



The Second Occupational Safety and Health Master Plan 2018 – 2022

Ministry of Labour and Vocational Training

Supported by International Labor Organization (ILO)

Preface

The Royal Government of Cambodia (RGC) has continued to maintain peace, stability, attracting better investors and high economic growth over the past two decades, leading us to maintain existing jobs and created 3.6 million additional jobs in industries and services plus 0.7 million in agriculture. This has led Cambodia have a high employment rate at 99.3% which is nearly 10 million, and the unemployment rate is reduced to 0.7%. Among the total employed workers, nearly 1.5 million work in formal economic sector, more than 2.4 million in informal economic sector, more than 4 million in agriculture field, 1.2 million are currently working abroad, and over 0.5 million are civil servants.

In addition to the focus on the creation of new jobs and providing additional professional development skills for people, the government has also turned to highly focus on the minimum wage and extending and developing social protection system, health and safety at work in order to ensure greater stability, security and sustainable employment, income, with warm hearts of workers. Occupational Safety and Health (OSH) of workers is another work priority of the Government as well as of the Ministry of Labor and Vocational Training (MoLVT), that is required to pay high attention, particularly there is a need to strengthen OSH management system at the workplaces towards protecting the country's manpower from national and municipal/ provincial levels to enterprise and institutional levels, which is the final basis of the occupational safety and health systems. After successful implementation of the First (1st) Occupational Safety and Health (OSH) Master Plan 2009-2013, The Second (2nd) Occupational Safety and Health Master Plan is prepared based on the results of the implementation of the 1st OSH Master Plan 2009-2013, tripartite consultation, participation of the relevant parties and other stakeholders, including officials under the supervision of the Department of Occupational Safety and Health (DoSH), and the International Labor Organization (ILO), who have agreed and decided to set out six priorities for indicating to all relevant parties so that they can extend their detailed action plan towards increasing work effectiveness in the area of occupational safety and health in accordance with the present socio-economic evolution for workers in all occupations.

This Second OSH Master Plan serves as a road map and opportunity, which is the commitment of the Ministry of Labor and Vocational Training (MoLVT) in order to create a healthy working environment for all workers. The effectiveness of this Master Plan will be regularly monitored and evaluated to find further ways to successfully implement the six priority objectives include:

- Objective 1: Strengthen national occupational safety and health systems
- Objective 2: Strengthen inspection work and implementation of occupational safety and health standards

- Objective 3: Promote the employers' and workers' organizations to participate in occupational safety and health activities
- Objective 4: Develop and implement special programs on hazardous occupations
- Objective 5: Promote the occupational safety and health protection for SMEs and workplaces of rural and informal economic sectors.
- Objective 6: Support and promote occupational safety and health collaboration on child labor elimination, the fight against drugs, communicable and non-communicable diseases at enterprises/establishments.

Taking this opportunity, I would like to thank the International Labor Organization (ILO) through the Programme in Enhancing Occupational Safety and Health Standards (ILO/Japan Programme) for its technical and financial support, employers' and workers' organizations, relevant organizations, NGOs as well as other stakeholders who contributed and provided comments for making the Second Occupational Safety and Health Master Plan 2018-2022 possible.

I strongly hope that this 2nd Occupational Safety and Health Master Plan will be used extensively, and making it easier for all relevant parties at all levels to use it to develop detailed action plan for promoting and improving the occupational safety and health management system to be more effective to ensure the workplaces with good working environment along with occupational safety and health system in place which can push the production growth towards building a culture of occupational safety and health at all workplaces in the future.

Phnom Penh,2018

(Signature and stamp)

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Introduction

The Royal Government of Cambodia under the wise leadership of Samdech Aka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia, the country continues to maintain peace, stability and development of the national economy that has maintained a growth rate of 7% per year, with a 99.3% employment rate that has enabled Cambodia to change from a poor country to a low middle-income country and developing it into a high middle-income country by 2030 and reaching into a developed country by 2050. On the other hand, the Royal Government has been paying attention on all sectors, especially the development in labor and vocational training sector towards improving working conditions, increasing employment opportunities, enhancing working environment, strengthening the harmonization of professional relationships, and the strengthening of technical and vocational training education in line with labor market demands in order to contribute to poverty reduction, promote people's livelihoods and sustainable economic development by focussing on deep reforms in all sectors. As highlighted in the Rectangular Strategy Phase III for Growth, Employment, Equity and the Effectiveness of the Royal Government of Cambodia, the 5th mandate of the National Assembly, especially in the 3rd Rectangle on Private Sector Development and Employment, and in the 4th Rectangle on Capacity Building and Human Resource Development.

At the same time, the Ministry of Labor and Vocational Training (MoLVT) has set out deep reforms in 5 strategic priority areas including: (1) working conditions development and the harmonization of professional relationships; (2) development of technical and vocational training education, (3) labor and employment development, (4) development of social security schemes for those under the provisions of the Labor Law, and (5) strengthening of good governance.

To achieve the above strategic goals, particularly the 1st strategic priority area on working condition development and harmonization of professional relationships, the 4th program on the strengthening of occupational safety and health systems, the leaders and officials at all levels of the Ministry of Labor and Vocational Training, along with tripartite institutions and development partners launched the 1st Master Plan on Occupational Safety and Health, 2009-2013, and had put a lot of efforts to actively perform their duties, resulted in the following achievements that should be proud of:

(1) The strengthening of occupational safety and health at national level:

- Strengthened the dissemination and promotion of the implementation of 25 Prakas (Ministerial Declaration) related to occupational safety and health in textile/garment sector, sewing and shoe manufacturing, construction sector, entertainment sector, and informal economic sectors such as farming work, salt and brick production sectors, etc.
- Promoted the dissemination on occupational safety and health through the organization of the World Day for Occupational Safety and Health every year with participation of senior officials, employers' organizations, workers' unions, development partners and other stakeholders to promote public awareness on occupational safety and health.
- Organized and participated in the tripartite, inter-ministerial and inter-agency mechanisms, such as: the organization and functioning of the national committee for occupational safety and health, commission for research and prevention of unconscious cases and prevention of occupational hazards of workers at enterprises, inter-ministerial working group for inspecting and certifying safety of garment/textile and shoe manufacturing factory construction, and the tripartite committee to fight against HIV/AIDS and drugs.
- Established the Project Advisory Committee on Occupational Safety and Health (PAC) and 3 Project Technical Committees (PTCs), and set up a report management system on occupational safety and health from central, municipal and provincial to enterprise levels.
- Continued technical cooperation agreement with the Korea Occupational Safety and Health Agency (KOSHA) to build capacity of officials in charge of occupational safety and health inspectors and leaders of Municipal/Provincial Departments of Labor and Vocational Training, and the exchange of information on occupational safety and health.

- Shared experiences on occupational safety and health in small and medium enterprises in the ASEAN Framework through the participation in the Annual Meeting of the ASEAN Occupational Safety and Health Network Coordination Commission (ASEAN-OSHNET Coordinating Board Meeting), and the regional and global conferences.
- (2) The improvement of occupational safety and health inspections and the labor law's enforcement:**
- Updated occupational safety and health inspection report system to carry out the work more effectively.
 - Improved the capacity of the occupational safety and health inspection officers to inspect the conditions of hygiene and occupational safety, as well as modernized inspection equipment and tools to ensure the inspection quality.
- (3) Advancement of health and safety and occupational safety activities/measures through employers' and workers' organizations:**
- Provided basic knowledge on occupational safety and health, identification of occupational risks, and chemicals management to workers' unions, employers' associations, and other stakeholders aiming to effectively manage occupational safety and health management systems at the workplaces and to reduce occupational hazards, as well as to educate/disseminate all these information to workers.
- (4) Implementation of special programs for hazardous occupations:**
- Arranged for focal trainers concerning work procedures at small-scale construction sites (WISCON) for further trainings and conducted researches/studies and collected samples of materials suspected of containing Asbestos substances such as materials for making car brake, iron raw materials and cement manufacturing factories and mountainous stones processing, rock carvings and house painting materials in the capital city and some provinces in order to identify materials that could contain Asbestos substances and to compile information on the Asbestos substances in the country, in collaboration with relevant ministries and institutions, the World Health Organization (WHO) and the Korea Occupational Safety and Health Agency.
- (5) The strengthening of occupational safety and health protection to small and medium sized enterprises and rural and informal economic sector workplaces:**
- Implemented programs to improve working conditions at small enterprises (WISE) and work procedures for safety of domestic workers (WISH) to the capital and provincial officers through organization of trainings of trainers and workshops, in collaboration with the International Labor Organization in order to improve working conditions for those who have been working in those sectors.
- (6) Promoted law enforcement and collaborative action with Child Labor Elimination Projects and HIV/AIDS Prevention Projects:**
- Participated in promotion of child labor elimination activities at workplaces, where labor inspections were carried out to monitor on the occupational safety and hygiene conditions in the brick making enterprises and urged for the implementation of Prakas No. 086 on the establishment of the Commission on HIV/AIDS at the enterprises, provided certificates of appreciation to enterprises for their best practices on the prevention of HIV/AIDS at the workplaces, and pushed for the application of Prakas No. 194 on working conditions, hygiene measures and job security at the enterprises, entertainment services companies through labor inspections and stimulated the dissemination of such information to the enterprises' and entertainment companies's owners.

Although the implementation of the 1st Master Plan on Occupational Safety and Health has achieved remarkable results, however, from the overall review, there are still a number of challenges, which requires all relevant parties to timely resolve and in order to be line with current needs. Those challenges include: lack of human resources, both at central level and municipal and provincial levels, lack of knowledge, skills, and capacity on occupational safety and health for performing their duties, and the enforcement of the laws and regulatory frameworks are not yet comprehensive. Participation and support through the coordination mechanisms

of all relevant parties and stakeholders in strengthening occupational safety and health issues are not yet aligned consistently. The lack of regulatory frameworks on occupational safety and health that affects the effective enforcement of labor law and other regulations. The establishment of a systematic occupational safety and health protection mechanism is a necessary task that requires participation from all relevant parties and stakeholders.

In order to solve the above-mentioned challenges, the Ministry of Labor and Vocational Training, with the Department of Occupational Safety and Health as a Secretariat, has continued to set out a Second Master Plan on Occupational Safety and Health with six priority objectives for implementation for the period (2018-2022) that include:

- Objective 1: Strengthen national occupational safety and health systems
- Objective 2: Strengthen inspection work and implementation of occupational safety and health standards
- Objective 3: Promote the employers' and workers' organizations to participate in occupational safety and health activities
- Objective 4: Develop and implement special programs on hazardous occupations
- Objective 5: Promote the occupational safety and health protection for SMEs and workplaces of rural and informal economic sectors.
- Objective 6: Support and promote occupational safety and health collaboration on child labor elimination, the fight against drugs, communicable and non-communicable diseases at enterprises/establishments.

The 2nd Master Plan on Occupational Safety and Health, 2018-2022, is prepared based on consultation with representatives of employers' and workers' organizations, officials under the supervision of OSH Department and officials of other Departments of the Ministry of Labor and Vocational Training, relevant ministries and institutions, especially the International Labor Organization, with references to the Convention No. 155 on occupational safety and health, Convention No. 187 on the promotional framework for occupational safety and health protection, Convention No 167 on occupational safety and health in construction sector and the Convention No. 81 on labor inspection of the International Labor Organization (ILO). This 2nd Master Plan serves as a road map and opportunity, as the commitment of the Ministry of Labor and Vocational Training for the purpose to create a good working environment with occupational safety and health at workplaces for all workers. The effectiveness of this Master Plan will be regularly monitored and evaluated to find out further improved means for its successful implementation.

Vision

Create and promote a culture of occupational safety and health protection at all workplaces in the Kingdom of Cambodia.

Mission

- Develop and implement policies, standards and legal frameworks on occupational safety and health that support the efforts of professional organizations to promote activities in the area of occupational safety and health.
- Promote the capacity of labor inspectors and stakeholders in the occupational safety and health sector.
- Promote the quality of occupational safety and health services.
- Provide protection and widely promote occupational safety and health awareness to all employers and workers.
- Promote occupational safety and health management systems at all workplaces.

Second Master Plan on Occupational Safety and Health, 2018-2022

Objective 1: Strengthen national occupational safety and health systems

Actions	Rational	Strategies	Targets
1.1-Continue to research and develop key regulatory frameworks related to occupational safety and health.	<ul style="list-style-type: none"> - Legal frameworks on occupational safety and health are still not responding to the current economic situation - Existing laws and regulations on occupational safety and health have not been widely disseminated to enterprises / institutions. - The participation of employers and workers' organizations is limited. 	<ul style="list-style-type: none"> - To research and develop law on occupational safety and health. - To continue to review and revise existing regulatory frameworks to suit the economic situation. - To continue to draft more Prakas and regulatory frameworks related to occupational safety and health in all sectors, especially construction, mining, entertainment, chemical and mechanical safety sectors. - To seek technical, legal, and occupational safety and health support from national and international experts. - To prepare national budgets and mobilize financial support from development partners for developing regulatory frameworks and dissemination. 	<ul style="list-style-type: none"> - Law on occupational safety and health developed and implemented. - Relevant regulatory frameworks reviewed and revised to suit the economic situation. - New Prakas and regulatory frameworks on occupational safety and health adopted and disseminated.
1.2- Implement national policies on occupational safety and health.	<ul style="list-style-type: none"> - National policies on occupational safety and health are prepared and reviewed by the National Committee on Occupational Safety and Health. 	<ul style="list-style-type: none"> - To disseminate national policies on occupational safety and health to all stakeholders. - To promote the implementation of national policies on occupational safety and health at enterprises and establishments. 	<ul style="list-style-type: none"> - National policies on occupational safety and health adopted by the Royal Government, disseminated and implemented.

Actions	Rational	Strategies	Targets
1.3 Strengthen the occupational safety and health management systems at national, municipal and provincial levels, and at enterprises and establishments.	<ul style="list-style-type: none"> - Occupational safety and health systems at the national, municipal and levels are limited to perform the function for assessing occupational safety and health risks and for effectively reducing the occupational hazards. 	<ul style="list-style-type: none"> - To develop Prakas and guidelines on the organization and functioning of the Occupational Safety and Health Commission at the enterprises and establishments. - To prepare training and dissemination programs on the occupational safety and health management systems at the national, sub-national levels and at enterprises and establishments. - To urge enterprises' and establishments' owners to set up occupational safety and health management systems and OSH staff at the workplaces. - To regularly organize meetings between OSH officials at national, provincial and enterprises and establishments levels. 	<ul style="list-style-type: none"> - Prakas and guidelines on occupational safety and health put into enforce. - The Occupational Safety and Health Committee at the enterprises' level implemented. - The OSH management systems at enterprises and establishments trained and disseminated at the national, sub-national and enterprises' and establishments' levels. - Meetings at national level organized regularly to monitor implementation.
1.4- Strengthen the tripartite consultative mechanisms at the national, sub-national and enterprises' and establishments' levels	<ul style="list-style-type: none"> - The National Committee on Occupational Safety and Health has just been created. - The tripartite consultative mechanisms on occupational safety and health at the national, provincial and enterprises' and establishments' levels are limited. 	<ul style="list-style-type: none"> - To promote the implementation of the sub-decree on the National Occupational Safety and Health Committee. - To continue regular tripartite consultative meetings to provide advice to the Royal Government of Cambodia to develop policies and programs on occupational safety and health. 	<ul style="list-style-type: none"> - The tripartite mechanisms implemented effectively and functioned properly.

Actions	Rational	Strategies	Targets
1.5 Strengthen the use of legal instruments related to occupational safety and health of the International Labor Organization as a basis.	<ul style="list-style-type: none"> - Cambodia has not yet established technical legal instruments on occupational safety and health. - Designing regulatory frameworks on occupational safety and health by using standards related to occupational safety and health of the International Labor Organization as a basis. 	<ul style="list-style-type: none"> - To continue to use the legal instruments related to occupational safety and health of the International Labor Organization for promoting regulatory frameworks on occupational safety and health. 	<ul style="list-style-type: none"> - The main legal instruments on occupational safety and health that provide benefits for the immediate needs of occupational safety and health in Cambodia to be enacted and in line with: <ul style="list-style-type: none"> - ILO Convention No. 81 on labour inspection; - ILO Convention No. 110 concerning Conditions of Employment of Plantation Workers - ILO Convention No. 155 concerning Occupational Safety and Health - ILO Convention No. 167 concerning Occupational Safety and Health in construction, - Convention No. 184 concerning Occupational Safety and Health in agriculture, - Convention No. 187 concerning the promotional framework for Occupational Safety and Health, or - the guidelines of the International Labor Organization on Occupational Safety and Health Management systems.

Actions	Rational	Strategies	Targets
1.6 Promote inter-ministerial, inter-agencies and international cooperation to enhance occupational safety and health sector in Cambodia.	<ul style="list-style-type: none"> - Experiences on occupational safety and health sector development are exchanged between Cambodia, countries in the region and internationally. - Inter-ministerial, inter-agencies and international cooperation on occupational safety and health sector is still not yet comprehensive. 	<ul style="list-style-type: none"> - To continue cooperation with national and international partner organizations such as the International Labor Organization (ILO), the World Health Organization (WHO), the ASEAN Occupational Safety and Health Networks (ASEAN-OSHNET), the National Institute on Occupational Safety and Health of Malaysia (NIOSH), the Korea Occupational Safety and Health Agency (KOSHA), the Japan International Cooperation Agency (JICA), the Japan Industrial Safety and Health Association (JISHA), and the ASEAN countries and development partners. 	<ul style="list-style-type: none"> - Experiences on occupational safety and health in the region and internationally exchanged. - The capacity of occupational safety and health officials strengthened.

Objective 2: Strengthen the inspection work and implementation of occupational safety and health standards

Actions	Rational	Strategies	Targets
2.1 Promote the development and implementation of strategic plan on occupational safety and health inspection.	<ul style="list-style-type: none"> - There is yet to be a strategic plan for labor inspection in industry sector and workplaces with high risks. - The conduct of labor inspections in industry sector and workplaces with high risks is limited. - Participation from employers' and workers' organizations is limited. 	<ul style="list-style-type: none"> - To identify the types of industries and workplaces with high risks as a priority for labor inspection. - To prepare annual inspection plan. - To analyze and review the annual inspection results. - To modernize equipment and tools for occupational safety and health inspection. 	<ul style="list-style-type: none"> - Types of industries and workplaces with high risks as a priority for inspection identified. - Inspection plan implemented. - Annual Report on inspection results published. - Inspection equipment and tools equipped and provided as required.

Actions	Rational	Strategies	Targets
2.2 Increase capacity to provide full authority and facilities for inspection work on occupational safety and health.	<ul style="list-style-type: none"> - The inspection capacity on occupational safety and health and facilities for labor inspection is insufficient. - The labor inspectors have not yet been fully authorized. 	<ul style="list-style-type: none"> - To develop procedures to request for full authority to the labor inspectors. - To prepare guidelines on inspection technical work. - To prepare training programs for labor inspectors. - To organize meetings on inspection work to exchange experiences with other stakeholders. - To strengthen the improvement of labor inspectors' recruitment system. - To provide facilities, materials and tools for the conduct of occupational safety and health inspection. 	<ul style="list-style-type: none"> - The legitimate authority and duties of the labor inspectors clearly defined. - Capacity of labor inspectors enhanced, quality of inspectors' recruitment system ensured, and trainings strengthened.
2.3 Expand jurisdiction of labor inspection on occupational safety and health.	<ul style="list-style-type: none"> - The labor inspection has been conducted mainly in textile, garment and footwear manufacturing sector, but labor inspection in other sectors such as construction sites, mining, entertainment services, etc, has not yet been implemented. - There is no labor inspection conducted in small enterprises and workplaces in informal economy. 	<ul style="list-style-type: none"> - To prepare inspection programs for more workplaces, especially construction, mining, entertainment services' sites, small and medium enterprises, and informal workplaces such as home-based businesses, farms, or brick making enterprises. - To review the past achievements and best practices in expanding service delivery to the workplaces of informal economy and utilize these experiences to make an inspection plan. 	<ul style="list-style-type: none"> - Inspection services extended to construction and mining sites, entertainment services workplaces, brick production enterprises, small and medium enterprises, as well as rural and informal economy as per the selection. - Action plans developed to increase the coverage of inspection services.

Actions	Rational	Strategies	Targets
2.4 Strengthen the information collection systems on occupational risks, occupational diseases, and observation of occupational hazards.	<ul style="list-style-type: none"> - Collecting and analyzing information and managing reports on occupational risk, occupational diseases, and observation of occupational hazards are not effective. - Lack of cooperation from enterprises, establishments to provide information on occupational hazards and occupational diseases to the Department of Occupational Safety and Health in a timely manner. - There is not yet in place the data management system on occupational hazards and occupational diseases. 	<ul style="list-style-type: none"> - Establish the report management system on occupational risk, occupational diseases, and occupational hazards; - Create report samples for occupational risk, occupational diseases, and occupational hazards; - Disseminate the report system on occupational risk, occupational diseases, and occupational hazards; - Collect and analyze data on occupational risk, occupational diseases, and occupational hazards; - Cooperate with partners for information on occupational risk, occupational diseases, and occupational hazards; - Disseminate report and take measures to reduce the occupational risk, occupational diseases, and occupational hazards. 	<ul style="list-style-type: none"> - Report management system and report samples on occupational risks, occupational diseases and observation of occupational hazards developed, disseminated and updated. - Reports on occupational hazards and occupational diseases disseminated and measures to reduce occupational hazards and occupational diseases at the workplaces provided.

Objective 3: Urge employers' and workers' organizations to participate in occupational safety and health activities

Actions	Rational	Strategies	Targets
3.1 Urge employers to fulfill occupational safety and health conditions in businesses.	<ul style="list-style-type: none"> - In some workplaces in Cambodia, principles on occupational safety and health have not yet been properly implemented. - Employers need to properly link activities and guidelines on occupational safety and health to increase their business competitiveness in the globalized economy. 	<ul style="list-style-type: none"> - To urge and encourage employers to link activities on occupational safety and health to increasing the productivity and the business management goals. - To introduce employers to use the International Labor Organization's legal instruments as the guidelines for businesses. - To urge employers to develop and implement policies on occupational safety and health and action plans on occupational safety and health. - To organize workshops and training programs on occupational safety and health to meet the needs of employers. 	<ul style="list-style-type: none"> - All enterprises establishments well practiced occupational safety and health. - Action plans on occupational safety and health prepared and implemented by the employers and their organizations. - Increased the knowledge and practically implemented of the occupational safety and health to employers.
3.2 Urge local workers' unions to take action on occupational safety and health protection.	<ul style="list-style-type: none"> - Workers' unions have the ability to communicate directly with many workers, and even able to expand their services to vulnerable groups. - Occupational safety and health protection activities for workers by local trade unions are still limited. 	<ul style="list-style-type: none"> - To train focal trainers on occupational safety and health for local trade unions. - To assist focal trainers of local trade unions to organize training activities on occupational safety and health to workers. - To urge and encourage and encourage employers and provide opportunities to focal trainers of local trade unions to fulfill their roles and duties. 	<ul style="list-style-type: none"> - Workplaces where services are difficult to deliver, vulnerable workers are trained on occupational safety and health by the focal trainers of the local trade unions. - Activities and trainings on occupational safety and health planned and implemented by local trade unions. - Determined the roles and responsibilities of local trade unions in the Prakas on the Occupational Safety and Health Commission at the enterprises' level.

Actions	Rational	Strategies	Targets
3.3 Promote cooperation between employers and workers on occupational safety and health.	<ul style="list-style-type: none"> - The collaboration between employers and workers on occupational safety and health at workplaces is still not effective. - The Ministry of Labor and Vocational Training needs employers and workers to work together to keep the workplaces safe and healthy. 	<ul style="list-style-type: none"> - To promote the establishment of the Occupational Safety and Health Commission at the enterprises and establishments. - To promote the development of policies on occupational safety and health at the workplaces of enterprises and establishments. - To promote joint activities and campaigns on occupational safety and health. 	<ul style="list-style-type: none"> - The Commission on Occupational Safety and Health at workplaces and establishments established and operated. - The policies on occupational safety and health at the enterprises and establishments developed and implemented. - Employers and workers contributed to the improvement of occupational safety and health at the enterprises and establishments.

Objective 4: Develop and implement special programs for hazardous occupations

Actions	Rational	Strategies	Targets
4.1 Strengthen the enforcement of law and standards on occupational safety and health and training in construction, mining, machinery and entertainment services sectors.	<ul style="list-style-type: none"> - Labor Inspection in construction, mining, machinery and entertainment services sectors are not yet comprehensive. - Lack of occupational safety and health standards in construction, mining, machinery and entertainment services sectors. - Lack of collaboration from employers or representatives of enterprises' and establishments' owners, and workers. 	<ul style="list-style-type: none"> - To develop additional Prakas and standards on occupational safety and health for the construction, mining, machinery and entertainment services, sectors. - To apply occupational safety and health standards in construction, mining, machinery and entertainment services sectors. - To strengthen labor inspections in construction sites, mining, machinery and entertainment services, considering it as a priority of urgency. - To continue trainings for labor inspectors on occupational safety in construction, mining, machinery and entertainment services sectors. - To continue expanding training programs on how to improve work at small construction sites (WISCON) to construction workers throughout the country. - To promote the implementation of Prakas No. 194, Prakas No. 176 and Prakas No. 075, No. 076, No. 077 and No. 078. - To implement as principle the Convention No. 167 concerning OSH in the Construction Sector, Convention No. 162 concerning Safety in the Use of Asbestos, and the International Labor Conference Resolution concerning asbestos, 2006. 	<ul style="list-style-type: none"> - New Prakas on occupational safety and health in construction sector enacted. - Strategic inspection plans for the construction and entertainment services sectors implemented. - Additional capacity of inspectors on occupational safety and health in construction and entertainment services sectors strengthened. - Programs on improving how to work at small scale construction sites (WISCON) promoted to employers, construction associations and stakeholders. - More workers received trainings on how to work at small scale construction sites (WISCON) from the Focal Trainers. - Prakas No. 194 implemented at enterprises, establishments and entertainment services. - Prakas No. 176, No. 075, No. 076, No. 077 and No. 078 implemented at enterprises and construction sites.

Actions	Rational	Strategies	Targets
4.2 Improve health and safety conditions for mining businesses.	- Mining businesses (iron, gold, aluminum and oils, etc.) cause high risks of accidents/hazards. Workers and employers in the mining businesses are in urgent need of special programs to improve occupational safety and health conditions.	<ul style="list-style-type: none"> - To identify high-risk mining sites and estimate occupational safety and health risks to develop the improvement programs. - To train workers and employers in the mining businesses on practical measures on occupational safety and health. - To develop guidelines on occupational safety and health conditions for mining businesses by using the ILO Convention No. 176 on Occupational Safety and Health in the mining sector as a principle. 	<ul style="list-style-type: none"> - A list of mining businesses developed. - Workers and employers in mining businesses received trainings on practical improvement measures on occupational safety and health. - High-risk workplaces of mining businesses identified and appropriate preventive measures in place.
4.3 Identify high-risk occupations and provide special protection measures.	- All enterprises and establishments using Asbestos substances and hazardous chemicals need to properly register, and there must be procedures to reduce the risk of such hazards/accidents.	<ul style="list-style-type: none"> - To promote the collection of information through the Capital and Provincial Departments of Labor and Vocational Training on the high-risk occupations and making a map indicating the locations of such occupations. - To participate in compiling and disseminating national information cluster/list on Asbestos substances. - To train on specific occupational safety and health for high-risk occupations to inspectors, employers and workers. 	<ul style="list-style-type: none"> - High-risk workplaces identified and appropriate preventive measures in place. - The national information cluster/list on Asbestos substances compiled and disseminated. - Inspectors, employers and workers trained on specific occupational safety and health for high-risk occupations.

Objective 5: Promote for occupational safety and health protection for SMEs and workplaces of rural and informal economic sectors.

Actions	Rational	Strategies	Targets
5.1 Expand training programs on how to work at small and medium enterprises	<ul style="list-style-type: none"> - Workers at SMEs facing occupational safety and health risks need assistance for improving their working conditions. - Training on how to improve working conditions at small and medium enterprises has not been widely implemented. 	<ul style="list-style-type: none"> - To continue trainings for inspectors and volunteer youths to become the Focal Trainers for working conditions improvement programs at Small (WISE) and Medium Enterprises. - To continue assisting employers' and workers' organizations in training on improving working conditions at small and medium enterprises. - To share information and experiences of good practices on improvement programs on working methods of International Labor Organization with the ASEAN-OSHNET. 	<ul style="list-style-type: none"> - Inspectors and volunteer youths trained as Focal Trainers for working conditions improvement programs at Small and Medium Enterprises. - Trainings on improving working conditions at SMEs implemented by focal trainers and volunteer youths who were properly trained. - Implementation of working conditions improvement programs with low costs shared with the ASEAN-OSHNET.
5.2 Expand training programs on how to work for safety of domestic workers (WISH).	<ul style="list-style-type: none"> - Domestic workers face a number of occupational safety and health risks and need assistance for improving working conditions. - Trainings on how to improve working conditions for safety of domestic workers are not yet implemented comprehensively. 	<ul style="list-style-type: none"> - To continue providing trainings for domestic workers on how to improve working conditions for safety. - To continue assistance partner organizations working with domestic workers in training on how to improve working methods for safety of domestic workers (WISH). - To create new educational and promotional materials on OSH which can be easily used with low costs for domestic workers. 	<ul style="list-style-type: none"> - Domestic workers, partner organizations and institutions working with domestic workers received trainings on how to improve working conditions for the safety of domestic workers. - New educational and promotional materials on occupational safety and health for domestic workers developed and disseminated.

Actions	Rational	Strategies	Targets
5.3 Expand training programs on occupational safety and health for farmers and workers at farms (WIND).	<ul style="list-style-type: none"> - Workers at the farms face a number of occupational safety and health risks and need assistance to improve working conditions. - Trainings on how to improve working conditions for the safety of farmer and workers at the farms are not yet comprehensively implemented. - Occupational safety and health risks are increasing in the agricultural sector and Cambodian farmers need practical and robust occupational safety and health protection measures. The Kingdom of Cambodia has experienced in training on how to improve working conditions and village development successfully (WIND) that should be shared and expanded with further activities. 	<ul style="list-style-type: none"> - To continue assistance for focal trainers on existing improvement programs of working conditions and village development to conduct more trainings on how to improve working conditions and village development. - To continue to develop user-friendly promotional and training materials on how to improve working conditions and village development (such as photos, successful stories, and promotional booklets, etc.) - To cooperate with employers' and workers' organizations, as well as NGOs to expand trainings on how to improve working conditions and village development. 	<ul style="list-style-type: none"> - Expanding programs to improve working conditions and village development to more provinces and villages - Example samples of low cost improvements of working conditions created and widely shared. - The working conditions and village development improvement programs (WIND) mainstreamed at provincial level to provide support to focal trainers.
5.4 Promote trainings on working conditions improvement and village development for youths (WINDY).	<ul style="list-style-type: none"> - Environmental protection and community development need participation of all people, especially the involvement of youths is very important. 	<ul style="list-style-type: none"> - To train focal trainers on working conditions improvement and village development for youths (WINDY) - To develop user-friendly promotional and training materials on working conditions improvement programs and village development (such as photos, success stories, and promotional booklets, etc.) - To cooperate with schools (primary and secondary), communities and non-governmental organizations to expand trainings on working conditions improvement programs and village development for youths (WINDY). 	<ul style="list-style-type: none"> - Working conditions improvement and village development programs for youths (WINDY) reached out to all destinations. - More example samples of working conditions improvements with low costs developed and shared widely. - Working conditions improvement and village development programs for youths (WINDY) mainstreamed at provincial level to provide support to the focal trainers.

Actions	Rational	Strategies	Targets
5.5 Continue to organize and expand focal point networks and programs' implementers on WISCON WIND WINDY WISH and SMEs.	- WISCON WIND WINDY WISH and SME focal point networks and programs' implementers are not clearly systematic for communication.	<ul style="list-style-type: none"> - To prepare list of focal persons, programs implementers and those who were already trained. - To strengthen the networks of focal persons at Department of Labor and Vocational Training. - To train and strengthen the ability of focal persons on the development and implementation of occupational safety and health Action Plan. 	<ul style="list-style-type: none"> - List of focal persons, programs implementers and those who were already trained clearly prepared. - Focal persons at the Department of Labor and Vocational Training have a good relationship and there are clearly responsible persons for implementing WISCON WIND WISH WINDY and SME programs. - occupational safety and health Action Plan implemented.

Objective 6: Support and promote occupational safety and health collaboration on child labor elimination, combating drugs, communicable and non-communicable diseases at enterprises and establishments

Actions	Rational	Strategies	Targets
6.1 Participate in occupational safety and health collaboration on child labor elimination.	<ul style="list-style-type: none"> - The Kingdom of Cambodia is implementing a national action plan on reduction of child labor and elimination of the worst form of child labor (2017-2025) - Some children are working in the places that are at risk for occupational safety and health. 	<ul style="list-style-type: none"> - To participate in implementing the national action plan on reduction of child labor and elimination of the worst form of child labor (2017-2025). - To participate in labor inspection for enterprises using child labor. - To continue collaboration with relevant occupational safety and health units at the workplaces. - To educate and awareness on OSH and information on the elimination of child labor at the workplaces through the media and labor inspection teams. 	<ul style="list-style-type: none"> - The occupational safety and health Action Plan on Child Labor elimination implemented. - Workers aged 15 to under 18 are protected and occupational safety and health risks are reduced at the workplaces. - Occupational safety and health promotional programs to young workers at hazardous workplaces implemented.
6.2 Continue to promote the implementation of Prakas No. 086 on the establishment of HIV/AIDS Commission at the enterprises and establishments, and HIV/AIDS prevention at the workplaces and related policies.	<ul style="list-style-type: none"> - Collaboration and participation from enterprises in the implementation of Prakas No. 086 are not yet comprehensive, especially the implementation has not yet been expanded to the small enterprises. 	<ul style="list-style-type: none"> - To continue dissemination and promotion of the implementation of Prakas No. 086 on the establishment of HIV/AIDS Commission at the Workplaces and relevant policies to Small and Medium Enterprises, Trade Unions and Workers. - To continue encouragement to enterprises and establishments for their good practices. 	<ul style="list-style-type: none"> - The HIV/AIDS Commission at Enterprises, establishments and HIV/ AIDS prevention at the Workplaces established and operated. - The HIV/AIDS infected workers are protected by HIV/AIDS policies at the enterprises.

Actions	Rational	Strategies	Targets
6.3 Cooperate in the implementation of projects on combating drugs, communicable and non-communicable diseases at the workplaces.	<p>- Most workplaces are not only facing occupational safety and health issues, but also facing drugs, communicable and non-communicable diseases. Hence, it is required to collaborate with projects of relevant ministries and development partners to ensure that workplaces are safe and healthy environment.</p>	<ul style="list-style-type: none"> - To promote cooperation in implementing projects on HIV/ AIDS prevention, fighting drugs, communicable and non-communicable diseases at the workplaces. - To continue seeking for assistance from partners in the development of programs combating drugs, communicable and non-communicable diseases at workplaces. - To participate in the implementation of programs or campaigns to fight against drugs and prevention of communicable and non-communicable diseases at the workplaces. - To mainstream occupational safety and health programs into campaigns or activities that fight against drugs, communicable and non-communicable diseases at the workplaces. 	<ul style="list-style-type: none"> - Cooperative activities implemented. - Joint Action Plan on HIV/ AIDS prevention and combating drugs, communicable and non-communicable diseases at the workplaces implemented. - Campaigns or programs of the Ministry of Health, the World Health Organization (WHO) and of the Development Partners disseminated. - Occupational safety and health programs, campaigns or activities to combat drugs, communicable and non-communicable diseases at workplaces mainstreamed.

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