



The Third Occupational Safety and Health Master Plan 2023-2027

**Ministry of Labour and
Vocational Training**

Preface

Under the wise leadership of **Samdech Techo Prime Minister**, Cambodia continues to maintain peace, stability and development in all areas of society and the national economy continues to grow proudly. Cambodia's economy has grown at an average rate of 7% for more than two decades, except during the epidemic of COVID-19. The labour market situation in Cambodia is stable, maintaining a high employment rate of 99.3% of the total labour force of about 10.8 million people. Currently, there are 17,256 formal economic enterprises, with 1.5 million workers, registered with the Ministry of Labour and Vocational Training

On this basis, the Royal Government of Cambodia, with the Ministry of Labour and Vocational Training (MLVT) as responsible Ministry, considers that Occupational Safety and Health (OSH) of workers is a work priority. Particularly there is a need to strengthen the OSH management system at the workplaces towards protecting the country's manpower at national and sub-national (municipal/provincial) levels down to enterprise levels, which is the crucial base of the occupational safety and health systems.

Promotion of labour rights and safe and healthy environment in the formal and informal sectors and workers in agriculture requires adequate resources and close collaboration with the social partners, especially in the National Committee on OSH (NCOSH) for formal sector and key stakeholders in the informal sector to implement the policy on OSH effectively. Ministry of Labour and Vocational training has developed and implemented the 1st (2009-2013) and 2nd (2018-2022) Occupational Safety and Health Master Plan, in order to ensure safety and health, social security, job sustainability, income and stability of workers. Based on the successful implementation of both the first and the Second OSH Master Plan, the Third Occupational Safety and Health Master Plan, 2023-2027 is developed to continue serving as a road map; through tripartite consultation, and 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 Labour Organization (ILO). The Third Master Plan on OSH has

defined **six Strategies, the implementation of which is foreseen in a detailed Action Plan with a SMART monitoring system** to increase cooperation and effectiveness in the area of occupational safety and health for the benefit for all employers and workers independent of economic sector, size of enterprise or workplace.

The Ministry of Labour and Vocational Training (MLVT) continue to work jointly with the social partners and other stakeholder to achieve a safe and healthy working environment for all workers. The effectiveness of this Master Plan will be regularly monitored, evaluated, and if need be, updated to find effective ways to successfully implement the Strategies.

Taking this opportunity, I would like to thank the International Labour Organization (ILO) through the Programme on Enhancing Occupational Safety and Health Standards in construction sector in Cambodia (ILO/Japan Programme) for its technical and financial support, employers' and workers' organizations, other relevant organizations, NGOs as well as other stakeholders, who contributed and provided inputs for making this 3rd Occupational Safety and Health Master Plan 2023-2027 possible.

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

Phnom Penh, 5 July 2023

Minister

H.E. Dr. Ith Samheng

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1. Introduction

The Kingdom of Cambodia maintains a continuous development in all areas, in order to make this development sustainable and inclusive, the Ministry of Labour and Vocational Training must pay attention on all sectors, especially the development in labour and vocational training sector, among others improved working conditions, increasing employment opportunities, enhancing working environment, and the strengthening of technical and vocational training and education in line with labour market demands in order to contribute to productivity and wellbeing, as highlighted in the Rectangular Strategy Phase III for Growth, Employment, Equity and the Effectiveness.

The approach of the Third OSH Master Plan, 2023-2027 is that the improvement of the working environment is best done by the people at the workplace themselves, the employer and the workers. Furthermore, increasing productivity and wellbeing through safe and healthy working environment requires the cooperation of all concerned governmental institutions, the social partners and other stakeholder. A prerequisite for such an OSH management system are clear and coherent OSH legislation and an effective and just enforcement inspection apparatus.

Based in this approach and on the achievements of the Second Master Plan, the following coherent and **balanced six Strategies** have been developed in an intensive and interactive process.

- Strategy 1: COHERENT OSH LEGAL AND POLICY FRAMEWORK, ALIGNED WITH INTERNATIONAL STANDARDS AND EFFECTIVELY ENFORCED
- Strategy 2: INFRASTRUCTURE OF A FUNCTIONAL OSH MANAGEMENT SYSTEM AT NATIONAL, SUB-NATIONAL AND ENTERPRISE LEVEL THROUGH COOPERATION AND CAPACITY BUILDING DEVELOPED
- Strategy 3: ENFORCEMENT, COMPLIANCE AND A COMPETENT AND EFFECTIVE OSH AND LABOUR INSPECTION

- Strategy 4: EMPLOYER AND WORKER OSH COOPERATION IN FORMAL SECTOR, ESPECIALLY IN HIGH RISK SECTORS, TO IMPROVE WORKING ENVIRONMENT AND PRODUCTIVITY INCREASED
- Strategy 5: SAFE AND HEALTHY WORKING ENVIRONMENT IN SME'S AND IN RURAL AND INFORMAL ECONOMY PROMOTED, AS WELL AS OSH AWARENESS INCREASED
- Strategy 6: CHILD AND FORCED LABOUR ELIMINATION, COOPERATION IN PREVENTION OF HIV/AIDS, DRUG USE, COMMUNICABLE AND NON-COMMUNICABLE DISEASES AT WORK

Stakeholders from Government, the Social Partners and stakeholders from formal, informal and rural economies have contributed to the process, thus committing themselves to the joint implementation of the Master Plan.

While there are challenges in the implementation of the Master Plan, effective and efficient use of available resources, cooperation across boundaries, sharing of OSH knowledge in a supportive and systematic manner will go a long way to positive achievements. Joint building of a functional OSH management system at national, sub-national and enterprise levels will increase the commitment to the common goal.

The Third Master Plan on Occupational Safety and Health, 2023-2027, is prepared based on consultation with representatives of employers' and workers' organizations, officials under the supervision of Department of OSH and officials of other Departments of the Ministry of Labour and Vocational Training, other relevant ministries and stakeholders from the formal, informal and rural economies as well as the International Labour Organization. The Master Plan aims at the gradual implementation of the fundamental Convention No. 155 on occupational safety and health, Convention No. 187 on the promotional framework for occupational safety and health protection.

First and foremost, the major aim of the Third Master Plan is to improve the working environment for all Cambodian workers

2. Vision

All workplaces are appropriately organised in accordance with international and national occupational safety and health standards for preventing occupational accidents and diseases.

3. Goals

- Provide a clear and sound legal base for enforcement of safe and healthy working environment and operational occupational safety and health management systems in formal, informal and agricultural enterprises and economy.
- Ensure safety, health and high productivity for women and men in all workplaces.
- Create and promote a preventive culture of safety and health in the workplace in order to improve quality of life.

4. Context

The Cambodian Constitution, Chapter III, recognises and respects the human rights of every Khmer citizen, gives the Khmer citizens of either sex the right to choose any employment according to their ability and the law shall protect the life of the citizens. The UN organisation International Labour Organisation has declared that a safe and healthy working environment is fundamental principle and right at work, thus all ILO member States have the obligation to respect, promote and realize safe and healthy working environment.

The Rectangular Strategy, Phase 4, and specifically the Second Goal is including creating more jobs with improved working environment, as follows:

“Creating more jobs, in terms of both quality and quantity aspects, for the citizens of Cambodia, especially for the youth through skill training, provision of job market information, improvement in working condition and promotion of business and investment inside and outside the country.”

Under the Rectangular 3. Private Sector and Job Development, Side 1. Job Market Development the Royal Government will focus on:

“Strengthening the quality and effectiveness of work inspection through full implementation of law on labour, law on unions, law on social security, international labour standards in order to ensure rights, freedom, professional organization, working condition, health, and work safety as well as workers-employees transportation safety and benefits, also strengthening workers-employees data management system in order to manage the issuance of work certificate, payment of seniority bonus and pension.”

The Rectangular Strategy-Phase 4 aims to guide Cambodia forward through, among others, investing in “human capital” and sustaining development with the focus on the development of human resource, labour market and social protection, including safe and healthy working environment. As part of the global community, it is imperative for the country to consider and appreciate the fact that occupational health and safety is part of international trade and interaction. Ensuring safe and healthy work is a prerequisite for sustainable and inclusive business growth.

Considering the global context, it is crucial for the MLVT to consider the UN Sustainable Development Goals, in particular Goal 8¹. which aims to “promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”. In relation to OHS, Target 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment, has the highest priority.

¹ UN, Sustainable Development Goals, Goal 8, <https://sdgs.un.org/goals/goal8>

Cambodia's Decent Work Country Programme (DWCP) 2019-2023, a cooperation programme with the ILO, pays serious attention to OSH in DWCP Priority 2: "More women, men, youth and vulnerable groups in Cambodia are in safe and healthy work and benefit from quality, effective, efficient and transparent social protection services", and specifically, in Outcome 2.3: "More women, men, youth and vulnerable groups in Cambodia have access to safe and healthy working environment". The DWCP is aligned with the Rectangular Strategy, the UN SDGs, UNDAF 2019-2023 and the ILO's Programmes. Several of the targets in this 3rd Master Plan are aligned with the targets in the DWCP.

It is expected that the 3rd Master Plan will further serve as groundwork for the ratification and application of ILO fundamental OSH Conventions, specifically Convention No. 155 and Convention No. 187. Together, the government, employers and workers need to strive to meet the requirements of Convention No. 155 and Convention No. 187, through the advancement of OSH legislation, enterprise based OSH management systems and implementation of effective workplace OSH practices.

In the Asian context, this Master Plan is in line with the ASEAN-OSHNET's vision to foster "...a safe and healthy working environment, to bring about a productive and competitive workforce, leading to a better quality of life."

The large proportion of informal economy and informal agricultural labour indicates a need in the Master Plan to address informal workers' rights. The ILO Recommendation R 204² provides support in developing an integrated policy framework to address effective OHS policies, efficient and effective labour inspection, while making use of a tri-partite cooperation. The country will need to take measures to achieve decent work in the informal economy, rural and urban informal workers, including addressing unsafe and unhealthy working environment and measures to extend OSH protection in the informal economy. The recommendation includes mechanism to ensure compliance with OSH laws and policies and extend coverage of labour inspection to all workplaces in the informal economy.

² Transition from the Informal to the Formal Economy Recommendation, 2015 (No 204)

5. Present state of Occupational Health and Safety

According to the 2019 census, Cambodia has a population of 15,288,489 people, of which there are 7,418,577 men (48.5%) and women 7,869,912 people (51.5%). 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.

According to the MLVT's Five Years Achievement Report 2018-2022, the total work force, divided in different sectors, is as follows:

Sector	Total Number of Workers	Remarks
Industries	2,500,000	Including garment, footwear, bags
Agriculture	3,400,000	
Service, Hospitality	3,100,000	Hotel, entertainment places (Karaoke, beer gardens), restaurants
Public servants	500,000	
Migrant Workers	1,300,000	

Source: MLVT's Achievement Report for 2022, and plan for 2023

The Garment Manufacturers Association in Cambodia (GMAC), which has been renamed on 17 November 2022 as Textile, Apparel, Footwear, and Travel Goods Association in Cambodia (TAFTAC) represents three sectors in the formal economy as follows (by October 2022):

- Garment Factories currently operating: 794, Total Workers: 526,279 (Female:414,831)
- Bags factory currently operating: 123, Total Workers: 116,165 (Female: 88,996)
- Shoes factor currently operating: 125, Total Workers: 161,945 (Female: 126,472)

CARE international Cambodia estimates that the construction industry employs between 175,000 and 200,000 workers, many of whom are unskilled and work informally as day labourers. An estimated 20–40% of the construction workers are female; many have relocated from rural areas of Cambodia.

The statistics shows that catering for the labour rights and safe and healthy working environment in informal sector and agriculture workforce will require an innovative coherent approach and relevant resources and methodology, as well as close cooperation with the stakeholders in the informal sector to effectively benefit from their best OSH practices.

For effective forecasting, an accurate and detailed appreciation of the status quo in Cambodia is required. According to the NSSF occupational accident statistics, for a workforce of 1 480 932 workers (year 2019) covered by the Fund, a total of 33 712 accidents and 207 fatalities were recorded (incidence rate 2276/ 100 000 workers and a fatality rate of 14/100 000 workers).

Of the total of 33 712 occupational accidents 17 468 (51,8 %) occur in the Garment sector and 4 862 in footwear sector. Construction reports only 125 and agriculture 143 only occupational accidents, which clearly indicates a major problem of reporting.

These incidence rates are very high. Extrapolating these rates to the total workforce (about 10 million workers) indicates that **high levels of occupational accidents and fatalities seem to occur in the formal sector**. The rural and informal sector is likely even more vulnerable. This is supported by the ILO global occupational accidents and diseases estimate, see below. These estimates make the implementation of this Master Plan all the more important to safeguard the lives and health of the Cambodian workers in line with the Rectangular Strategy.

The ILO global occupational accident and diseases estimates³ report annually 1070 fatal occupational injuries and about 1,4 million occupational accidents (over four days absence) in Cambodia. While these are estimates, the difference to the NSSF records

³ <https://www.nnk.gov.hu/cejoem/database.html>, updated by the author to 2019 figures

indicates that the occupational accidents and diseases in Cambodia are severely underreported. It is critical that preventative efforts are implemented so that the incidence of occupational injuries and diseases continue to decrease.

With respect to the employer, there are financial implications, such as rehabilitation and medical costs and increased levy for the NSSF, whilst the employee loses income, resulting in a negative impact on the family and dependants. This often results in the individual becoming dependant of the State through the social security scheme. Extending the coverage of the occupational accident and diseases compensations scheme will provide economic stability of victims, record reliable data on occupational accident and diseases statistics and methods for rehabilitation and return-to-work schemes.

6. Commitment of the Partners and Mission Statement

The Third Master Plan is building on the achievements of the Second Master Plan. The Third Master Plan intend to further develop a clear and coherent legal and policy framework, including efficient enforcement, for occupational safety and health (OSH) workplace preventive actions for workers and employers. The focus on further strengthening the OSH management systems at the national sub-national and especially at enterprise levels is a prerequisite for ensuring a safe and healthy environment at work and fostering a preventive culture of safety and health at work. The work to improve the working environment is most efficient and effective, when done through cooperation between the employer and workers at their own workplace, while assisted by the government.

6.1 Commitment of the government and social partners

The government is committed to implementing the National Occupational Safety and Health Policy in cooperation with employer and worker representatives, and other stakeholders in the OSH field. It is recognised that although every effort is made to expand the outreach of the inspectorates, there will never be enough inspectors to eliminate all hazards. Therefore employer-worker cooperation in OSH at the workplace (OSH management system) is crucial to ensure a safe and healthy working environment.

Together all partners will strive to develop a strong preventive safety and health management system, aimed at fostering a safety culture, in all workplaces focusing on the following points.

1. Developing and enforcing OSH laws and regulations
2. Promoting cooperation among OSH stakeholders (government, employers, workers and other related OSH organisations)
3. Promoting cooperation with the international and regional community on OSH
4. Disseminating to workplaces and the public information on OSH regarding laws and regulations, practical preventive measures, current issues and preventive actions based on research and data on occupational accidents and diseases,
5. Organising training on OSH in all enterprises for all workers

6.2 Mission of Ministry of Labour and Vocational Training, Department of Safety and Health

As the lead Ministry in occupational safety and health, the Department of Occupational Safety and Health has the following mission:

- Develop and implement policies, standards and legal frameworks on occupational safety and health, jointly with other related government organisations and the social partners, that support the efforts of to promote activities in the area of occupational safety and health.
- Promote the capacity of labour 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 in formal, informal and rural economy.
- Promote and enforce occupational safety and health management systems at all workplaces.

The purpose of this strategic 3rd Master Plan is to promote healthy, safe, productive and quality lives of women and men workers in the public, formal and informal economy in the Kingdom of Cambodia.

7. Strategies and Specific Objectives

The 3rd Master Plan, based on the National OSH Policy is aimed at focusing on the following strategies:

- Strategy 1: COHERENT OSH LEGAL AND POLICY FRAMEWORK, ALIGNED WITH INTERNATIONAL STANDARDS AND EFFECTIVELY ENFORCED**
- Strategy 2: INFRASTRUCTURE OF A FUNCTIONAL OSH MANAGEMENT SYSTEM AT NATIONAL, SUB-NATIONAL AND ENTERPRISE LEVEL THROUGH COOPERATION AND CAPACITY BUILDING DEVELOPED**
- Strategy 3: ENFORCEMENT, COMPLIANCE AND A COMPETENT AND EFFECTIVE OSH AND LABOUR INSPECTION**
- Strategy 4: EMPLOYER AND WORKER OSH COOPERATION IN FORMAL SECTOR, ESPECIALLY IN HIGH RISK SECTORS, TO IMPROVE WORKING ENVIRONMENT AND PRODUCTIVITY INCREASED**
- Strategy 5: SAFE AND HEALTHY WORKING ENVIRONMENT IN SME'S AND IN RURAL AND INFORMAL ECONOMY PROMOTED, AS WELL AS OSH AWARENESS INCREASED**
- Strategy 6: CHILD AND FORCED LABOUR ELIMINATION, COOPERATION IN PREVENTION OF HIV/AIDS, DRUG USE, COMMUNICABLE AND NON-COMMUNICABLE DISEASES AT WORK**

The strategies and specific objectives in this Master Plan have been developed based on a SWOT analysis made by the tripartite constituents and relevant stakeholders. Their formulation has been made in line with the policy formulation and implementation cycle and aims to improve them in order to achieve qualitative and quantitative results.

In addition to the defined strategies the analysis raises several crosscutting issues, which are crucial for the Cambodian situation. The size of the informal economy leaves a sizeable part of the work force outside the official legislation. Based on the Constitution, the implementation and monitoring of this programme need to consider ways and means to effectively extend protection of rural and informal workers to achieve equal protection of all workers without discrimination. Likewise, the gender dimension (such as women workers being exposed to extensive working hours in the informal and formal sectors (about 70 % of accident victims in garment sector are women) and more men to a large extent being the victims of fatal occupational accidents) will require increased gender segregated data collection and research to better target preventive actions.

The outputs and indicators related to the objectives will be presented in the SMART Action Plan (to be developed separately).

STRATEGY I: Coherent OSH legal and policy framework, aligned with international standards and effectively enforced

Updated labour and OSH legislation in line with ILO and UN principles and best practices is a prerequisite for the work of the Ministries and Government agencies as well as the social partners. However, the legislation remains an empty letter unless implemented by the three partners in reality.

The specific objectives for implementing of this strategy are shown below:

1. Develop a clear and coherent framework of OSH laws, in a sensitive manner on gender and vulnerable groups of workers (including the OSH part of the Labour law, the draft OSH law and subsequent practical OSH Prakas), as well as relevant enforcement and compliance mechanisms.
2. Develop and present for adoption the OSH Law in line with ILO principles and good preventive practices followed by an early adoption by the MLVT.
3. The National OSH Policy to be adopted by the Royal Government develop more prioritised guidelines for implementation and broadly promote publicly and implement.
4. Based on accident data and research, produce a (targeted and prioritised) development plan of subsequent Prakas for specific economic sector and hazardous sectors (such as construction, mining, machine safety, garment, manufacture, asbestos exposure, etc.), in close collaboration with the social partners and stakeholders.
5. Cooperate with Ministry of Land Management, Urban Planning and Construction (MLMUPC) to incorporate safety and health requirements and their enforcement in Code of Conduct and future sub-decrees/Prakas related to construction.
6. Develop and finalise Prakas/guidelines for establishment and operation of OSH management systems (workplace OSH policies, bipartite safety committees, workers safety representative and safety officer) at enterprises.
7. Strengthen the use and implementation of ILO OSH Conventions gradually with the aim to ratify the following ILO Conventions: primarily Labour Inspection Convention, No.81; Labour Inspection (Agriculture) Convention, No.129; Occupational Safety and Health Convention, No.155, Asbestos Convention, No. 162, Promotional Framework for OSH Convention, No. 187 and also Conditions of Employment of Plantation Workers Convention, No.110,

Occupational Health Services Convention, No.161, OSH in Construction Convention, No.167, Safety and Health in Agriculture Convention, No. 184.

8. Incorporate the Recommendation on transition from informal to formal economy, R 204 and ILO OSH MS-2001 Guidelines in national OSH legal framework.
9. Update the regulations (Prakas, policy, guidelines) related to Labour and OSH Inspection, based on the Labour Law, to ensure free access to all places of work, legal mandate and enforcement rights, and relevant competence and capacity for efficient inspections in small enterprises, inspections in agriculture and promotion of OSH among rural and informal sector and self-employed (see also S3 on review of roles of inspectors).
10. Review/take into use guidelines for a functioning reporting, recording and notification of occupational accidents and diseases at the national and workplace levels (ref also digital inspection database).
11. Legally ban all types of asbestos and asbestos containing materials, promote use of asbestos substitution materials, establish mandatory regulations on safety procedure of asbestos abatement, and health surveillance on high-risk workers to asbestos related diseases (ARD), and add ARDs into the list of occupational diseases.

STRATEGY II: Infrastructure of a functioning OSH management system at national, sub-national and enterprise level through cooperation and capacity building developed.

Several Governmental ministries and agencies have a role to play in the improvement of working environment. Due to scarce resources it is necessary to ensure active cooperation and coordination. Tripartite collaboration on a national level is needed to develop and implement OSH legislation. Bipartite OSH cooperation at enterprises assure good understanding of local working environment and fast action for prevention. All resources need to be trained and targeted towards preventive actions.

The specific objectives for implementing of this strategy are shown below:

National level

1. Ensure the effective operation of the invigorated National Committee on OSH (NCOSH), including clear functions and workplans.
2. Clarify and coordinate OSH related actions between NCOSH and Labour Advisory Committee (LAC).
3. Explore the roles of the MLVT, other ministries and agencies dealing with OSH legal and policy issues to ensure efficient cooperation and coordination (such as mining, construction, transportation and health agencies).
4. Evaluate functions and capabilities of OSH professional organizations and improve capabilities of professional human and technical resources to increase efficiency of their prevention function.
5. Establish an employer-funded OSH training institute to train enterprise-based safety committee members and workers at high-risk workplaces.
6. Develop, jointly with the relevant Ministries, a coordination and inspection plan and a plan to undertake preventive measures at high-risk workplaces.
7. Conduct a feasibility study, jointly with the Ministry of Health, other concerned organisations and WHO on preventive occupational health (OH) services including proactive prevention of occupational diseases, risk assessment, workers health check-up and surveillance, rehabilitation and return-to-work services to the national health system, and improve accessibility and quality of preventive OH services
8. Organise an annual National OSH Conference to increase public OSH awareness and share OSH successes.

Sub-national (Provincial and municipal) level

9. Review the role of various OSH related inspectors at the sub-national level with the aim to increase collaboration and efficiency.
10. Establish collaboration of sub-national inspectors with rural and informal economy employers, agricultural extension workers and workers with the aim to promote safe and healthy working environment, utilising the ILO R 204.
11. Provide capacity building for effective inspection and collaboration.
12. Encourage collaboration among the sub-national and enterprise level actors to improve the reporting of occupational accidents and diseases

Enterprise level

13. Introduce and ensure compliance of enterprise level OSH management systems (OSH MS), including workplace OSH policies, bipartite OSH committees, workers' safety representatives and safety officers (see also S1 and S 3).
14. Promote guidelines for the establishment and operation of OSH Committees at enterprises, see also S 1.
15. Introduce risk assessment and risk management training for enterprise, jointly with employers' and workers' organisations.
16. Increase capacity building and collaboration in accident reporting, (see also S V).

STRATEGY III: Enforcement, compliance and a competent and effective OSH and labour inspection

The best legal OSH system remains an empty letter without effective enforcement. The Labour Inspection needs a clear mandate and right to use sanctions, if necessary, to provide a level playing field for the enterprises. Simultaneously, the inspection need to be competent and trustworthy with a high integrity. As no country ever has enough inspectors to cover all workplaces, the OSH MS at enterprises need to carry the main focus of improving working environment, and the inspection can be consulted as a neutral adviser and interpreter of the OSH legislation. Meanwhile, the inspection has a role as proactive inspector of enterprises and a promoter of safe and healthy working environment in rural and informal economy.

The specific objectives for implementing of this strategy are shown below:

1. Review the role of the labour, OSH and investigation inspectors in the various departments under the MLVT and re-organize their OSH functions efficiently.
2. Meanwhile provide core labour and core OSH training for all inspectors to widen inspection capacity and thus increase reach-out to more enterprises.
3. Strengthen the use of the Strategic Compliance Planning for the Labour Inspectorate⁴ to assist elements of self-regulation and OSH management systems at workplaces.
4. Consider increased collaboration and joint activities, at national and sub-national levels, with other inspections and partners (such as mining, construction, industry, environment, transportation, health, agriculture and tourism) to increase efficiency and effectiveness.
5. Set up governmental technical cooperation groups for high-risk industries, specifically for construction and mining, to improve OSH in both formal and informal economy.
6. Increase the reporting, investigation and recording of occupational accidents and diseases through promotion and expansion of NSSF coverage and benefit payment, also to the informal economy.
7. Ensure that gender segregated and more representative occupational accident and diseases data from NSSF is provided to the inspectorate to decrease underreporting and improve inspection management and targeting.

⁴ ILO Approach to Strategic Compliance Planning for Labour Inspectorates, Dec 2017, https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_606471.pdf

8. Based on research, accident statistics and approved new Prakas develop a gender sensitive inspection management/targeting programme, also considering vulnerable groups of workers (such as women, youth, elderly, migrants) to expand inspection coverage.
9. Include in workplace inspection checking of compliance with requirements of enterprise-based OSH MS (enterprise OSH policies, safety committee, workers' safety reps and safety officer), written risk management actions and occupational accident and diseases reporting (to be incorporated in the digital inspection reporting system).
10. Develop and ensure adherence to guidelines for inspection, general and in-depth, including performance indicators as well as Code of Conduct, in line with ILO⁵ and IALI guidelines.
11. Undertake a need analysis of labour inspector training, including emerging risks and promotion of OSH in the informal sector, and develop a training strategy with training curricula for rolling training schedules.
12. Ensure sufficient professional human resources in risk assessment and risk management, communication and technical skills, as needed (see above).
13. Provide sufficient capacity and resources for the Labour Inspection to cover small enterprises, also in sub-national level, as well as agriculture and to provide OSH promotion to the informal sector and self-employed people (see also S IV, point 8).
14. Produce and publish annual inspection reports both on national and sub-national levels.
15. Develop/take into use a reliable digital inspection database, which records previous inspections, noted violations and reported occupational accidents and diseases.
16. Introduce an OSH self-reporting system for enterprises.
17. Implement targeted OSH campaigns and inspection drives in selected high-risk industries, especially in connection with new OSH Prakas.
18. Promote safe and healthy working environment in the rural and informal economy, jointly with stakeholders from these economies.
19. Include promoting of safety culture, the business case of OSH and OSH good practice, preventive risk assessment to the as part of safety awareness activities of the labour inspections

⁵ ILO Guidelines on general principles of labour inspection, https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/genericdocument/wcms_844153.pdf

STRATEGY IV: Employer and worker OSH cooperation in formal sector, especially in high-risk sectors, to improve working environment and productivity increased

The employer in the formal economy has the duty to provide safe and healthy working environment, which also ensure high productivity. In order to enable the OSH system at enterprises, the employers and workers, further capacity building is needed. Furthermore, development of procedures and processes for further specialization in risk assessment and management, preventive measures and health surveillance to be applied in all ongoing occupational safety and health implementation actions, is needed.

The specific objectives for implementing of this strategy are shown below:

1. Promote cooperation in OSH between employers and workers at enterprises through awareness campaigns.
2. Set up industrial sector working groups, led by high-standard enterprises, to increase adherence to OSH legislation and regulations aiming at a level playing field for all enterprises and increased OSH awareness.
3. Increase coverage and ensure functioning of the OSH management system (OSH MS) at enterprises (enterprise OSH policies, safety committee, workers safety representation and safety officer) to increase social dialogue in OSH at enterprises to ensure efficient prevention and to support labour inspection (in line with the Rectangular Strategy).
4. Develop and/or adapt available risk assessment tools (paper based and on-line) for use at all workplaces. The preventive risk assessment will cover all work-related risks, including (but not limited to) psychosocial, ergonomic, biological, physical (including fainting), and chemical, including asbestos-related risks, which may result in non-communicable and communicable diseases.
5. Share occupational hazards information with the workers to increase safety and health awareness and joint preventive actions.
6. Conduct regular, periodic and special, medical check-ups with the aim to identify and eliminate workplace hazards and to provide early diagnosis and treatment.
7. Develop, test and introduce a self-reporting system for enterprises (on hazards, accidents and preventive measures), jointly with employers' and workers' organisations.
8. Identify high-risk sectors (such as travel goods and bag production, garment, footwear, brick factories, construction, mining, maritime work and entertainment) to focus employer preventive actions, supported by workers and OSH inspectors.
9. Promote protection of migrants' rights, benefit, occupational safety and health, and dignity of workers in line with the Rectangular Strategy.

10. Provide safety and health information, OSH education and awareness raising to workers, especially vulnerable groups and migrant workers in easily understandable form and language.
11. Promote employers' organisation and trade unions to train their members in preventive OSH MS, safety and health culture and other related OSH issues at enterprises, supported by DOSH.
12. Promote and assist the relevant industry to select OSH champion enterprises and to organise targeted OSH training for employers and workers, as well as subcontractors, using ILO and international material, such as WISE, WISCON, WILCON, etc.
13. Use the National Asbestos Profile and Roadmap (Recommendations) to launch the process of eliminating all asbestos, including public awareness, methodology to substitute asbestos and remove asbestos safely both in formal and informal economy.
14. Promote the dissemination of national and international best practices in OSH MS, the understanding of safety and health culture and the financial benefits of safe and healthy working environment to improve productivity and quality.

STRATEGY V: Safe and healthy working environment in SME's and in rural and informal economy promoted as well as OSH awareness increased

A challenge facing the OSH community is the large rural and informal economy as this is one of the most vulnerable segment of the population. There are many organizational forms in the informal economy: cooperatives, small traders, community groups, and social associations developing in the fast-changing world today. The employers and workers in the SMEs, rural informal sector have a real demand to be supported by inspectors through giving advice and technical consultation on OSH issues. Inspectors can provide advisory service on OSH and how to conduct risk assessments and control workplace hazards. Crucial OHS knowledge to such employers and workers are practical, low-cost solutions to improve working environment and increased understanding of how better working environment lead to higher productivity and quality. Such advice assists them in better compliance with the law, especially in small-scale enterprises, using WISE, WIND, WINDY and WISH methodologies.

The specific objectives for implementing of this strategy are shown below:

1. Introduce the provisions in the adopted ILO Recommendation No. 204 into the methodology of the Labour Inspectorate working with the rural and informal sector, develop joint cooperation with informal sector stakeholders and promote best OSH practices in the sector.
2. Compile data on subcontractors, SMEs, rural and informal economy operators to improve reach-out for inspectors and OSH practitioners.
3. Undertake a study on working environment in rural and informal economy to identify hazards and solutions.
4. Provide sufficient training, capacity and resources for the OSH and labour inspection to cover SMEs enterprises, also in the sub-national level, as well as agriculture and to provide OSH advice and promotion to the informal sector and self-employed people (see also S III, point 10).
5. Establish a specialized training for OSH and labour inspectors in topics of occupational safety and health, especially in agriculture, small, medium and micro business, informal sector and self-employment.
6. Expand the services of IDPoor and NSSF to self-employed, rural and informal economy.

7. Expand promotion and training programmes, jointly with the social partners, WISE trainer network and other stakeholder from the SME sector, on improvement of working environment and its impact on higher productivity.
8. Expand training programme, jointly with social partners, WISH trainer network and domestic employer organisations, on improvement of working environment in the domestic work.
9. Expand training programme, jointly with WISCON, WIND and WINDY trainer networks, agricultural extension workers, farmers and rural workers' organisations, on self-improvement of working environment in the rural and informal economy.

Public awareness

10. Develop an interactive communication plan, including use of new media, hot line, media training, etc., for OSH promotion in the formal, rural and informal sector, jointly with national mass media.
11. Collect, compile and disseminate best OSH practices (related to safe marketplaces, traffic safety, safe machinery and equipment, etc.) for the above SME and informal sector, jointly with sector representatives.
12. Strengthen Cambodia's leading role in improving working environment in small, medium and micro enterprises (SMMEs) in the ASEAN-OSHNET.
13. Promote and expand public OSH events with new partners, such as the World Day for Safety and Health at Work, OSH awards with ASEAN-OSHNET, awards for enterprises with good OSH practices, etc.

STRATEGY VI: Child and forced labour elimination, cooperation in prevention of HIV/AIDS, drug use communicable and non-communicable diseases at work

The Labour Inspection takes part in these actions and campaigns using its resources. However, other organisations are mainly responsible for organising and executing these actions with the support of the labour inspection. The impact at work of these campaigns is of concern to the OSH authorities.

The specific objectives for implementing of this strategy are shown below:

1. Participate in Child and Forced Labour Elimination Action Plan through targeted inspections and promotional events.
2. OSH and labour inspectors include monitoring of children aged 15 to 18 years against unacceptable forms of child labour.
3. Coordinate workplace related OSH actions with the Tripartite Coordination Committee on HIV, AIDS and drugs.
4. Continue to promote prevention of HIV/AIDS and drug use at work with the help of enterprise-based committees focusing on prevention of drug use and HIV/AIDS ultimately aiming at safe and healthy workplaces.
5. Promote the prevention of communicable and non-communicable diseases and pandemics at workplaces, jointly with national and international programmes and campaigns.
6. Cooperate with regional and international actors (such as ASEAN and WHO) to promote programmes and campaigns.

8. Action (implementation) Plan

The development of the 3rd OSH Master Plan was developed in consultation with stakeholders from the formal, rural and informal sector. It covers all key issues and requirements under Labour and OSH legislation in Cambodia, within the ASEAN-OSHNET as well as the ILO and the global community. Implementation of the strategic plan under each of the six strategies is a considerably significant process and therefore, requires access to both human and financial resources, a synergy between the various teams and effective collaboration among the relevant parties and role players.

The Action (implementation) plan is a living document, which provides more details on the individual activities to be undertaken to implement the Master Plan. The individual activities are based on the specific objectives aimed at implementing the Strategies in full. The Action Plan needs to be SMART and thus progress can be followed on a semi-annual base and correcting action can be taken at an early stage to ensure full implementation in the final end. The Action Plan (2023-2027) founded on results-based SMART methodology is in **Annex 3**.

9. Monitoring and Evaluation Plan

Monitoring and evaluation of each project or activity under the 3rd OSH Master Plan (MP) shall be conducted every 6 months in each financial year as this will form part of the reporting requirement. Results from the implementation of the MP shall be presented to NOSHC twice a year and within 60 days after the 6 month period has been closed.

A public assessment of the implementation of the strategy is to be conducted every three years starting after the approval and launch of the MP and a report to be published within 12 months after the assessment, which is to be made available to the public.

Monitoring mechanism

The main institutions involved in monitoring and reporting of this strategic framework and its action plan (to be developed) are the following:

- Department of Occupational Safety and Health (DOSH);
- National Committee on OSH (NCOSH).

DOSH is responsible for continuously monitoring the implementation of the approved strategic framework and undertaking actions, if necessary, to ensure timely and effective conduct of the activities set out in the action plan.

The key functions of DOSH in the process of monitoring and reporting are the following:

- Establish an effective monitoring and reporting mechanism in line with monitoring and reporting requirements and ensure its application.
- Collect information from participating ministries and relevant stakeholders in occupational safety and health (including social partners, representatives of the rural and informal sector) on the implementation of the strategic framework and its action plan.
- Prepare regular annual reports on the implementation of the strategic framework and biannual reports on the implementation of the action plan.
- Initiate discussions of problematic issues, if needed.
- Publish regular reports on the website of DOSH after its endorsement by the respective body.

Frequency of monitoring reports

DOSH will prepare two reports:

- Semi-annual reports on implementation of action plan;
- Annual report on implementation of strategic framework.

The template for semi-annual report is provided in **Annex 1** and for the annual progress report in **Annex 2**.

The annual progress report should lead to decisions to mitigate the risks and improve the implementation. It is important to formulate actionable recommendations. They should lead to concrete decisions and/or specific actions by institutions.

In addition to the annual progress report, DOSH will prepare one final report at the end of the implementation period of the MP. The final report will be prepared within three months following the expiry date of the MP.

Evaluation

The Strategy will undergo interim evaluation in 2025 to assess the effectiveness and efficiency of implementation. The final evaluation will be done in 2027.

ANNEXES

Annex 1: Recommendations for Developing Semi-Annual Report

Template for semi-annual report

I. SUMMARY INFORMATION (1 page maximum)

OVERALL PROGRESS

In this section, the following information is provided:

- overall number of valid actions for the six months covered
- information on the overall implementation rate, e.g. the percentage and number of fully, partially and not implemented actions
- areas showing the best and the poorest performance (based on objectives).

PROBLEMS AND RISKS

In this section, a summary of the main reasons for delays in implementing actions is presented. Any risks to the future implementation of actions and achievement of objectives are highlighted.

NEXT STEPS

Possible solutions to the problems identified and next steps towards implementation of the strategic document are suggested.

II. DETAILED INFORMATION ON THE IMPLEMENTATION OF ACTIVITIES

In this section, information on the implementation status of the actions is provided, along with a brief description of the progress against each action, (output) indicators, any problems identified and the proposed next steps.

Template for progress against actions

The focus of the action plan report is on the completion of actions as foreseen in the action plan and the reasons for delays, provided in the column "Progress on implementation".

No.	Strategies and Specific objectives	Deadline	Financial Source	Leading and supporting institution	Product (Output)	References to documents	Progress on implementation	Challenges and suggestions
I.	Strategy:							
I.1	Specific objectives							
I.1.1.1	[Title of action]							
I.1.1.2	[Title of action]							
I.1.1.3	[Title of action]							
I.2	Specific actions							
II.1.1.1	[Title of action]							
II.1.1.2	[Title of action]							
II.1.1.3	[Title of action]							
II.	Strategy:							
II.1	Specific actions							

Annex 2: Recommendations for Developing Annual Report

Template for annual report

DOSH has the overall responsibility for monitoring and reporting on the implementation of the strategic framework.

The purpose of this template is to describe the structure of the annual progress report and to provide more detailed instructions on what information could be provided. The structure and instructions for the preparation of the strategic framework report are presented below.

1 EXECUTIVE SUMMARY

In this section, brief information on the progress against each strategy of the strategic document is provided, based on both the indicators and the implementation of key reforms in the sector. Only achievements in the implementation of the most important activities should be presented. The importance of activities is decided according to the scope of their impact, political attention, and media or civil-society interest. Graphs, tables and pictures can be used to illustrate the achievements. This section also provides brief information about the progress towards achieving the vision (the “bigger picture”). It also summarizes key challenges, risks and necessary corrective measures.

This section should be used to brief decision makers, the public and stakeholders. The executive summary will be short and concise, up to three pages long.

2 PROGRESS IN IMPLEMENTING STRATEGIC DOCUMENT OBJECTIVES

This section describes the progress made towards implementing each objective of the strategic document. It will have as many sub-sections as there are objectives in the strategic document. Before describing the implementation of each objective, summary information on overall progress could be provided here. It could include information on:

1. reforms successfully implemented in the year
2. areas needing improvement in implementation
3. overall budget execution.

Tables and graphs can be used here.

PROGRESS AGAINST PLANNED STRATEGY OUTPUTS: [title of strategy]

In these sub-sections, the information on the progress against each planned strategic output should be provided. The progress against each objective is described according to indicators and the overall progress in implementing activities under the objective. Information on whether indicator targets were achieved should be presented. A description of the key reforms implemented should be provided, as well as reasons for any failure to achieve the targets. This

information will give a sense of whether the strategic document is moving closer to achieving the targets. Activities that contributed to the achievement of the objective can also be presented, always with the aim of answering such questions as: “Why did we plan this activity?” and “How has this activity helped to improve the public services we are responsible for?” It is especially important to mention the successes, gaps and challenges, along with recommendations for overcoming the gaps and challenges. Priority actions to improve the performance should also be outlined.

Each sub-section could include the following information:

1. assessment of the main achievements, using indicators and graphs
2. success stories
3. assessment of challenges, gaps and bottlenecks
4. budgetary resources
5. conclusions and recommendations for the next steps.

Graphs, tables or pictures should be used to illustrate the assessment. Linked indicators should be used to tell the story.

3 RISKS AND STEPS TO ADDRESS THEM

In this section, any risks to the overall strategic document implementation are assessed and steps to address these risks are provided. Such risks can relate to institutional capacity, financial capacity, the regulatory environment, partnership and engagement by other institutions, and other factors external to the strategic document. Steps to address these risks in the future are identified and listed in this section.

This section is prepared by DOSH based on the inputs provided by implementing institutions. DOSH need to instruct participating institutions to provide such information through the reporting process.

Annex 3: Action Plan

Specific Objectives and indicators for implementing and monitoring the Third OSH Master Plan, 2023-27

The Master Plan will be implemented and monitored according to the indicators presented in the table below.

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
I. STRATEGY I: Coherent OSH legal and policy framework, aligned with international standards and effectively enforced							
1	Develop a clear and coherent framework of OSH laws, in a sensitive manner on gender and vulnerable groups of workers (including the OSH part of the Labour law, the draft OSH law and subsequent practical OSH Prakas), as well as relevant enforcement and compliance mechanisms.	List of laws and draft laws related to OSH (pls add) OSH profile	<ul style="list-style-type: none"> ○ Create a national technical working group on OSH ○ Compare all present laws and draft to international Conventions ○ prepare plan for updating/adopting a coherent OSH legal framework 	MLVT (DOSH:) NCOSH NCOSH members NCDM NADC NAA	2000 Tech supp MLVT- in-kind KOSHA	2023 2024	Plan for updating of coherent OSH legal framework agreed
2	Develop and present for adoption the OSH Law in line with ILO principles and good preventive practices followed by an early adoption by the MLVT.	First draft Law on OSH with support of KOSHA	<ul style="list-style-type: none"> ○ Internal meeting in Ministry to review and give inputs to the first draft ○ Organise meeting of national OSH committee to get more 	MLVT, MinJust, NCOSH, BoEC MLMUPC MME	In-kind by MLVT, In-kind from KOSHA	2023-2024	Law on OSH ready for adoption NOTE: in cash to MLVT/DOSH, but

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
			inputs to the first draft law on OSH ○ Organise consultative workshop with tripartite partners (ministries, employer and worker organisations) ○ Revised the law on OSH with supporting documents on the process of drafting the law and submit to office of council of ministers ○ Organise meeting with concern legislative committee and meeting of full national assembly ○ Adopted and signed by the king	Mo Interior NSSF MoH MoAgri Mo Industry, Science, Technology and innovation (MISTI) MoEn MoCommerce	In-kind from other ministries 5000 Korea and In-kind by In-kind by MLVT 12,000		support as consultant experts on law development, training DOSH officials in Korea; equip and support the training center on OSH by Korean expert (Approx. 2 million USD) 2 workshops at office of council of ministers 1 National assembly meeting

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
			<ul style="list-style-type: none"> Dissemination ceremony of the law on OSH to all partners widely 		15,000		<ul style="list-style-type: none"> - Launching ceremony with partners: 300 px - Printed and disseminate the law on OSH
3	The National Policy on OSH to be adopted by the Royal Government develop more prioritised guidelines for implementation and broadly promote publicly and implement.	Final draft of national policy on OSH with the support of ILO/Japan OSH Project	<ul style="list-style-type: none"> Approve and sign by Minister of LVT Organise dissemination workshop/meeting on national policy on OSH to all tripartite and concern partners and organisation Printing national policy Upload the policy in MLVT page 	MLVT, NCOSH, other national and sub-national partners	In-kind 15000 550 In-kind	2023 Promotion 2023-2025	The National Policy on OSH adopted and widely promoted 500 copied of policy printed Policy on OSH can be accessed by public

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
					In-kind		List enterprises with high risk Draft list occupational disease
5	Cooperate with Ministry of Construction to incorporate safety and health requirements and their enforcement in the draft Building Code.	Reviewed and provided input on Law on construction MLVT input to Building Code?	<ul style="list-style-type: none"> Continue the cooperation with MLMUC to improve working and OSH conditions for workers in construction sector Develop necessary and relevant legal documents and guidelines in collaboration with MLMUC 	MLVT/DoSH MLMUPC, NCOSH	In-kind	2023	OSH included in law on construction OSH included in Building Code
6	Develop and finalise Prakas/guidelines for establishment and operation of OSH management systems	<ul style="list-style-type: none"> Draft Law and Policy on OSH Draft standard 	<ul style="list-style-type: none"> Develop guidelines on formation and operation of OSH committee in enterprises 	MLVT/DoSH & LI, NCOSH	In-kind	2025	Guidelines adopted and promoted

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
	(workplace OSH policies, bipartite safety committees, workers safety representant and safety officer) at enterprises.	operating procedure (SOP)	<ul style="list-style-type: none"> ○ Launching and dissemination the Guideline 		5000		Printed guidelines and launching event
7	Strengthen the use and implementation of ILO OSH Conventions gradually with the aim to ratify the following ILO Conventions: primarily Labour Inspection Convention, No.81; Labour Inspection (Agriculture) Convention, No.129; Occupational Safety and Health Convention, No.155, Asbestos Convention, No. 162, Promotional Framework for OSH	Conv 81 partly implemented	Review draft OSH Law to be aligned with C 81	MLVT/DoSH & LI	In-kind	2024	Draft OSH Law
		Conv 129 partly implemented	Review draft OSH Law to be aligned with C 129	MLVT/DoSH & LI	In-kind	2024	Draft OSH Law
		Conv 155 partly implemented	Review draft OSH Law to be aligned with C 155	MLVT/DoSH, NCOSH	In-kind	2024	Draft OSH Law
		Conv 162 partly implemented	Review draft OSH Law to be aligned with C 162	MLVT, MinHealth, NCOSH	In-kind	2024	Draft OSH Law
		Conv 187 partly implemented	Review draft OSH Law to be aligned with C 187	MLVT, NCOSH	In-kind	2024	Updated OSH Law ready for adoption by Parliament

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
	Convention, No. 187 and also Conditions of Employment of Plantation Workers Convention, No.110, Occupational Health Services Convention, No.161, OSH in Construction Convention, No.167, Safety and Health in Agriculture Convention, No. 184.			EO & TU			
		Any other draft OSH related law, that needs to be aligned	Review OSH law to align with all convention related to OSH	MLVT, NCOSH EO & TU	In-kind	2023	OSH Law

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
8.	Incorporate the Recommendation on transition from informal to formal economy, R 204 and ILO OSH MS-2001 Guidelines in national OSH legal framework.	N/A	<ul style="list-style-type: none"> ○ Create a working group to study and developing a guidelines ○ Develop procedure and mechanism to support the transformation of workers from the informal to formal economy to that they can benefit from OSH protection program ○ Organised network of informal sector workers 	MLVT, NCOSH & Relevant Ministries, farmers union, informal workers' union NSSF	In-kind 5000	2023-24	Guidelines on transition of workers from informal to formal economy
9.	Update the regulations (Prakas, policy, guidelines) related to Labour and OSH Inspection, based on the Law on Labour, to ensure free access to all places of work, legal mandate and enforcement rights,	Labour law and relevant Prakas - Osh law draft	<ul style="list-style-type: none"> ○ Prepare list of occupational disease ○ Issue Prakas on occupational disease ○ Compile list of high-risk enterprise ○ Prepare and conduct study on the situation of hazardous work of informal economy workers and agriculture 	MLVT NCOSH MLMUP MME BEC NSSF MoH	In-kind	2025	<p>Study published</p> <p>List of occupational diseases and Prakas on occ diseases</p> <p>Revised OSH legislation (date open)</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
	and relevant competence and capacity for efficient inspections in small enterprises, inspections in agriculture and promotion of OSH among rural and informal sector and self-employed (see also SO3 on review of roles of inspectors).		<ul style="list-style-type: none"> ○ Review and make amendment to any current relevant legal framework on OSH to include informal economy and agriculture based existing ILO standard and good practice in ASEAN country. ○ Develop guidelines on inspection and its procedures to inspect agriculture work and other necessary sectors under the mandate of labour law. 	MISTI MoE MoAgr MoCom			Inspection guidelines adopted (date open)
10	Review/take into use guidelines for a functioning reporting, recording and notification of occupational accidents and diseases at the national and workplace	Data system on OSH (in progress)	<ul style="list-style-type: none"> ○ Create a working group to monitor and control data and reporting system on occupational disease ○ Oversee and maintain regularly the data management system ○ Annual reports published 	MLVT, NCOSH, EO & TU	\$1,000 In-kind	2023	<p>Workgroup established and first annual report published</p> <p>Promotional workshop(s) organised in (which to be defined)</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
	levels (ref also digital inspection database).		<ul style="list-style-type: none"> Organize dissemination workshop on the data and reporting system to employer and workers organizations and all concern parties. Produce list of occupational disease 				economic sectors (date open, tbd)
11	Legally ban all types of asbestos and asbestos containing materials, promote use of asbestos substitution materials, establish mandatory regulations on safety procedure of asbestos abatement, and health surveillance on high-risk workers to asbestos related diseases (ARD), and add ARDs into the list	Cambodia National Asbestos profile	<ul style="list-style-type: none"> Amendment sub-decree #17 to include asbestos into the list of hazardous substance. Develop relevant legal document to ban the use of asbestos in construction material and equipment Include a section/ provision related to the management of asbestos in the draft law on OSH Study to identify and include the diseases caused by asbestos 	MLVT and Asbestos working group	In-kind In-kind In-kind	2026 2024 2023	Sub-decree #17 amended Asbestos ban included in OSH law Study published (date open) Provision on asbestos included in the OSH law

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading & supporting institution	Cost (USD)/ donor, in kind	Timeframe/ Deadline	Output
	of occupational diseases.		into the list of occupational disease. ○ Continue the training and awareness raising on asbestos ○ Asbestos Day ⊖ Sharing in social media (face book, YouTube) and mass media: e.g. Radio, and printed material: e.g. leaflet		30,000\$ 20,000\$ 25,000\$ 10,000\$	2023-2027 2025-2027 2023-27 2024 2025	Study report, List of diseases caused by asbestos 5 Training events (30px/tr), 150 organised per year 1 Event held per year with 500 px per event Name of mass media, social media and # of material printed

NCDM: National Committee on Disaster Management

NADC: National Authority for Combating Drugs

NAA: National AIDS Authority

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
II.	STRATEGY II: Infrastructure of a functioning OSH management system at national, sub-national and enterprise level through cooperation and capacity building developed.						
	National Level						
1	Ensure the effective operation of the invigorated National Committee on OSH (NCOSH), including clear functions and workplans.	Sub-decree on the creation of NCOSH	<ul style="list-style-type: none"> Convene meeting of NCOSH twice a year Updated statutes of NCOSH with clear functions Develop workplan of NCOSH for yearly Conduct capacity building of NCOSH members 	MLVT, NCOSH, social partners	2000 In-kind In-kind 5,000	6 Monthly 2024 Yearly Yearly	Meeting minutes of NCOSH Updated statutes Annual workplan Training seminars organised
2	Clarify and coordinate OSH related actions between NCOSH and Labour	NCOSH LAC	Meeting of the two committees to clarify their roles	MLVT NCOSH LAC	In-kind 500	2023-24	Minutes of the meeting Documents on roles updated

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	Advisory Committee (LAC).						
3	Explore the roles of the MLVT, other ministries and agencies dealing with OSH legal and policy issues to ensure efficient cooperation and coordination (such as mining, construction, transportation and health agencies).	N/A	<ul style="list-style-type: none"> Annual meeting for experience sharing of MLVT and other concerned ministry and parties External study on the OSH roles of other Ministries and recommendations for coordination 	MLVT:DOSH MME MoH MoE MISTI MoAgr MLMUPC, Concerned authorities (tbd)	1000 2000	Yearly	Minutes of the meeting Study published Recommendations for actions
4	Evaluate functions and capabilities of OSH professional organizations and improve capabilities	N/A	<ul style="list-style-type: none"> Develop competent standard to evaluate curriculum on OSH training program 	MLVT and concerned prof org (tbd)	In-kind	2024	A competent standard developed and implemented

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	of professional human and technical resources to increase efficiency of their prevention function.		<ul style="list-style-type: none"> ○ Define OSH professional organisations and their functions ○ Review cooperation possibilities ○ Signed MoU with professional organisations 				<p>Study published</p> <p>Review published</p> <p>MoU signed</p>
5	Establish an employer-funded OSH training institute to train enterprise-based safety committee members and workers at high-risk workplaces.	Cooperation with Cambodia Garment Training institute (CGTI) and National Labour Institute (NLI)	<ul style="list-style-type: none"> ○ Review CGTI training capacities ○ Develop training agreement ○ Collaborate with CGTI to conduct training on OSH related skill. ○ Integrate basic OSH training in NLI 	MLVT , NLI EO, NCOSH, TUs, CGTI- TAFTAC	1000 2000	Yearly	<ul style="list-style-type: none"> - Agreement with CGTI signed - Training curriculum developed with DOSH trainers and agreed with NCOSH (social partners) - Integrated basic OSH in NLI's training curriculum

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
6.	Develop, jointly with the relevant Ministries, a coordination and inspection plan and a plan to undertake preventive measures at high-risk workplaces.	Prakas on joint inspection	<ul style="list-style-type: none"> ○ agree on which Ministries are involved ○ Create inter-ministerial inspections working groups ○ conduct training on OSH inspection ○ agree on annual workplan 	MLVT, MME MoH MoE MISTI MoAgr MLMUPC NCOSH	In-kind	Yearly	<p>Working group</p> <p>Annual workplan agreed</p> <p>2 Training events and 200 inspectors attend the training</p>
7.	Conduct a feasibility study, jointly with the Ministry of Health, other concerned organisations and WHO on preventive occupational health (OH) services including proactive prevention of	<p>Joint Prakas #330 on dispensary in enterprise</p> <p>- Prakas#429 on physical check up</p>	<ul style="list-style-type: none"> ○ Issue a Prakas on hazardous work in collaboration with concerned ministries and authority ○ Conduct feasibility study by external expert 	<p>MLVT/DOSH and Dep of Employment (DOE)</p> <p>NCOSH</p> <p>MoH</p> <p>NSSF</p> <p>MOSVY</p>	<p>In-kind</p> <p>15,000</p>	2024	<p>Prakas related to OSH in construction, Mining, and agriculture</p> <p>Study published (end 2023-early 2024)</p>

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	occupational diseases, risk assessment, workers health check-up and surveillance, rehabilitation and return-to-work services to the national health system, and improve accessibility and quality of preventive OH services	-Prakas #433/20 on agreement with local enterprise for medical examination	<ul style="list-style-type: none"> ○ Discuss and agree on suggested recommendations ○ Action on implementation 				<p>Agreement on recommendations</p> <p>Occupational Health services updated/established (to be based on feasibility study)</p>
8.	Organise an annual National OSH Conference to increase public OSH awareness and share OSH successes.	No Conference organised	Start planning time, programme, relevant speakers, advance promotion, public attraction, media coverage	MLVT , NCOSH , social partners	20,000	Yearly	Annual OSH Conference organised with wide media coverage

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	Sub-national (Provincial and municipal) level						
9.	Review the role of various OSH related inspectors at the sub-national level with the aim to increase collaboration and efficiency.	Division of implementation authority between National (Ministry) and sub-national (provincial department)	<ul style="list-style-type: none"> ○ Suggestions for closer collaboration, see also SOIII, item 2 ○ Jointed inspection between central/national and sub national levels 	MLVT/DoSH MLVT, MLMUPC, MME	In-kind	Yearly	<p>Suggestions published (late 2023-early 2024)</p> <p>Joint inspection reports</p>
10 .	Establish collaboration of sub-national level inspectors with rural and informal economy employers, agricultural	No joint contacts	<ul style="list-style-type: none"> ○ Contact with rural and informal employers and unions, Agri-extension workers to discuss cooperation and implementation of ILO R 204 	MLVT/DoSH , farmers org, informal employer & Worker organisations, Agri-	In-kind	2024	<p>Collaboration agreement</p> <p>1 joint events per year</p>

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	extension workers and workers with the aim to promote safe and healthy working environment, utilising the ILO R 204.		<ul style="list-style-type: none"> ○ Establish pilot collaboration projects ○ Organize joint promotion events 	extension worker network			
11 .	Provide capacity building for effective inspection and collaboration.	Training on guidelines for inspectors to inspectors at national and sub-national levels	<ul style="list-style-type: none"> ○ Review of ILO R 204 to develop training methods ○ Training on OSH for inspectors at sub-national level ○ Raise awareness and promote OSH inspection activities in collaboration with 	MLVT, DOSH, LI, training dept	In-kind (2000 per course) 6000 10000	2024	Training curriculum and workplan Three OSH training courses conducted (in Ministry training room) 125 sub-national level inspectors attend the training on OSH (in targeted provinces—TBD)

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
			rural & informal sector				
12 .	Encourage collaboration among the sub-national and enterprise level actors to improve the reporting of occupational accidents and diseases	N/A	<ul style="list-style-type: none"> ○ Create an electronic reporting system ○ conduct promotion and information campaigns ○ Sub-national level inspectors entitled to punish or fine enterprise that do not provide report on accident or occupational disease to national authority 	MVLT , Sub-national level inspection heads, sub-national level authorities and enterprises	In-kind	2023	Promotions, campaigns Reporting system

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	Enterprise level						
13	Introduce and ensure compliance of enterprise level OSH management systems (OSH MS), including workplace OSH policies, bipartite OSH committees, workers' safety representatives and safety officers (see also S1 and S3).	Prakas 002/22 on SOP 919 companies with OSH committee registered at DOSH/MLVT	<ul style="list-style-type: none"> Companies can register its OSH committee via LACMS: Labour Automated Central Management System (https://lacms.mlvt.gov.kh/) Select champion enterprises Conduct Employer campaigns on OSHMS 	MVLT, NCOSH, enterprises	In-kind	2023-27	<p>10 Champion enterprises</p> <p>1 Employer campaign a year</p> <p>70% OSH WG or committee on OSH in enterprises</p>
14	Promote guidelines for the establishment and operation of OSH committee at	Prakas 002/22 on SOP	<ul style="list-style-type: none"> Conduct workshop twice a year Print and disseminate Guidelines 	MVLT, NCOSH, NSSF, EO, TUs	2500 2500	Yearly	<p>2 workshop and 100 participants attended the workshop</p> <p>1000 books</p>

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
	enterprises, see also SO1.		<ul style="list-style-type: none"> ○ Print and disseminate leaflet with benefits of accident reporting 		1000		1000 leaflets
15 .	Introduce risk assessment and risk management training for enterprise, jointly with employers' and workers' organisations.	N/A	<ul style="list-style-type: none"> ○ Develop guidelines on risk assessment ○ Conduct 5 one-day training of trainers (25 px per training) ○ Carry out risk assessment ○ Implement RA in 1000 enterprise ○ LI checking RA has been done 	MVLT , NCOSH, training institute	In-kind 25,000 (5000 per year)	2023-2027	Guidelines and tools on risk assessment 100 pax in training of trainers Assessment report -1000 enterprises conducted risk assessment - Inspection report on risk assessment
16 .	Increase capacity building and collaboration in accident reporting, see also SO V.	N/A	<ul style="list-style-type: none"> ○ Develop procedure to conduct risk assessment, reporting system and training 	MVLT , NCOSH, EO, TUs	2000	2024	Risk assessment tool ready 100 trainers trained

No .	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD)/ donor, In-kind	Timeframe/ Deadline	Output
			<ul style="list-style-type: none"> Reporting linked to self-inspection report system 				On-line RA tool available

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
III.	STRATEGY III: Enforcement, compliance and a competent and effective OSH and labour inspection						
1.	Review the role of the labour, OSH and investigation inspectors in the various departments under the MLVT and re-organize their OSH functions efficiently.	Three types of inspectors: Simple labour inspection, special inspection and intervention Guidelines on inspection Enterprises tested self-inspection report	<ul style="list-style-type: none"> Review the roles and tasks to see if the visits can be made more effectively Develop manuals for “overlapping” of basic OSH inspections and printing Train inspectors on the use of the manual Start a pilot project for testing in Garment factories 	MLVT, the three inspectorates, NCOSH	In-kind 10000 10,000\$ In-kind	2023	- Inspection methodology ready, which enables all different inspectors to look at the basic OSH issues for more effective inspections and less multiple visits at enterprises - 90 national and 50 sub-national inspectors trained - Practice in 16 factories using the manual/tool
2.	Meanwhile provide core labour and core OSH training for all inspectors to widen	Labour and OSH inspectors are	<ul style="list-style-type: none"> Update Guidelines to promote “cross 	MLVT-DOSH, LI Dep and NIL	In-kind	2023	Guidelines updated

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	inspection capacity and thus increase reach-out to more enterprises.	doing joint inspections	inspection” on basic level	(National Institute of labour)			
			○ Training in “cross inspection” capacity	MLVT, DOSH, LI dept., and NIL	6,000	2023 2024	75 inspectors trained 75 inspectors trained
3.	Strengthen the use of the Strategic Compliance Planning for the Labour Inspectorate ⁶ to assist elements of self-regulation and OSH management systems at workplaces.	Zero Draft OSH Law is On-going	○ Finalize OSH Law	MLVT, DOSH, LAC NCOSH	10,000 (MLVT) In addition to KOSHA	End of 2023-24	Law on OSH officially endorsed
4.	Consider increased collaboration and joint activities, at national and sub-national	- Prakas 072 on inter-ministerial inspectors for	○ Develop jointed Prakas or MoU between MLVT & MLMUPC, MME,	MLVT, MLMUPC,	In-kind	2023-2027	Annual workplans for inspection

⁶ ILO Approach to Strategic Compliance Planning for Labour Inspectorates, Dec 2017, https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/publication/wcms_606471.pdf

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	levels, with other inspections and partners (such as mining, construction, industry, environment, transportation, health, agriculture and tourism) to increase efficiency and effectiveness.	Tourist industry (Ministers of LVT, MoE, MoT) - Prakas 073 on inter-ministerial inspectors for Enterprises (garment, Shoes and travel goods) (Minister of LVT, MISTI, MoE)	MoPWT, MoH, MoAgr <ul style="list-style-type: none"> ○ Conduct joint inspection ○ Expand inspection boundary broader ○ Develop annual workplans 	MISTI, MoE, MoT MME MoAgri MoPWT			Joint inspections conducted in approx. 1 percent/year of totally 1,000 enterprises 300 Reports of joint inspection
5.	Set up governmental technical cooperation groups for high-risk industries, specifically for construction and mining, to improve	Labour Law: Chapter 14, section 2 & 3 Labour admin - Inspector code of ethics	<ul style="list-style-type: none"> ○ Forming the technical cooperation group ○ Review needed for OSH 	MLVT , MLMUPC, MISTI, MoE, MoT MME MoAgri	5,000	2024-27	Annual workplan Inspections in hazardous sectors/work expanded.

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	OSH in both formal and informal economy.	- Guidelines on chemical safety in the workplace	updating of relevant laws. <ul style="list-style-type: none"> ○ Determine the employment/enterprise with high risk ○ Review needed for updating of inspection methodology ○ Annual workplan ○ Conduct joint inspection in construction sites, mining, and other hazardous sectors main contractor and ○ Sub-contractor including informal sub-contractor. 	MoPWT			Annual plan 16 sites per year

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
6.	Increase the reporting, investigation and recording of occupational accidents and diseases through promotion and expansion of NSSF coverage and benefit payment, also to the informal economy.	Report of accidents from NSSF Note: Info on underreporting not available (NSSF reports only those enterprises where accidents happened, and which claim benefit at NSSF. No list of occ. Disease)	<ul style="list-style-type: none"> ○ Link to strategy V point 6- creation of community-based organization/ association for informal economy ○ Gather Information on Occupational accidents in the informal economy sector. ○ Compile report on occupational accidents in Informal economy 	MLVT NSSF, DOSH, NCOSH	In-kind 2000	2024-2027	<p>Entity for informal economy established</p> <p>200 workers in informal sectors covered by NSSF per year</p> <p>Note: the decrease in underreporting cannot be estimated due to lack of base value</p>
7.	Ensure that gender segregated and more representative occupational accident	Report of accidents from NSSF	<ul style="list-style-type: none"> ○ Analyse report on accident from NSSF on Lost Time Injury 	NSSF,	In-kind	2024	The reported accidents are incorporated in the

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	and diseases data from NSSF is provided to the inspectorate to decrease underreporting and improve inspection management and targeting.	Enterprise's infirmary report. Labour Law, Chap 9: Occupational accident	<ul style="list-style-type: none"> Determine risk based on each accident Weekly meeting of inspectors to share issues/problem encountered 	MLVT: DOSH			<p>Inspection Database at enterprise level</p> <p>The report of occupational accident and diseases data is used for setting the priorities for targeting inspections</p>
8.	Based on research, accident statistics and approved new Prakas develop a gender sensitive inspection management/targeting programme, also considering vulnerable groups of workers (such as women, youth, elderly, migrants) to expand inspection coverage.	National OSH profile Level of occupational accident	<ul style="list-style-type: none"> Classified accident injuries by Sex, Age, Severity. Conduct a study on occupational impact on women, old adult and migrant workers Create additional Prakas for vulnerable group (e.g old adults and migrant workers) 	MLVT: DOSH, NSSF, NCOSH, social partners	15,000\$	2027	Additional Prakas created and implemented to promote OSH in order to protect women, old adult and migrant workers

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
9.	Include in workplace inspection checking of compliance with requirements of enterprise-based OSH MS (enterprise OSH policies, safety committee, workers' safety reps and safety engineer), written risk management actions and occupational accident and diseases reporting (to be incorporated in the digital inspection reporting system).	Enterprises carry out self-reporting to DOSH and central MLVT	<ul style="list-style-type: none"> Update report on risk management in self-reporting system of occupational accident and diseases. Update inspection procedure to include checking of OSH MS, RA and accident reporting Include OSHMS checklists in digital system 	MLVT: DOSH	In-kind	2025	<p>Updated inspection procedure</p> <p>Updated digital inspection database</p>
10.	Develop and ensure adherence to guidelines for inspection, general and in-depth, including	Implemented partially as ratified.	<ul style="list-style-type: none"> Include performance indicators in inspection statistic 	MLVT/DOSH, ILO, IALI (International	In-kind	2024	Updated statistics on inspection performance

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	performance indicators as well as Code of Conduct, in line with ILO ⁷ and IALI guidelines.	Code of Conduct of inspectors	<ul style="list-style-type: none"> ○ Enforce better implementation of legal and policy framework and develop of Law on OSH ○ Carry out more inspection ○ Enforce the implementation of C81 on labour inspection, C155 on OSH, and C167 on OSH in construction and C187 on OSH management system 	Association. of Labour Inspection), NCOSH			Inspection report align with code of conduct.
11.	Undertake a need analysis of labour inspector training, including emerging	Conducted training on WIND, WISH, WISCON and	<ul style="list-style-type: none"> ○ Undertake needs analysis, provide recommendation s 	MLVT, DOSH, NCOSH	3,000	2024-26	Needs analysis done, recommendations developed and training strategy approved

⁷ ILO Guidelines on general principles of labour inspection, https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---lab_admin/documents/genericdocument/wcms_844153.pdf

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	risks and promotion of OSH in the informal sector, and develop a training strategy with training curricula for rolling training schedules.	WISE program to informal workers	<ul style="list-style-type: none"> and Develop training strategy ○ Conduct more and comprehensive training to more workers in all related workplaces. ○ Specific Training in Confine Space, Construction, Mining. 		9,000 10,000		<p>4 training events conducted, and 100 number of workers trained</p> <p>4 training events conducted and 100 workers in Confine Space, Construction, Mining trained</p>
12.	Ensure sufficient professional human resources in risk assessment and risk management, communication and technical skills, as needed (see above).	25 inspectors in DOSH trained on OSH RA and RM.	<ul style="list-style-type: none"> ○ Conduct training and update inspectors on RA, communication, etc in OSH ○ Provide training on how to use inspection tools. 	MLVT, DOSH, NCOSH, ILO, KOSHA and other partners.	10,000 10,000 10,000	2024	140 (90 national and 50 sub-national inspectors trained regularly and updated to appropriate and current issues.

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
			<ul style="list-style-type: none"> ○ Conduct the refresher training for every year 				
13.	Provide sufficient capacity and resources for the Labour Inspection to cover small enterprises, also at sub-national level, as well as agriculture and to provide OSH promotion to the informal sector and self-employed people (see also SO IV, point 8).	<p>According to OSH data management system, there are 2003 OSH WG with at least one OSH officer in each WG</p> <p>Freelance OSH Trainer (individuals trained by private Int'l and local companies)</p>	<ul style="list-style-type: none"> ○ Review capacity and resource needs based on updated policy on SMEs and informal sector ○ Recruit/increase more labour inspectors ○ Conduct training for more enterprises' physicians on OSH ○ Conduct training or awareness raising on OSH for workers in the informal economy sector ○ Register and provide 	MLVT, DOSH, NCOSH, ILO, SME organisation , farmers union, informal workers union	<p>In-kind</p> <p>In-kind</p> <p>In-kind</p> <p>10,000</p>	2023-27	<p>- 140 labour inspectors trained on new issues related to SMEs</p> <p>- 50 enterprises' physicians trained per year.</p> <p>- 100 of workers in the informal economy trained on OSH per year</p> <p>- 3 companies providing service/ training on OSH registered/provided permission</p>

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
			permission letter to private company providing OSH service/training				
14.	Produce and publish annual inspection reports both on national and sub-national levels.	<ul style="list-style-type: none"> - Report on inspection at national and sub national levels - Annual MLVT's report 	<ul style="list-style-type: none"> o Develop inspection report through annual conference o Print and Share report broadly at national and provincial levels on inspection result; Or share the report during national conference (when exist) 	MLVT, DOI, DOSH	5000	Annually	<p>Accurate annual reports produced</p> <p>Reports disseminated publicly</p>
15.	Develop/take into use a reliable digital inspection database, which records previous inspections,	Inspection database is being used during Inspection.	<ul style="list-style-type: none"> o Database needs to be updated according to the country development. 	MLVT, DOI, DOSH, NSSF, IT experts, NCOSH	10,000	2024	<p>Data maintained for future use</p> <p>It is easy to do reviews and analysis.</p>

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
	noted violations and reported occupational accidents and diseases.		<ul style="list-style-type: none"> ○ Add more info related to diseases and work accident. 				
16.	Introduce an OSH self-reporting system for enterprises.	OSH reporting system is being used.	<ul style="list-style-type: none"> ○ Update and modernize self-inspection system by including more issues on OSH. 	MLVT, DOSH, inspectors, NCOSH, enterprises	10,000	2024	Operational and easy to use system in use
17.	Implement targeted OSH campaigns and inspection drives in selected high-risk industries, especially in connection with new OSH Prakas.	OSH day organised yearly	<ul style="list-style-type: none"> ○ Review needs and plan various campaigns for OSH promotion ○ Plan info campaign after every new Prakas ○ Consider which media and methods to use in campaigns 	MLVT media office, DOSH, NCOSH, enterprises, EO, TUs, ILO	In-kind 40,000	2024-27 (28 April) 4 years	<ul style="list-style-type: none"> - plan for campaigns - List of media use and partners in campaigns - 1 OSH campaign/ year, Appro. 1000 px - 25 of places/ provinces/enterprises organise OSH day and workers from different sectors attended the events annually.

No	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting institution	Cost (USD), Donor/ in-kind	Timeframe/ Deadline	Output
			<ul style="list-style-type: none"> Organise annual OSH day in more places 				
18	Promote safe and healthy working environment in the rural and informal economy, jointly with stakeholders from these economies.	Training on OSH like: WIND, WISH, WISCON and WISE programmes for informal workers	<ul style="list-style-type: none"> Review and identify stakeholders and partners for promotion Develop joint annual plan and partners Conduct training and promotion events on OSH to workers in remoted areas and in the informal sectors by collaborating with concerned partners 	MLVT, DOSH, ILO, Rural Employers, Informal Unions, farmers union, agro extension workers, local authority, other concerned parties	10,000\$	Yearly	<p>Stakeholders identified</p> <p>Annual plan</p> <p>4 trainings organised for 100 pax</p> <p>Aim: Improved working condition and OSH in their respective workplaces.</p>
19.	Include promoting of safety culture, the business case of OSH	-Labour inspection promotes	<ul style="list-style-type: none"> Produce promotional material for the 	MLVT: DOSH,		Every two years.	3000 promotional materials produced

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
IV.	STRATEGY IV: Employer and worker OSH cooperation in formal sector, especially in high-risk sectors, to improve working environment and productivity increased						
1	Promote cooperation in OSH between employers and workers at enterprises through awareness campaigns.	OSH day organised annually	<ul style="list-style-type: none"> ○ Training on OSH to workers and employers at enterprises ○ Conduct more inspections work ○ Organise OSH day/week to more places yearly including OSH in Conferences/Events ○ Inspectors check OSH committee working group operational during inspection 	MLVT's all inspectors Inspectors from other ministries NCOSH ILO CGTI Enterprises Owner Trade unions	30,000 12,000 In-kind	yearly	12 training events/year Inspection report OSH day/week celebrated annually
2	Set up industrial sector working groups, led by high-standard enterprises, to	NCOSH need to be invigorated	<ul style="list-style-type: none"> ○ MLVT encourage industry to set up sector groups on OSH 	EO leading TAFTAC MLVT NCOSH	In kind	2023-27	First industrial sector WG established

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	increase adherence to OSH legislation and regulations aiming at a level playing field for all enterprises and increased OSH awareness.		<ul style="list-style-type: none"> Some sector start national OSH groups led by high-standard enterprises Groups define tasks and workplans Creation of technical working group on OSH at enterprises' level. 	Owner of Enterprises Trade Unions			<p>Agreement on need of industrial OSH groups done</p> <p>First group established</p>
3	Increase coverage and ensure functioning of the OSH management system (OSH MS) at enterprises (enterprise OSH policies, safety committee, workers safety representation and safety officer) to increase social dialogue in OSH at	A small proportion of big enterprises have a functioning OSH MS (Most of international companies comply with OSH MS at enterprise)	<ul style="list-style-type: none"> Update guidelines and define size of enterprises with OSH MS 	MLVT	In-kind	2023	Guidelines updated and disseminated to enterprises
			<ul style="list-style-type: none"> Update inspection guidelines to cover existence of OSH MS 	MLVT, LI, OSH inspectors	In-kind	2023-24	Inspection guidelines updated and inspectors informed
			<ul style="list-style-type: none"> Organise promotion campaign (using OSH champion enterprises) to 	EO leading MLVT, NCOSH, social partners,	In-kind	2023 - 2027	<p>2023 – 5%</p> <p>2024 – 10 %</p> <p>2025 – 15 %</p> <p>2026 – 20 %</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	enterprises to ensure efficient prevention and to support labour inspection (in line with the Rectangular Strategy).		convince enterprises to set up OSH MS	selected enterprises			2027 – 25 % of enterprises covered
4	Develop and/or adapt available risk assessment tools (paper based and on-line) for use at all workplaces. The preventive risk assessment will cover all work-related risks, including (but not limited to) psychosocial, ergonomic, biological, physical (including fainting),	<p>Guidelines on chemical safety in the workplace</p> <p>(No RA tool)</p> <p>Cambodia National Asbestos Profile</p> <p>2nd National OSH Profile</p>	<ul style="list-style-type: none"> Review existing RA tools Develop a RA tool for Cambodia Produce training material and curriculum for training Create list of hazard and analyse occupational hazard to set appropriate measure to response Organise consultative Workshop on development of RA 	<p>MLVT, all inspectors</p> <p>Inspectors from other ministries</p> <p>NCOSH</p> <p>EO and TUs</p> <p>Concern parties</p>	<p>2000</p> <p>In-kind</p> <p>In-kind (MLVT)</p> <p>In-kind</p> <p>3000</p>	2023-27	<p>Guidelines for RA published</p> <p>Training tool and material on RA produced</p> <p>List of hazard</p> <p>1 consultative workshop conducted</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	and chemical, including asbestos-related risks, which may result in non-communicable and communicable diseases.	ASEAN Guideline on RA in SME	<ul style="list-style-type: none"> Training on the use of RA 		6000		<p>with participants of tri-partite partners</p> <p>25 representatives selected from 500 enterprises trained per year (1200\$/ training)</p>
5	Share occupational hazards information with the workers to increase safety and health awareness and joint preventive actions.	Developed posters and stickers related construction safety (1000 per year)	<ul style="list-style-type: none"> Ensure that sharing of hazard information in enshrined in the OSH legislation Produce leaflets explaining benefit of sharing Conduct workshop to share hazard information to increase preventive measure in workplaces 	EO leading MLVT MLMUPC MME Concern parties	1000 In kind (MLVT EO)	Yearly from 2024 Yearly	<p>Informational material is available</p> <p>20 % enterprises participate in workshop (20% per year cumulatively)</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
6.	Conduct regular, periodic and special, medical check-ups with the aim to identify and eliminate workplace hazards and to provide early diagnosis and treatment.	- Pre-employment medical check-up Periodic medical check-up for workers working in Cambodia (Ref. labour law and Prakas no. 429)	<ul style="list-style-type: none"> Issue a Prakas about periodic physical and health check-up based on type of job aimed at early diagnosis and treatment 	MLVT MOH NCOSH enterprises Concern parties	In kind	May of 2024	New Prakas on periodic physical and health check up
7.	Develop, test and introduce a self-reporting system for enterprises (on hazards, accidents and preventive measures), jointly with employers' and	The self-reporting system/apps for enterprise is under development	<ul style="list-style-type: none"> Enforce self-reporting via a system/apps for 24 hrs to DOSH and NSSF of MLVT so that they can take appropriate measure Develop self-reporting apps on occupational accident for 	MLVT NCOSH, NSSF EO and TUs Concern parties	In kind 3000	On going from 2024	Self-reporting system/apps is in place and maintained An Apps created and users trained

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	workers' organisations.		enterprises and train on the use of apps				User training to be decided when app is ready
8.	Identify high-risk sectors (such as travel goods and bag production, garment, footwear, brick factories, construction, mining, maritime work and entertainment) to focus employer preventive actions, supported by workers and OSH inspectors.	N/A	<ul style="list-style-type: none"> ○ Define criteria for "high-risk" ○ Produce list of high-risk sectors ○ Issue a Prakas to determine type of job by sector with high risk 	MLVT NCOSH ILO Enterprises Owner, Trade Unions and concern parties	5000 In kind In kind	2024-27	Prakas issued Dissemination meeting held
9.	Promote protection of migrants' rights, benefit, occupational safety and health, and dignity of	Implement Prakas no.176 on pre-departure	<ul style="list-style-type: none"> ○ Enforce the implement of Prakas 176 ○ Conduct pre-departure training on 	MLVT Agency that send workers abroad	5000	2024-2027	4 trainings and 600 of migrant workers

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	workers in line with the Rectangular Strategy.	training on OSH Prakas 8561 On pre-departure health check- up	OSH for migrant workers	(contribute for the training 2.5\$ per workers)			trained per year (150 px per training)
10.	Provide safety and health information, OSH education and awareness raising to workers, especially vulnerable groups and migrant workers in easily understandable form and language.	Enforcement of Prakas no.176	<ul style="list-style-type: none"> Define the needs for information and language Create video spot and other informational material on OSH for vulnerable group and migrant worker with different languages 	MLVT NCOSH ILO, IOM Enterprises Owner and Trade Unions concern parties	In kind 3000	2023-24	1 Video spots and material with necessary languages (Khmer and English)
11.	Promote employers' organisation and trade unions to train their members in	Enforcement of Prakas no. 176	<ul style="list-style-type: none"> Develop training curricula Employer organization and 	EO and TUs leading MLVT	2000	Yearly	Training curricula(s)

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	preventive OSH MS, safety and health culture and other related OSH issues at enterprises, supported by DoSH.		workers organization conduct training on OSH for their members with support of DOSH.	NCOSH ILO o Enterprises Owner and Trade Unions	2000		20% of members of employers' organisation and trade union trained 20% of members worker organisation trained
12.	Promote and assist the relevant industry to select OSH champion enterprises and to organise targeted OSH training for employers and workers, as well as subcontractors, using ILO and international material, such as	Use ASEAN OSH Best and Excellence Practice Awards ASEAN ARROW Awards as Example	<ul style="list-style-type: none"> o Identify OSH champion enterprises o Develop the national criteria for selection the champion enterprises o Request their assistance as trainers and site visits o Cooperate with WISCON, WILCON trainer network o Training supervisors and unions in 	EO leading MLVT ILO Enterprises Owner and Trade Unions	2000 in-kind 10,000 20,000	Yearly Every 2 years	Set of selection criterion 10 national champion enterprises identified per year Cooperation with trainer network confirmed

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	WISE, WISCON, WILCON, etc.		construction sector on OSH: WISCON, WILCON ○ Administer contest on good practice and praise them		in kind		5 WILCON training events per year with 125 participants 5 WISCON with 125 participants in training
13.	Use the Cambodia National Asbestos Profile and Roadmap (Recommendations) to launch the process of eliminating all asbestos, including public awareness, methodology to substitute asbestos and remove asbestos safely both	CNAP	○ Conduct awareness training on asbestos hazards ○ Produce information material on substitution and removal of asbestos ○ Conduct training on asbestos for employers and workers in construction sector in formal and informal enterprises	EO and TUs leading MLVT ILO APHEDA Enterprises Owner Reps for informal sector	10000 See SO1-11 See SO1-11	Yearly	Training curricula and material available Informational material available

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, Donor/in kind	Timeframe/ Deadline	Output
	in formal and informal economy.						
14.	Promote the dissemination of national and international best practices in OSH MS, the understanding of safety and health culture and the financial benefits of safe and healthy working environment to improve productivity and quality.	ASEAN OSH Best and Excellence Practice Awards ASEAN ARROW Awards	<ul style="list-style-type: none"> Collect information on good practice Provide an accessible database for dissemination Conduct awareness raising campaign and OSH events on culture of good practice on OSH 	MLVT NCOSH ILO Enterprises Owner and Trade Unions Concerned parties	In kind In kind 10000	Annually	Best practice material collected and accessible 1 training campaign with 50 participants conducted in special economic zone per year

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
V.	STRATEGY V: Safe and healthy working environment in SME's and in rural and informal economy promoted as well as OSH awareness increased						
1.	Introduce the provisions in the adopted ILO Recommendation No. 204 into the methodology of the Labour Inspectorate working with the rural and informal sector, develop joint cooperation with informal sector stakeholders and promote best OSH practices in the sector.	N/A	<ul style="list-style-type: none"> Form community-based association for informal economy and rural with functional structure Compile data from enterprise related to rural and informal sector Produce tools: document, slide presentation, social medias etc. Dissemination by conference or study course, Promotion, introduction, education/training 	MLVT MoRD MOAgri MoEnvironment CFAP Cambodia informal sector representatives	3000 (600/ year) In-kind (DOSH) 5000 (material) 5000 10000	2023-24 2023 2024 2024-2025 2024-2027	Network with new community-based organisations established Association established Enterprise list ready Inspection methodology updated; material ready

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
			<ul style="list-style-type: none"> Develop and sharing checklist (cooperation with other ministries) Engage with sub-national Monitoring, evaluation and implementation for improvement 		In-kind (MLVT, other Min's) 3000 5000	2025-2027 2025-2027 2025, 2027	Checklist developed Monitoring system established Final aim: the provisions in the adopted ILO Recommendation No. 204 are introduced.
2.	Compile data on subcontractors, SMEs, rural and informal economy operators to improve reach-out for inspectors and OSH practitioners.	Data not available	<ul style="list-style-type: none"> Create tripartite OSH sub-committee for informal sector to address concerning issues in the sector cooperation with related ministries or organizations to collect data 	- MLVT - NCOSH - farmers unions - agro-extension workers - informal sector unions	In-kind (MLVT other Mini) 8000	2023 2023-2027	Data has been compiled and is available in database New database on SMEs ready

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
			WINDY, WISH networks ○ Develop training and education material/tool and dissemination (video, leaflet)				Information and education materials produced and disseminated
			○ Train selected inspectors, farmers, agro extension workers ○ Disseminated in rural & informal sector	MLVT (training), farmers, informal stakeholder	30000	2024-2027	WIND, WINDY, WISH networks are using the info 30 000 leaflets & publications disseminated and used 25 training events for 25 provinces, 20-25 px per training.
4.	Provide sufficient training, capacity and resources for the OSH and labour inspection to cover SMEs enterprises,	50 (female 7) persons participated in WISE training	○ define what training inspectors need ○ qualify trainers by TOT	MLVT, DoSH , inspectors, training centre informal and rural sector representatives	In-kind (MLVT) 40000	2024 2024-2027	Training curricula and material produced

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
	also in the regions, as well as agriculture and to provide OSH advice and promotion to the informal sector and self-employed people (see also SO III, point 10).		<ul style="list-style-type: none"> develop training plan, approach, course, syllabus/content and training materials 		10000	2024	5 training events for 125 trainers trained per year 140 inspectors trained Final aim: Sufficient training is provided
5.	Establish a specialized training for OSH and labour inspectors in topics of occupational safety and health, especially in agriculture, small, medium and micro business, informal sector and self-employment.	N/A	<ul style="list-style-type: none"> Define what training inspectors need Qualify trainer by TOT Develop training plan, approach, course, syllabus/content and training materials Identify training venue Set training targets (agriculture, small, medium and micro 	MLVT: DoSH, inspectors MoEYS informal and rural sector representatives	In-kind (DOSH & DLI) 40000 In-kind (DOSH)	2024-2027 2024-2027 2024-2027 2024	Training curricula and material produced 5 trainings, 100 trainers trained Aim: A specialized training for OSH and labour inspectors in topics of

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
			business, informal sector and self-employment.)		In-kind (DOSH)	2024	occupational safety and health established
6.	Expand the services of IDPoor and NSSF to self-employed, rural and informal economy.	N/A	<ul style="list-style-type: none"> ○ Promote to introduce service of IDPoor and NSSF to self-employed, rural and informal economy. ○ Training about advantages and requirement conditions for receiving IDPoor and NSSF ○ Enforcement of NSSF and awareness raising 	MLVT NSSF MoPlaning MoSVY DoSH, inspectors, informal and rural sector representatives	In-kind 10000	2023-2027	<p>Use NSSF promotional material produced to disseminate to rural and informal sector</p> <p>5 promotional events, 200 px (in cooperation with NSSF team)</p> <p>Aim: The services of IDPoor and NSSF expanded.</p>
7.	Expand promotion and training programmes, jointly	50 (F:7) participants	<ul style="list-style-type: none"> ○ establish more training program to promote the OSH and increased 	MLVT	12000	2023-2027	3 training events with 75 participants

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
	with the social partners, WISE trainer network and other stakeholder from the SME sector, on improvement of working environment and its impact on higher productivity.	in WISE training	<ul style="list-style-type: none"> productivity at the workplace training plan, approach, course, syllabus/content and training materials 	DoSH, inspectors, informal and rural sector representatives WISE trainers' network	7500	2023-24	<p>Promotion and training programme expanded</p> <p>Printing 75 sets of pictures book and manual</p>
8.	Expand training programme, jointly with social partners, WISH trainer network and domestic employer organisations, on improvement of working environment in the domestic work.	50 (F:9) participants in WISH training	<ul style="list-style-type: none"> Recruit or train qualified trainers Source out the qualified or certified trainers to conduct training Training plan, approach, course, syllabus/content and training materials Training and awareness raising (training workshop, social media) 	MLVT DoSH, inspectors, informal sector representatives WISH trainers' network	In-kind (DOSH) 37,500	<p>2023-2027</p> <p>2023-2027</p> <p>2024</p>	<p>50 qualified trainers trained</p> <p>25 of training events in 25 provinces with participation of 625 participants</p> <p>Updated training programme ready</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
			<ul style="list-style-type: none"> Develop leaflet and disseminate to public (e.g. domestic workers) 			2024	<p>CARE suggestions: OSH should focus on both physical and psychological such as sexual harassment and its impact to ensure safe working environment</p> <p>NOTE: CARE can share training module and materials to disseminate further</p>
9.	Expand training programme, jointly with WISCON, WIND and WINDY trainer networks, agricultural extension workers, farmers and rural workers' organisations, on	<p>119 (F:12) of WISCON (WILCON),</p> <p>56 (F:8) WIND and</p>	<ul style="list-style-type: none"> Finding social partners Mobilize funds and tools Engage with sub-nationals Develop standard OSH training programme such as 	<p>MLVT</p> <p>MoEYS (WINDY)</p> <p>MoAgr (WIND)</p> <p>MLMUPC (WISCON & WILCON)</p> <p>DoSH, inspectors,</p>	<p>In-kind (DOSH)</p> <p>30000</p>	<p>2023-2027</p> <p>2023-04</p>	<p>20 training events, 500 participants</p> <p>Updated training programme ready</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
	and informal sector, jointly with national mass media.		<ul style="list-style-type: none"> Work in close collaboration with national and private media entities 	Rural and informal sector reps	In-kind (DOSH)	2023-2027	<p>including use of new media, hot line, media training, etc., for OSH</p> <p>Promotion in the formal, rural and informal sector, jointly with national mass media expanded</p>
11.	Collect, compile and disseminate best OSH practices (related to safe marketplaces, traffic safety, safe machinery and equipment, etc.) for the above SME and informal sector, jointly with sector representatives.	ASEAN-OSHNET (Best Practice and Good Practice on OSH)	<ul style="list-style-type: none"> Define a database to store best practices Prepare conferences/ workshops with relevant stakeholders Create taskforces to collect data 	MLVT NCOSH enterprises national media	<p>In-kind (DOSH)</p> <p>30000</p> <p>In-kind (DOSH)</p>	<p>2023</p> <p>2024-2027</p> <p>2023</p>	<p>Database with OSH best practices available</p> <p>Information disseminated in 5 events with 125 participants</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
VI.	STRATEGY VI: Child and forced labour elimination, cooperation in prevention of HIV/AIDS, drug use, communicable and non-communicable diseases at work						
1.	Participate in Child and Forced Labour Elimination Action Plan through targeted inspections and promotional events.	<ul style="list-style-type: none"> - Implemented core intervention of 1550 child from labour (2018-2022) - Conducted campaign on Child Labour Prevention in Brick-Making and Agro-Industry Sectors for 507 times (2018-22) - Organized elimination the worst forms of child labour and forced labour workshops at 	<ul style="list-style-type: none"> ○ Implement core interventions to eliminate and prevent the use of child labour ○ Conduct campaign to raise awareness on child labour ○ Organize national and sub-national workshops on eliminating the worst forms of child labour and forced labour ○ Conduct more training on impact of all forms of child labour exploitation 	DoChild Labour DOSH NCOSH Enterprises EO and TUs National media ILO	700.000 375.000 55.000	2023-27	2.000 children intervened with at workplaces 1 campaign conducted per year (min 200 participants) 3 events; min 100 participants per workshop

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
		<p>national and sub-national levels, 3 events with total participation 386 participants/1 06 Female.</p> <p>- Conducted training to inspectors on child protection -17 times. Total participation 2316/378 Female.</p> <p>- Established and reformed municipal-provincial committee to counter child labour in 14 provinces</p>					

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
2.	OSH and labour inspectors include monitoring of children aged 15 to under 18 years against the worst forms of child labour.	Carried out 47 inspections to enterprises requesting to employ young workers (2018-2022) Carried out 63 inspections on child labour at brick factory and agriculture (2021-2022)	<ul style="list-style-type: none"> Identify, monitor and evaluate the types and working conditions for young workers. Carry out inspection on child labour at other priority sector with high-risk condition 	MLVT/train, labour/OSH inspectors	51.250	2023	<p>Number of factories, enterprises requesting to employ young workers (50 expected)</p> <p>Number of enterprises inspected (60 expected)</p>
3.	Coordinate workplace related OSH actions with	HIV committee: 1410	<ul style="list-style-type: none"> Continue enforce the enterprises to create HIV&AIDS 	DOSH NCOSH	In-kind	Annually	20% of new companies create

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
	the Tripartite Coordination Committee on HIV, AIDS and drugs.	enterprises, 10769 members, policies in 973 enterprises. HIV AIDS policies in 973 enterprises. Award enterprise with good practice based on Prakas 086 on HIV:923. Enterprises received ASEAN Red Ribbon: 3	and drug committee, policy in the workplace. <ul style="list-style-type: none"> Award enterprise with good practice on HIV&AIDS program (based on Prakas 086) Nominate enterprise with good HIV&AIDS program for ASEAN Red Ribbon. 	EO TU Enterprises Owners National media	1000 In-kind by companies In-kind by enterprise	2024 2024	HIV committee and policy, At least 150 enterprises getting awards 1 enterprise received Red Ribbon award Note: Prevalence rate used data from MoH. 95-95-95: People living with HIV (PLWH) who know their status, PLWH on treatment, PLWH who are virally suppressed.

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
5.	Promote the prevention of communicable and non-communicable diseases and pandemics at workplaces, jointly with national and international programmes and campaigns.	Organized training on hygiene and new flu (Covid-19) prevention measures for factory workers in Phnom Penh and the provinces 26359 (14593/F). Prepared 3 quarantines centers and do health check-up, 10 centers for workers who went to their hometown during	<ul style="list-style-type: none"> Continue to cooperate with key players on HIV, Flu, TB, diabetes, etc Conduct outreach training on HIV, AIDS, Flu, TB, etc 	MLVT// DOSH MOH	In-kind via host ministries 2000	Annually	<p>3 officials attended 15 meetings with NAA and MoH on HIV AIDS and communicable disease.</p> <p>1 training per enterprise (or based on request) or education activities during pandemic</p> <p>1 training per province with 25 participants per year</p> <p>Based on demand</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
		<p>Khmer New Year day 2021 (5170/5045 females)</p> <p>Disseminated about Covid-19 prevention at the workplace to province labour official (357/120F)</p> <p>TOT training to 25 provincial department of labour for prevention and control of Covid-19 in</p>					

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
		collaboration with GIZ-Fabric Asia (160/25F). Participated for Covid-19 Vaccination campaign that cooperated with Armed Forces (RCAF), a total of 590,000 people: 130,000 workers 460,000 royal Cambodians people					

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
		vaccinated by RCAF.					
6.	Cooperate with regional and international actors (such as ASEAN and WHO) to promote programmes and campaigns.	<p>Collaborated with local NGOs: CWPDP, RHAC, private sector: ACLEDA bank, Canadia bank, Cambodia Post bank).</p> <p>Attended meeting with National AIDS Authority</p>	<ul style="list-style-type: none"> Attend meeting with partner organisations and ASEAN. Continue the effort with concerned authorities. Attend technical and policy Working group meeting Attend World AIDS Day event with NAA. Attend ASEAN HIV& AIDS meeting 	<p>Secretariat of Tripartite Coordinating Committee of MLVT, DOSH, NAA</p> <p>ILO, CWPDP, RHAC, WHO,</p>	<p>2000</p> <p>\$100 (MLVT refreshment; higher expense if the event takes place in person)</p>	2023-27	<p>10-15 joint meetings with all concerned parties</p> <p>Attended NAA's monthly technical board meeting.</p> <p>Attended one midterm meeting</p> <p>Attended annual meeting</p> <p>One a year (World AIDS Day 1 Dec, and Drug)</p> <p>1 every two year for ASEAN HIV meeting and award</p>

No.	Strategy and Specific Objectives	Base value 2022	Activities	Leading and supporting Institution	Cost/ USD, in-kind	Timeframe/ Deadline	Output
		(NAA): 35 times Officials attended annual world AIDS Day with NAA. Officials attended ASEAN HIV, AIDS meetings: 4 times.					5 officials attended ASEAN meeting

- CWPD: Cambodian Women for Peace and Development
- RHAC: Reproductive Health Association in Cambodia
- NAA: National AIDS Authority

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