



Kingdom of Cambodia

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The First Occupational Safety and Health Master Plan

2009 – 2013

Ministry of Labour and Vocational Training

Publication funded by ILO/Korea

Partnership Programme



International Labour Organization

**The First
Occupational Safety and Health Master Plan
2009 – 2013**

Ministry of Labour and Vocational Training

April 2009

PREFACE

The Kingdom of Cambodia has been carrying out economic and social rehabilitation and development in line with the Government's Rectangular Strategy for growth and employment equity and efficiency in Cambodia at the goal of poverty reduction.

In parallel with the Government strategy, Ministry of Labour and Vocational Training is implementing its strategic plan (2006-2010) aiming at skill development, job creation, setting up a national social security system and ensuring better working conditions and safe workplaces for all workers.

To promote the safety and health of Cambodian workers, the Ministry through its supporting Department of Occupational Safety and Health has developed the first OSH Master Plan 2009-2013 with the technical support of the International Labour Organisation (ILO). The Plan is developed with the tripartite consultation. It contains the following priority areas: strengthening national OSH systems; improving safety and health inspections and compliance; promoting OSH activities by employers' and workers' organizations; implementing special programmes for hazardous occupations; extending OSH protection to small enterprises, and informal and rural workplaces; and promoting collaborative actions with hazardous child labour and HIV/AIDS projects and activities.

I would like to express my sincere appreciation to the ILO through ILO/Korea Partnership Programme and all the partners for their contribution and inputs to make the First OSH Master Plan of Cambodia come to light.

I firmly hope that the Plan will be used as a roadmap for OSH activities and support employers and workers to everlastingly improve the safety and health at work in Cambodia.

Phnom Penh, 20 April 2009

(Signature and stamp)

Vong Sauth
Minister of Labour and Vocational Training

Adoption of the 1st Occupational Safety and Health Master Plan of Cambodia (2009 – 2013)

The Ministry of Labour and Vocational Training of Cambodia resolves:

1. To adopt “the 1st Occupational Safety and Health Master Plan of Cambodia (2009-2013)”.
2. To assign Department of Occupational Safety and Health, Ministry of Labour and Vocational Training to be responsible for promoting the implementation of the Plan.
3. To promote cooperation among the government, workers and employers for achieving the goals set in the Programme.

Phnom Penh, 20 April 2009

(Signature and stamp)

Vong Sauth
Minister of Labour and Vocational Training

The 1st Occupational Safety and Health Master Plan of Cambodia (2009 – 2013)

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 t work;**
- **Providing adequate OSH protection and training to all worker; and**
- **Assisting all workplaces in establishing effective occupational safety and health management systems.**

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Introduction

The Ministry of Labour and Vocational Training of Cambodia, through its Department of Occupational Safety and Health, developed the 1st Occupational Safety and Health (OSH) Master Plan of Cambodia in consultation with workers' and employers' representatives. The Master Plan was prepared referring to ILO Promotional Framework for OSH Convention (No 187, 2006).

The Cambodian government places a highest priority to improve people's quality of life. Ensuring safe, healthy and productive working environments is a prerequisite for this purpose. Cambodia needs to redesign stronger national OSH systems in order to provide adequate OSH protection to all workers.

The Ministry of Labour and Vocational Training through the Department of Occupational Safety and Health has updated OSH regulatory frameworks and initiated many new OSH training programmes for workers, employers and government inspectors. The ILO, ASEAN-OSHNET, and other agencies, through their international cooperation programmes, have provided useful inputs for these developments.

The Master Plan was developed based on these recent achievements and positive experiences in OSH in Cambodia and identified six priority action areas:

Action 1: Strengthen national OSH systems;

- 1-1. Enact and study essential OSH regulations,
- 1-2. Strengthen government OSH networks between central, provincial and workplace levels,
- 1-3. Develop tripartite consultation mechanisms,
- 1-4. Establish enterprise level OSH systems,
- 1-5. Disseminate practical OSH information and training,
- 1-6. Apply ILO OSH standards and prepare possible ratifications,
- 1-7. Promote inter-ministerial and inter-agency cooperation,
- 1-8. Promote international technical cooperation.

Action 2: Improve safety and health inspection and compliance with Labour Law;

- 2-1. Strengthen safety and health inspection capacities,
- 2-2. Increase inspection coverage,
- 2-3. Plan and implement strategic inspection in safety and health,
- 2-4. Strengthen work-related accident investigation and injury reporting systems.

Action 3: Promote OSH activities by employers' and workers' organizations;

- 3-1. Support employers to meet international business requirements in OSH,
- 3-2. Help trade unions to extend OSH protection activities,
- 3-3. Promote dialogue and cooperation in OSH between workers and employers.

Action 4: Implement special programmes for hazardous occupations;

- 4-1. Improve compliance and training in various types of construction,
- 4-2. Improve safety and health in mining,
- 4-3. Identify high-risk occupations to provide special protection measures.

Action 5: Action 5: Extend OSH protection to small enterprises, and rural and informal economy workplaces;

- 5-1. Promote WISE and WISH training programmes for small enterprises and home workers,
- 5-2. Network small enterprises and home workers for exchanging OSH information and experiences,
- 5-3. Promote OSH training for farmers.

Action 6: Action 6: Promote collaborative actions with hazardous child labour and HIV/AIDS projects for stronger compliance;

- 6-1. Eliminate hazardous child labour,
- 6-2. Enforce Prakas No. 086 concerning the Creation of the HIV/AIDS Committee in Enterprises and Establishments and Managing HIV/AIDS in the Workplace,
- 6.3 Promote cooperation between OSH and HIV/AIDS activities.

The Master Plan serves as the committed roadmap of the Ministry of Labour and Vocational Training in order to create safe and healthy work environments for all workers. Progress of the Master Plan will be monitored periodically to identify the better ways for effective implementation.

The First Occupational Safety and Health Master Plan of Cambodia (2009 – 2013)

Action 1: Strengthen national OSH systems

Actions	Rationale	Strategies	Targets
1-1.Enact and study essential OSH regulations	Cambodian legal frameworks in OSH are still weak and need strengthening targeting priority occupations.	<ul style="list-style-type: none"> - To develop two more parkas on inspection and construction safety as priorities; - To refer to practical experiences of ASEAN and other countries; - To use ILO Conventions on Labour Inspection Convention (No. 81), and Safety and Health in Construction (No 167), as guidelines. - To identify other priority OSH areas for strengthening legal frameworks. 	<ul style="list-style-type: none"> - A new Prakas on labour inspections enacted; - A new Prakas on OSH in construction enacted.
1-2. Strengthen government OSH networks between central, provincial and workplace levels	Government OSH networks between the central and provincial levels are weak. Reporting mechanisms and information sharing systems need to be strengthened for effective OSH administration at provincial level.	<ul style="list-style-type: none"> - To build functioning reporting systems and hold regular meetings on OSH between central, provincial and local labour staff; - To train provincial labour officers and inspectors on OSH legislation and practices. 	<ul style="list-style-type: none"> - All provincial labour officers trained in OSH; - OSH developments and information regularly communicated between central, provincial and workplace levels; - Occupational accidents and diseases regularly reported from workplace, provincial level to the central level.
1-3. Develop tripartite consultation mechanisms	Tripartite cooperation in OSH in Cambodia is strong. This good practice should be officially recognized. Tripartite	<ul style="list-style-type: none"> - To discuss with tripartite representatives the preparation of a tripartite OSH council; - To set up the council and appoint 	<ul style="list-style-type: none"> - National tripartite OSH council established and functioned.

Actions	Rationale	Strategies	Targets
	consultation meetings must be organized periodically and advise the government to develop coherent OSH policies and programmes.	tripartite council members; - To officially recognize the council as the highest-level OSH advisory body to the government.	
1-4. Establish enterprise level OSH systems	Functioning enterprise-level OSH systems to assess and reduce accident and injury risks effectively. The government encourages employers and workers to establish functioning enterprise-level OSH systems.	- To set up guidelines to support functioning OSH committee activities of the enterprise; - To develop and implement a training programme for industrial physicians.	- OSH committees well functioned at enterprise levels; - Model industry physician systems established and functioned.
1-5. Disseminate practical OSH information and training	Cambodia needs to promote public awareness in OSH through national campaigns and information dissemination.	- To annually organize National OSH Day on 28 April in line with ILO's World Day on OSH; - To promote provincial and enterprise Level participation to National OSH Day; - To mobilize mass-media to promote public awareness in OSH and disseminate OSH good practices in Cambodian workplaces; - To publish easy-to-read OSH materials and publicize practical OSH information through webs.	- National OSH Day campaign established as a regular nation-wide activity in coincidence with the World Day on OSH on 28 April; - High Level Participation to the National OSH Day ensured; - OSH promotional leaflets produced and websites developed.
1-6. Apply ILO OSH standards and prepare for ratifications	ILO OSH conventions and other instruments provide updated international OSH standards. National OSH policy and programmes fully refer to relevant ILO conventions and	- To study and review ILO OSH instruments and use them in order to upgrade Cambodian OSH legislative frameworks; - To organize seminars and workshops to apply key ILO OSH	- Key ILO OSH instruments useful for immediate OSH needs in Cambodia applied including; Labour Inspection Convention (No. 81), Working Conditions in

Actions	Rationale	Strategies	Targets
	instruments as practical guiding documents.	instruments in Cambodian workplaces.	Plantations Convention (No. 110), Safety and Health Convention (No.155), Safety and Health in Construction Convention(No 167), Safety and Health in Agriculture Convention (No 184), Promotional Framework for OSH Convention (No 187) or ILO Guidelines on OSH Management Systems (ILO-OSH 2001).
1-7. Promote inter-ministerial and inter-agency cooperation	Different ministries and agencies as well as MOLVT support OSH activities in specific industries or groups. These ministries and agencies need to work together for effectively extending practical OSH protection to different industries and workplaces.	<ul style="list-style-type: none"> - To identify ministries and agencies (government and non-government) working in OSH fields in Cambodia; - To hold regular coordination meetings to exchange experiences and promote joint programmes; - To organize joint OSH events such as seminars and training workshops. 	<ul style="list-style-type: none"> - Cooperation and coordination among different ministries and agencies established and promoted for OSH; - Joint programmes targeting selected workplaces such as home workers, agriculture, or construction promoted and implemented.
1-8. Promote international technical cooperation	Cambodia needs practical OSH measures to strengthen national OSH systems. It is important to promote technical cooperation and exchanges with other countries, especially with ASEAN countries.	<ul style="list-style-type: none"> - To identify successful examples in international technical cooperation from the past experiences and on-going efforts; - To use the successful cooperation measures to support effective implementation of the OSH Master Plan; - To actively participate in ASEAN- 	<ul style="list-style-type: none"> - International technical cooperation with ASEAN, ILO and other partners enhanced strategically; - OSH Master Plan implementation supported through international technical cooperation; - Practical Cambodian OSH

Actions	Rationale	Strategies	Targets
		<p>OSHNET meetings and present OSH achievements in Cambodia;</p> <ul style="list-style-type: none"> - To periodically review on-going international cooperation programmes to confirm their progress and achievements. 	<p>experiences recognized in ASEAN OSHNET and shared with other ASEAN countries.</p>

Action 2: Improve safety and health inspection and compliance with the Labour Law

Actions	Rationale	Strategies	Targets
2-1.Strengthen safety and health inspection capacities	Safety and health inspection capacities are still lean, in particular at provincial level. It is time to develop a nation-wide, functioning safety and health inspection systems.	<ul style="list-style-type: none"> - To review and analyze current situations of inspection in different provinces; - To prepare technical guidelines for effective inspection; - To upgrade inspection means; - To improve inspector recruitment systems and training programmes. 	<ul style="list-style-type: none"> - Legal power and roles of inspectors clarified; - Recruitment and training systems of inspectors established; - Inspection means and reporting formats improved.
2-2.Increase safety and health inspection coverage	Inspectors cover limited workplaces, and need to expand their inspection coverage to increase compliance of Labour Law.	<ul style="list-style-type: none"> - To extend inspection to more workplaces, in particular to small and medium-sized enterprises and informal economy workplaces such as home workplaces or agricultural farms; - To review past achievements and good practices to reach informal economy workplaces and use these experiences for planning inspection. 	<ul style="list-style-type: none"> - Selected small and medium-sized enterprises, and informal and rural economy workplaces inspected; - Action plans developed to increase inspection coverage.

Actions	Rationale	Strategies	Targets
2-3. Plan and implement strategic inspection in safety and health	Inspectors shall plan and design their inspection activities in a strategic manner in order to produce maximum impacts.	<ul style="list-style-type: none"> - To identify priority industries and workplaces by provinces; - To develop and implement annual inspection plans which are achievable by using available resources; - To review and analyze inspection results annually. 	<ul style="list-style-type: none"> - Priority industries and workplaces for inspection identified by provinces; - Strategic inspection plans developed and implemented; - Annual reports on inspection results published.
2-4. Strengthen work-related accident investigation and reporting systems	Many work-related accidents and injuries happening in Cambodian workplaces are not properly reported to MOLVT. Improving accident investigation and reporting systems is important to establish accident prevention strategies and provide appropriate compensation for injured workers.	<ul style="list-style-type: none"> - To develop accident reporting formats and ensure that all employers know it through labour inspection and campaign activities; - To establish and implement accident investigation procedures by inspectors referring to ILO Convention, No 81 (labour inspection); - To collect and analyze accident information and publish injury statistics; - To cooperate with the National Social Security Fund (NSSF) to ensure that injured workers can get adequate compensation. 	<ul style="list-style-type: none"> - Monthly report of work-related accidents and diseases developed and publicized; - Coverage of the reporting systems gradually improved; - Accident investigation results used for reducing safety and health risks; - Adequate compensation provided for injured workers in cooperation with the National Social Security Fund (NSSF).

Action 3: Promote OSH activities by employers' and workers' organizations

Actions	Rationale	Strategies	Targets
3-1.Support employers to meet international business requirements in OSH	Cambodian employers need practical OSH activities and guidelines to increase their	<ul style="list-style-type: none"> - To link OSH activities to productivity enhancement and other management goals; 	<ul style="list-style-type: none"> - Knowledge and practice on OSH by Cambodian employers increased;

Actions	Rationale	Strategies	Targets
	business competitiveness in globalizing economies.	<ul style="list-style-type: none"> - To introduce ILO OSH instruments as useful guidelines for businesses; - To organize OSH seminars to meet employers' needs. 	<ul style="list-style-type: none"> - OSH action plans developed by employers and their organizations.
3-2. Help trade unions to extend OSH protection activities	Trade unions have direct access to many workers and can reach vulnerable groups of workers. MOLVT should continue to work with trade unions in extending adequate OSH protection.	<ul style="list-style-type: none"> - To train trade union OSH trainers; - To assist trained trade union trainers in organizing OSH activities. 	<ul style="list-style-type: none"> - Difficult-to-reach and vulnerable groups of workers trained by trade union OSH trainers; - OSH training and activities planned and implemented by trade unions.
3-3. Promote dialogue and cooperation in OSH between workers and employers	Workers and employers need to work together to realize safe and healthy workplaces. Worker's participation is essential for upgrading OSH standards.	<ul style="list-style-type: none"> - To plan and implement joint OSH campaigns and training activities; - To promote joint OSH activities at enterprise level including OSH committees and campaigns; - To reflect workers' and employers' views to national OSH policy developments. 	<ul style="list-style-type: none"> - Employer-worker cooperation enhanced in OSH activities; - Workers' participation promoted by employers; - Workers and employers constantly contributed to national OSH policy developments.

Action 4: Implement special programmes for hazardous occupations

Actions	Rationale	Strategies	Targets
4-1. Improve compliance and training in various types of construction	Construction businesses are rapidly growing in Cambodia. Construction workers are facing serious safety and health risks and need urgent protection. Many	<ul style="list-style-type: none"> - To develop a new Prakas on OSH in construction (See Action 1-2); - To strengthen labour inspection to construction sites as a high priority - To extend WISCON training 	<ul style="list-style-type: none"> - A new Prakas on OSH in construction enacted; - Strategic inspection plans for construction developed and implemented;

Actions	Rationale	Strategies	Targets
	of construction workers are migrants from rural areas and have no training in OSH.	<ul style="list-style-type: none"> programme to more construction workers; - To apply ILO Safety and Health in Construction Convention, No 167. 	<ul style="list-style-type: none"> - More workers trained by Cambodian WISCON trainers.
4-2. Improve safety and health in mining	Mining (iron, gold, aluminum, etc.) has significant accident risks. Workers and employers in mining urgently need special programmes for improving safety and health standards.	<ul style="list-style-type: none"> - To select high-risk mining workplaces, assess safety and health risks, and design improvement programmes; - To train workers and employers in mining about practical OSH improvement measures; - To use ILO Convention, No 176, on Safety and Health in Mining as practical guidance. 	<ul style="list-style-type: none"> - Government action programme in OSH in mining developed; - Guidance and information materials on OSH in mining set up referring to ILO standard; - Employers and workers in mining trained about practical OSH measures.
4-3. Identify high-risk occupations to provide special protection measures	There are enterprises that use hazardous chemicals or explosives and may cause major industrial accidents. They need to be registered and establish procedures to reduce such accident risks.	<ul style="list-style-type: none"> - To collect the information through provincial labour offices on high-risk occupations and map them out; - To examine safety, health risks through provincial labour inspectors; - To take necessary measures including banning of such high-risk activities, or enforcing specific measures to reduce risks. 	<ul style="list-style-type: none"> - High-risk workplaces clarified and appropriate protection measures taken; - These workplaces inspected regularly by labour inspectors.

Action 5: Extend OSH protection to small enterprises, and rural and informal economy workplaces

Actions	Rationale	Strategies	Targets
5-1.Promote WISE and WISH training programmes for small enterprises and home workers	Small enterprises and home workplaces (cottage enterprises) provide employment and income opportunities to many workers. They are facing a number of safety and health risks and need practical assistance for improvements.	<ul style="list-style-type: none"> - To train inspectors and others as WISE and WISH trainers; - To help employers' organizations and trade associations promote WISE and WISH training; - To promote cooperation with workers' organizations and NGOs in order to reach more small enterprises and home workplaces. 	<ul style="list-style-type: none"> - WISE and WISH trainers developed in selected provinces; - WISE and WISH training carried out by trained trainers; - Low-cost improvements implemented by trained small enterprises and home workers.
5-2. Network small enterprises and home workers for exchanging OSH information and experiences	Small enterprises and home workplaces have practical experiences in improving jointly OSH and productivity. The positive workplace experiences should be actively exchanged and shared.	<ul style="list-style-type: none"> - To promote exchanging practical OSH experiences among small enterprises owners and workers and home workers; - To develop ready-to-use OSH information materials for small enterprises and home workplaces. 	<ul style="list-style-type: none"> - Workshops for exchanging practical OSH experiences in small enterprises and home workers organized; - Practical OSH improvement information disseminated.
5-3. Promote OSH training for farmers	OSH risks are increasing in agriculture and Cambodian farmers need stronger and practical OSH protection measures. Cambodia already has successful WIND training experiences which should be actively shared and expanded.	<ul style="list-style-type: none"> - To help existing WIND trainers organize more WIND training; - To develop easy-to-read information and training materials (photo sheets, success story booklets); - To cooperate with workers' and employers' organizations, and NGOs for extending WIND training. 	<ul style="list-style-type: none"> - WIND programmes extended to more provinces and villages; - Many low-cost improvement examples developed and shared; - WIND training incorporated at provincial level to support WIND trainers.

Action 6: Promote collaborative actions with hazardous child labour and HIV/AIDS projects for stronger compliance

Actions taken	Rationale	Strategies	Targets
6-1. Eliminate hazardous child labour	Many children still work in Cambodia and face significant safety and health risks. Child workers aged below 15years old must stop work, and those between 15 – 17 years old need strong measures to eliminate hazardous work and need adequate OSH protection. Cambodia should fully implement ILO Convention on Elimination of Worst Forms of Child Labour (No. 182).	<ul style="list-style-type: none"> - To map out workplaces where child workers between 15 – 17 years work; - To apply the existing list of hazardous child labour that needs prohibition or strong protection measures; - To link OSH activities to ILO IPEC (International Programme on Elimination of Child Labour) projects. - To develop practical OSH measures for child workers to protect them from accidents and injuries. - To strengthen existing child labour monitor networks for stronger protection. 	<ul style="list-style-type: none"> - Child labour under 15 years old eliminated. - Child workers between 15 – 17 years old protected and their safety and health risks adequately managed; - Action-oriented training programmes and other protection measures for child workers developed and implemented.
6.2. Enforce Prakas 086/06 on the creation of HIV/AIDS committee in Enterprises and Establishments and managing HIV/AIDS in the workplace	Creation of HIV/AIDS Committee in enterprises and the preventive mechanism in the workplace are extremely important to continue to develop workplace response to HIV/AIDS.	<ul style="list-style-type: none"> - To establish the Tripartite Coordination Committee (TCC) with a mandate to promote the implementation of the Prakas. - To provide technical support to enterprises to establish and function the HIV/AIDS committee. - OSH inspection 	<ul style="list-style-type: none"> - The TCC established and functioned. - Implementation of the Prakas monitored and evaluated, - HIV/AIDS committees at enterprise level established and functioned

Actions	Rationale	Strategies	Targets
6-3. Promote cooperation between OSH and HIV/AIDS activities	OSH and HIV/AIDS project activities can make synergy by helping each other at the workplace level.	<ul style="list-style-type: none"> - To review existing OSH and HIV/AIDS activities in Cambodia and build joint action plans; - To invite HIV/AIDS resource persons to OSH training workshops and train participants. 	<ul style="list-style-type: none"> - OSH and HIV/AIDS joint workplace-level action plan established and implemented.

Master Plan Working Group and Advisors

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