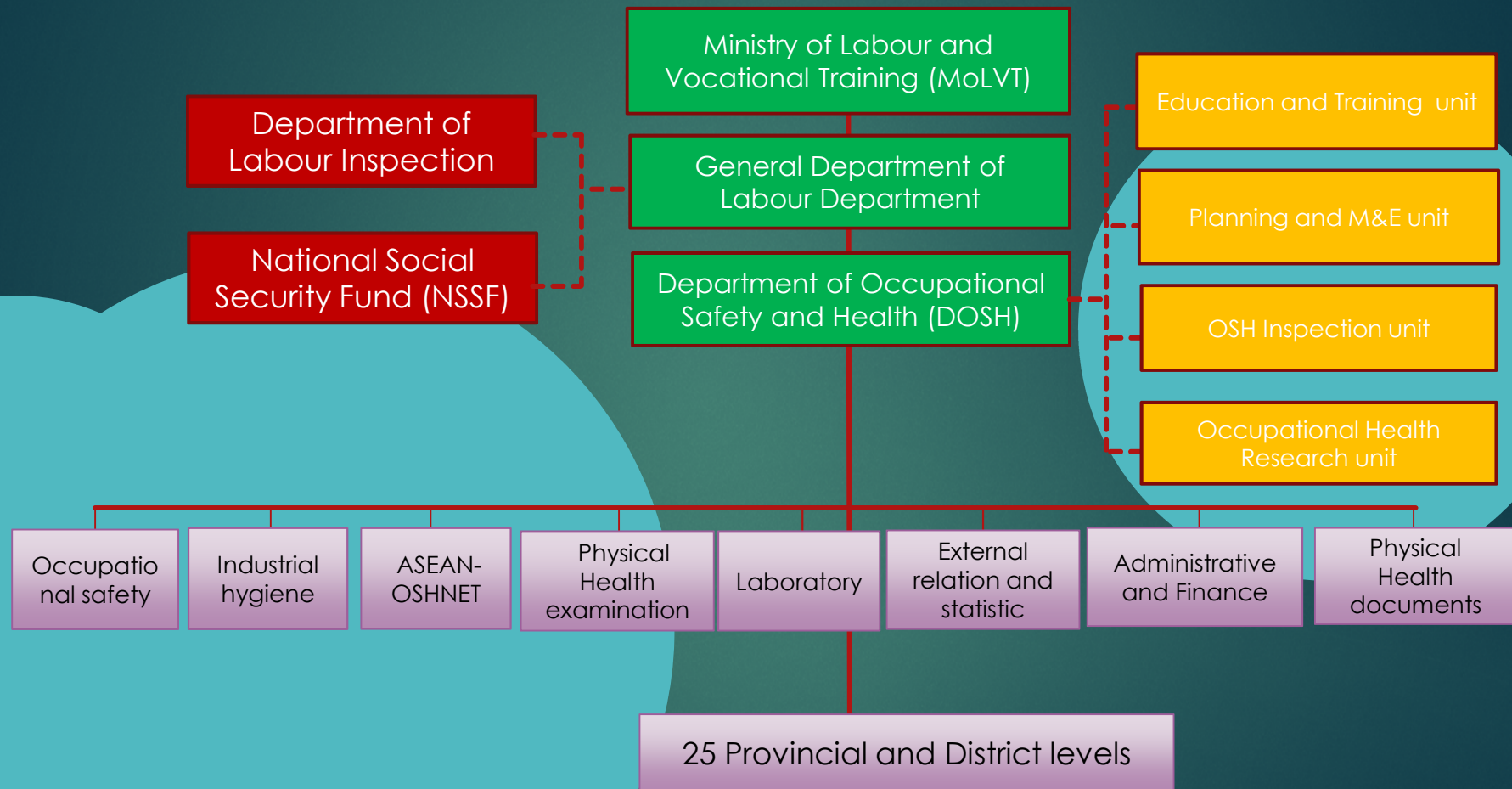
Employers

Employees

NGOs

Organizational Structure

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The History of Labour Inspection

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- ▶ Labour inspection was reformed to joint labour inspection in 2016 which was composed of 8 departments of ministry of labour and Vocational Training
- ▶ Labour Inspection department, OSH department, child labour department, NSFF, Labour dispute department, Apprenticeship department, the committee for strike and demonstration resolution, and TVET.

Functions/Roles of OSH inspectors

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- Enforcement of labour law and regulations concerning OSH
- To provide the technical information and advices to employers and workers compliance with OSH legislation
- Protection of workers by ensuring the working environment has an adequate and appropriate OSHMs at workplaces
- Investigation of work-related accidents at workplace and measures to prevent the accident
- Enforcement of inspection system shall provide for adequate penalties for violations of the laws and regulations

Training for OSH Inspector in Cambodia

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- Labour law and ministerial regulations
- Labour Inspection code of conduct
- Checklist orientation and guideline
- Inspection conduction and preparation
- Understanding the Basic of OSH
- OSH Management at workplace
- OSH instrument usages and data interpretation
- Safety policies and standards
- Capacity building to enhance a professional and knowledge on OSH fields in the country and abroad

Existing Legislation and Regulation on OSH

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- Labour law, Chapter VII 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
- OSH Master Plan
- Inspection code of conduct
- The brochure on inspection conduction and benefit

Planning: to establish the National Labour Institute

The scope and coverage of DOSH

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- Every enterprise or establishment of industries such as Commerce, crafts ,Land or water transportation, whether public, semi-public or privates, agriculture, services, mining, constructions..etc
- **Inapplicable**: judiciary, public services, domestics or household servants and personnel serving in the air and maritime transportation who are governed by a special regulation (article1 of Labour Law)

Inspection Procedures

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- MoLVT will transform to electronic report and database management System

1-Schedules preparation

2-Announcement letter to the factory

3-Inspection based on schedule

4-Environmental assessment in workplace

5-Meeting with parties

6-On-site report

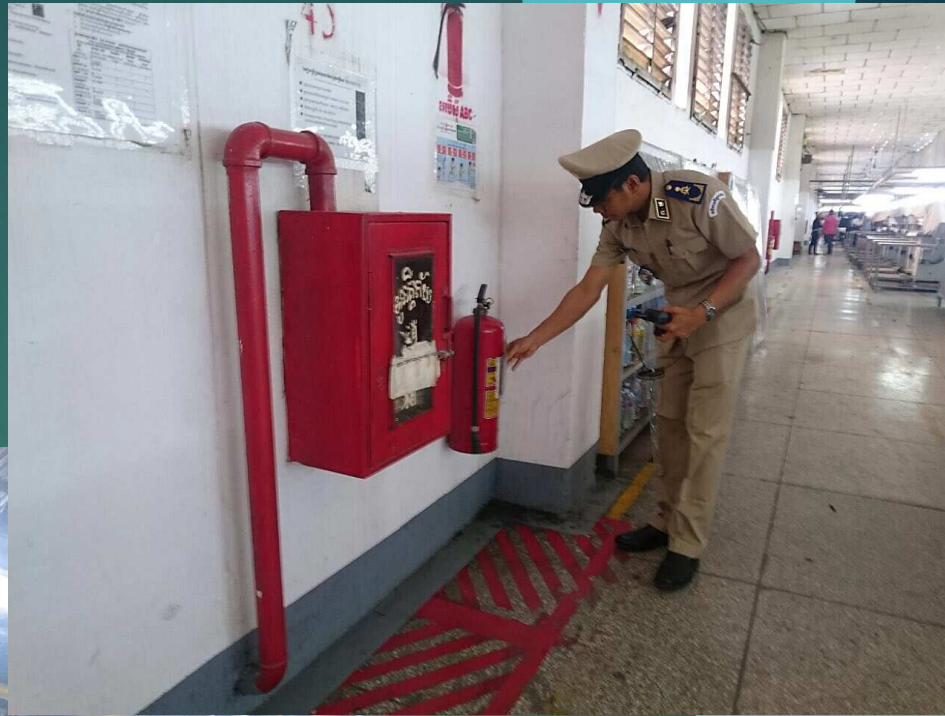
- Employee side: asking for information related to labour and OSH conditions;
- Employer side: inform the inspection findings (advices) and feedbacks from employer representatives;
- Issue notable letter if the finding points is not follow the labour law and ministry orders.

- Using a checklist
- Walking survey in each work stations;
- using environmental instruments, taking photos;
- using inspection checklist.

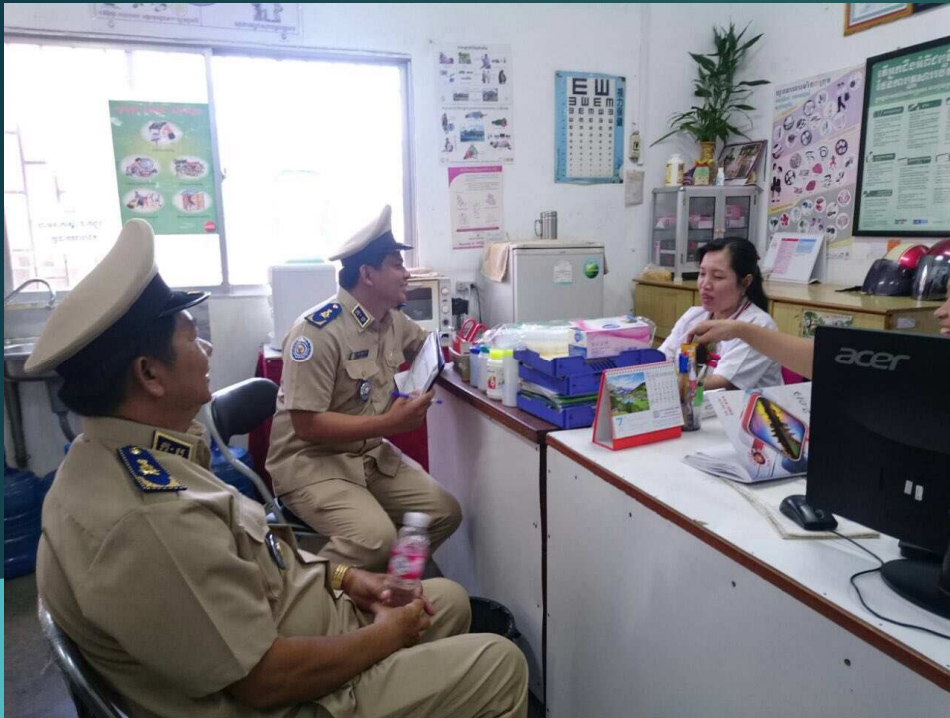


Workplace Inspection





Workplace Inspection



Workplace Inspection





Accident Investigation
Boiler explosion

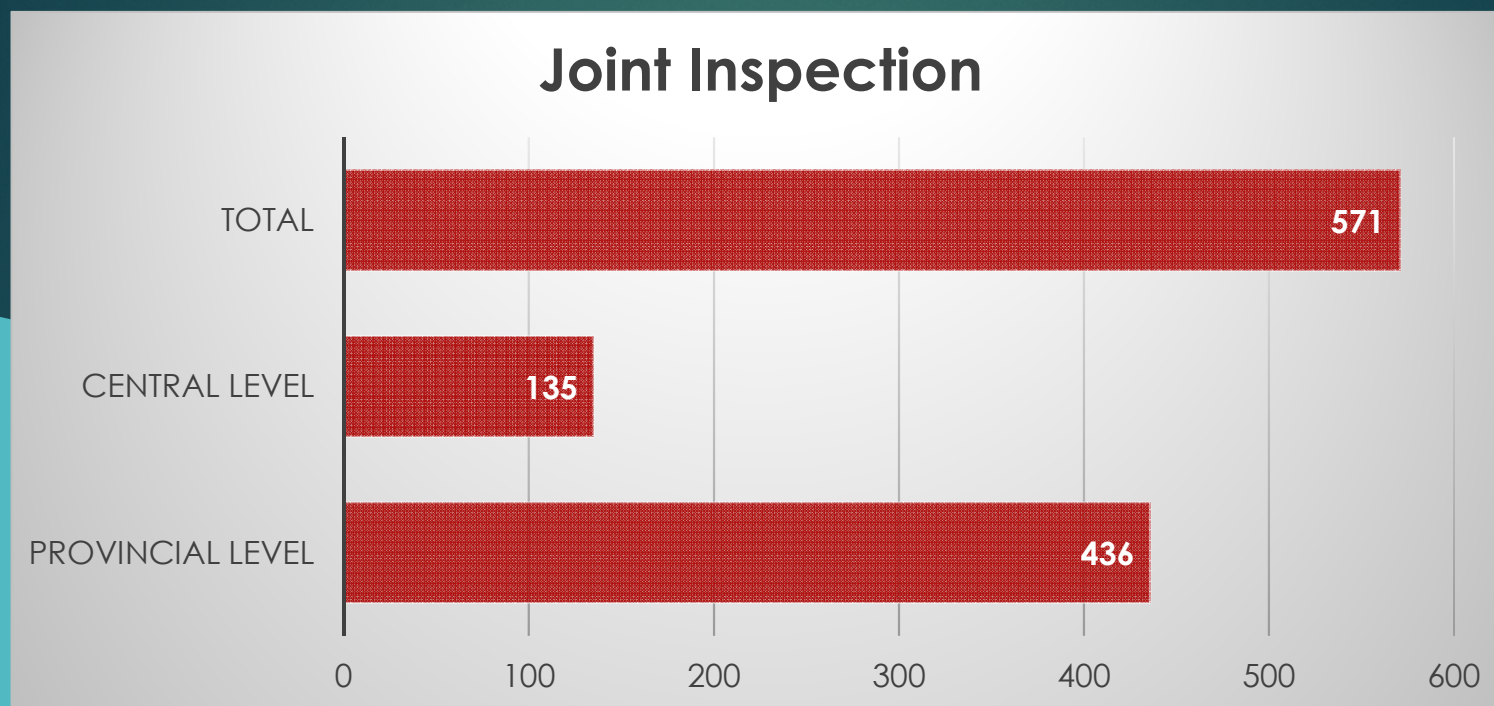




Boiler Investigation

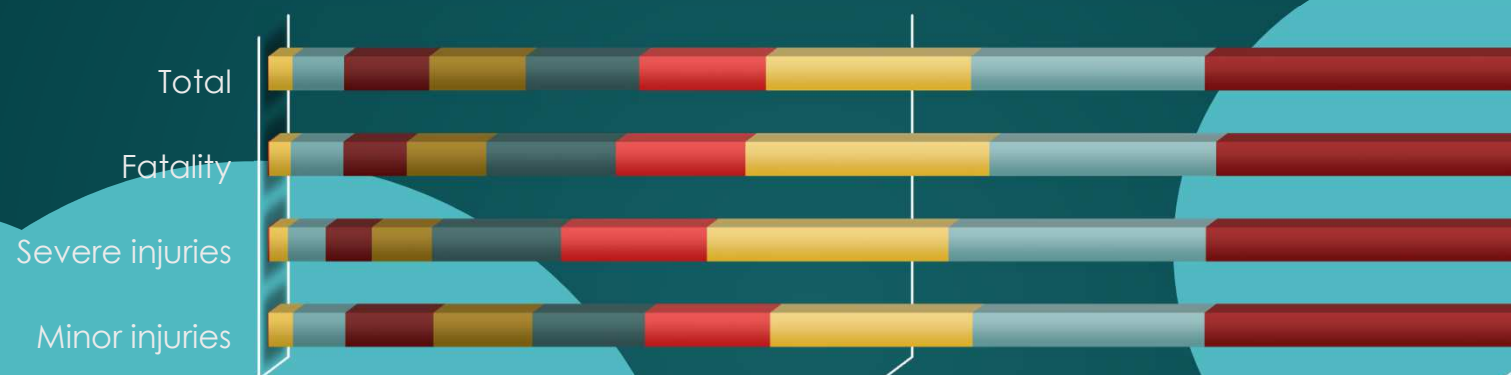
Number of Joint Labour inspectors

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Source: Annual report of Labour Inspection in 2017

Existing Annual Reports/Data statistics on Health and Safety in Cambodia



	Minor injuries	Severe injuries	Fatality	Total
2008	91	15	1	107
2009	3,355	176	16	3,547
2010	7,214	358	39	7,611
2011	12,084	440	47	12,571
2012	13,603	571	59	14,233
2013	15,452	1,227	96	16,775
2014	17,216	1,387	96	18,699
2015	27,804	2,296	181	30,281
2016	31,899	2,446	168	34,513
2017	42,716	2,944	222	45,882

Source: NSSF, Report on Ten Year Achievements 2008-2017 and Action Plans 2018

Challenges

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- ▶ Lack of legislation and safety standard to do inspection
- ▶ The number of OSH inspectors are inadequate to enforce the law and the economic growth
- ▶ Limitation of knowledge and professional on OSH to inspection in construction and mining sectors
- ▶ Lack of inspection instruments to assess and evaluate the risks arising at workplace
- ▶ Inspection System is under development without national training and accreditation

Way Forwards

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- ▶ To establish OSH act and more regulations
- ▶ To create the National training programmes for OSH inspector recognized by national and international
- ▶ To extend OSH inspection in construction and mining sectors
- ▶ To improve the working conditions at workplace through national committee of OSH
- ▶ To increase the number of OSH inspectors and OSH professors through capacity building, collaborated training programmes and national labour institute.

Thank you

Q & A

