

2014



National Social Security Fund (NSSF)

Report On The Annual Achievements in 2014 and the Action Plan in 2015

Phase I Implementation of the Employment Injury Insurance

Ensuring Income Security
Contributing to Poverty Reduction
and Promoting Social Stability





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(NSSF)

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Phase I
Implementation of the Employment
Injury Insurance

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Vision and Mission

Vision

To ensure the social security effectively for Persons Defined by the Provisions of the Labour Law.

Mission

To provide the Social Security Services with effectiveness, transparency, accountability, and punctuality for Persons Defined by the Provisions of the Labour Law in the purpose of relieving hardship such as Old Age, Invalidity, Fatality, Work Injury, or other contingencies such as Diseases and Maternity.

Report
On
The Annual Achievements in 2014 and the Action Plan in 2015
of the National Social Security Fund

The Social Security Schemes for Persons Defined by the Provisions of the Labour Law have been implemented in accordance with the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law and the Sub-Decree on the Establishment of the National Social Security Fund in compliance with Rectangular Strategy, National Development Strategy, Social Protection Strategy for the Poor and Vulnerable, Financial Development Strategy, Development Strategy of Employment and Vocational Training and Social Protection Strategy for Persons Defined by the Provisions of the Labour Law.

In accordance with the laws and strategic plans, the National Social Security Fund has implemented its Phase I on Employment Injury Insurance, resulted in accomplishing fruitfully and supported from both national and international levels. Moreover, according to the progressing situation of the national economy and the regional integration, the National Social Security Fund has also been preparing to expand, strengthen and develop capacity additionally to provide services of the social security administration for effectiveness, transparency, accountability and punctuality and contribute to implement the international regulations successfully as well as to improve the social security services similar to the countries in the region for 2015 ASEAN integration, as stated in the Pillar 3, ASEAN Socio-Cultural Community.

Over 6 years (2008-2014) of the successful implementation of Phase I on Employment Injury Insurance, it is a key catalyst in accelerating NSSF to get potential experiences for establishing new schemes in the purpose of relieving hardship of the social members as well as to contribute to the poverty reduction for people and to promote social stability. As the successful result, NSSF also found a number of problems both strengths and weaknesses, which were the important experiences for making better the implementation of Phase I and the basic step to implement the Phase II on Health Care, and the Phase III on Pension Scheme so that workers receive the medical treatment and care as well as the pension scheme like the civil servants.

The National Social Security Fund strongly hopes that the report of the annual achievements in 2014 will become an effective tool for measuring, monitoring and evaluating the implementation

of the social security schemes, particularly in the Employment Injury Insurance and it's a mirror to see the positive and negative points as well as the challenges in adjustment and solution for preparing the action plan in 2015 to be much better.

1. Policy Preparation and Legal Instruments

The increase of workload, number of members, situation of social economic development and the needs of providing public services to citizens wholly and partly for the workers who work in the enterprises/establishments; in 2014 NSSF strived to fulfill the work in double by strengthening, expanding and developing the policies of the Employment Injury Insurance, preparing a profound long-term plan, developing the legal instruments for the basis of the implementation in order to ensure providing the social security services with effectiveness, punctuality and responding to the needs. Meanwhile, the implementation of the Employment Injury Insurance, the health care is the second goal which NSSF has established the teamwork for implementation. Through this teamwork, tremendous achievements were succeeded on preparation of formality, procedures and legal instruments which have the possibility for implementing the Social Security Scheme on Health Care in 2015. Through thirteen Governing Body meetings (4,5, 6, 7,8,9,10,11,12,13,14,15 and 16) of the 3rd mandate, some work has been decided and approved as well as received consent from two tutelary ministries, including:

Picture 1: Governing Body Meeting of NSSF, 7th Time, March 31, 2014



- Social Protection Strategy for Persons Defined by the Provisions of the Labour Law (2014-2018)
- Revision of NSSF staff's statute (inside-and-outside-country mission allowance) to be in line with the Sub-Decree No.216 concerning the inside-and-outside-country mission allowance for the national and sub-national administration.
- Prakas on the Establishment of the Social Security Scheme Investment Commission of the National Social Security Fund. (Annex 1)
- Prakas on the Composition Appointment of the Social Security Scheme Investment Commission of the National Social Security Fund. (Annex 2)

- Modification of the Organizational Structure of NSSF.
- Decision on Incentive Determination of the Members of the Social Security Scheme Investment Commission of the National Social Security Fund. (Annex 3)
- Sub-Decree Draft on the Establishment of the Social Security Scheme on the Health Care for the Workers Defined by the Provisions of the Labour Law.
- Prakas on the Revision of Article 3, 4 and 5 of the Prakas No. 021 LV/PrK, dated February 11, 2008 on the Registration of Enterprises/Establishments and Workers in NSSF. (Annex 4)
- Prakas on the Revision of Article 3, 4 and 5 of the Prakas No. 108 LV/PrK, dated June 16, 2008 on the Contribution rate Determination and Formality of Contribution Payment for the Employment Injury Insurance. (Annex 5)

2. Implementation of the Social Security Scheme on the Employment Injury Insurance

2.1. Registration and Contribution

The employers or the owners of the enterprises/establishments in the scope of the implementation of the law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law shall be compulsory to register the enterprises/establishments and pay the contribution of the Employment Injury Insurance to NSSF. In the first phase of NSSF, the registration of enterprises /establishments was applied only to the enterprises/establishments with 8 workers or more. Contribution rate of the Employment Injury Insurance is a uniform rate equal to 0.8 percent of the average wage in the classification of the monthly wages of the workers.

Picture 2: Activities of the Registration and Contribution Payment in NSSF

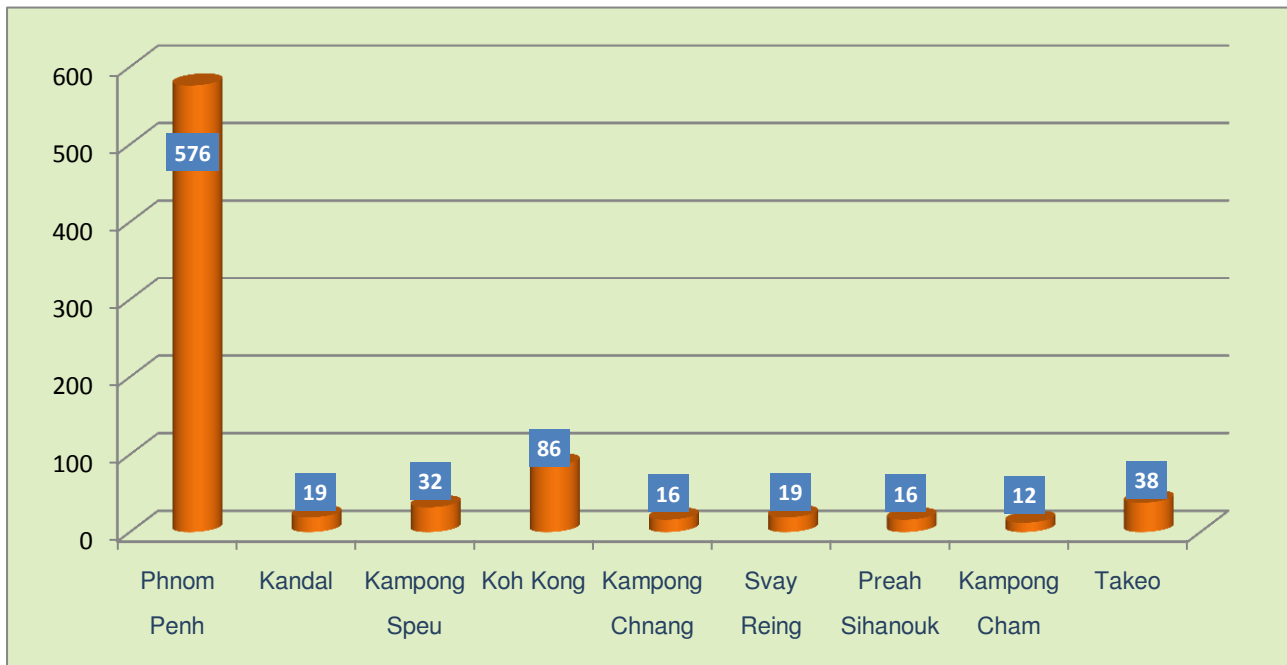


2.1.1. Registration of Enterprises/Establishments

Until the end of 2014, NSSF has expanded the coverage of the Employment Injury Insurance nationwide and registered a total of 7,041 enterprises/establishments with 1,021,588 workers which 725,327 were female equal to 71%.

In 2014, NSSF received the registration of 934 enterprises/establishment with 174,413 workers in capital/provinces comprising 576 enterprises in Phnom Penh, 32 enterprises in Kandal, 19 enterprises in Kampong Speu, 86 enterprises in Seim Reap, 16 enterprises in Kampong Cham, 19 enterprises in Svay Rieng, 16 enterprises in Battambang, 12 enterprises in KampongThom, 38 enterprises in Preah Sihanouk, 25 enterprises in Takeo, 10 enterprises in Ratanakiri and 104 enterprises in other provinces. (For more details, see table in Annex 6)

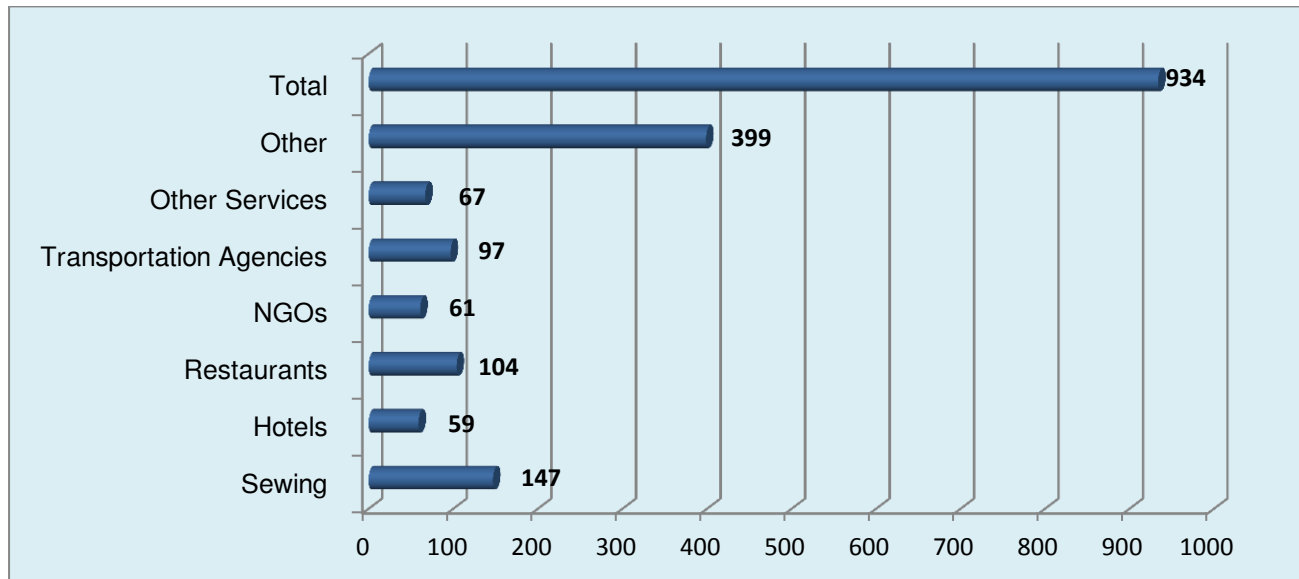
Graphic 1: Figure of the Registered Enterprises/Establishments in Capital/Provinces in 2014



2.1.2. Types of Registered Enterprises/Establishments

In 2014, NSSF received the registration of 934 enterprises/establishments consisting of 147 garment enterprises/establishments, 104 restaurants, 97 transportation agencies, 67 other services, 61 NGOs, 59 hotels, and 399 other enterprises. (For detailed data, see table in Annex 7)

Graphic 2: Types of the Registered Enterprises in 2014



2.1.3. Closed and Suspended Enterprises/Establishments

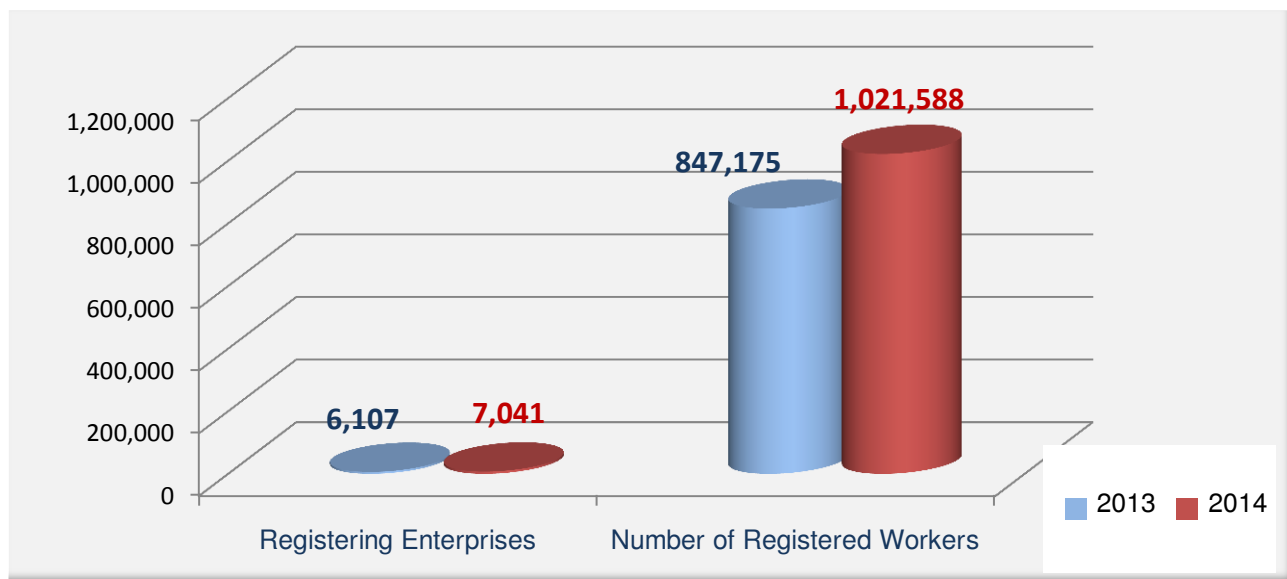
In 2014, there were 391 closed and suspended enterprises/establishments with 30,605 workers in which 286 enterprises with 21,309 workers were completely closed (195 in Phnom Penh, 8 in Kandal, 3 in Kampong Thom, 2 in Steung Treng, 1 in Banteay Meanchey, 2 in Siem Reap, 15 in Svay Rieng, 5 in Preah Sihanouk, 13 in Kampong Chnang, 2 in Pailin, 4 in Kep, 1 in Kampot, 3 in Pursat, 7 in Takeo, 1 in Kratie, 9 in Kampong Cham, 1 in Ratanakiri, and 13 in Battambang). Whereas, 105 enterprises with 9,296 workers were halted temporarily (39 in Phnom Penh, 6 in Kandal, 1 in Koh Kong, 1 in Oddar Meanchey, 1 in Banteay Meanchey, 2 in Kampong Thom, 3 in Steung Treng, 2 in Kampong Speu, 2 in Pailin, 1 in Svay Rieng, 2 in Takeo, 30 in Kratie, 1 in Preah Sihanouk, 4 in Siem Reap, 8 in Battambang, and 2 in Kampong Chnang).

Remarkably, among the closed enterprises/establishments until now there have been some enterprises reopened; some were changed their enterprises' names and/or owners.

2.1.4. Comparison of the Registration between 2013 and 2014

According to the graphic below, it shows that until 2014 there has been 7,041 enterprises/establishments with 1,021,588 workers registered in NSSF. If comparable to the year 2013, NSSF registered a total of 6,107 enterprises/establishments with 847,175 workers. Therefore, in the period of 1 year, there was an increase of 934 enterprises equal to 15.29 percent and 174,413 workers equal to 20.58 percent.

Graphic 3: Registration between 2013 and 2014



2.1.5. Contribution

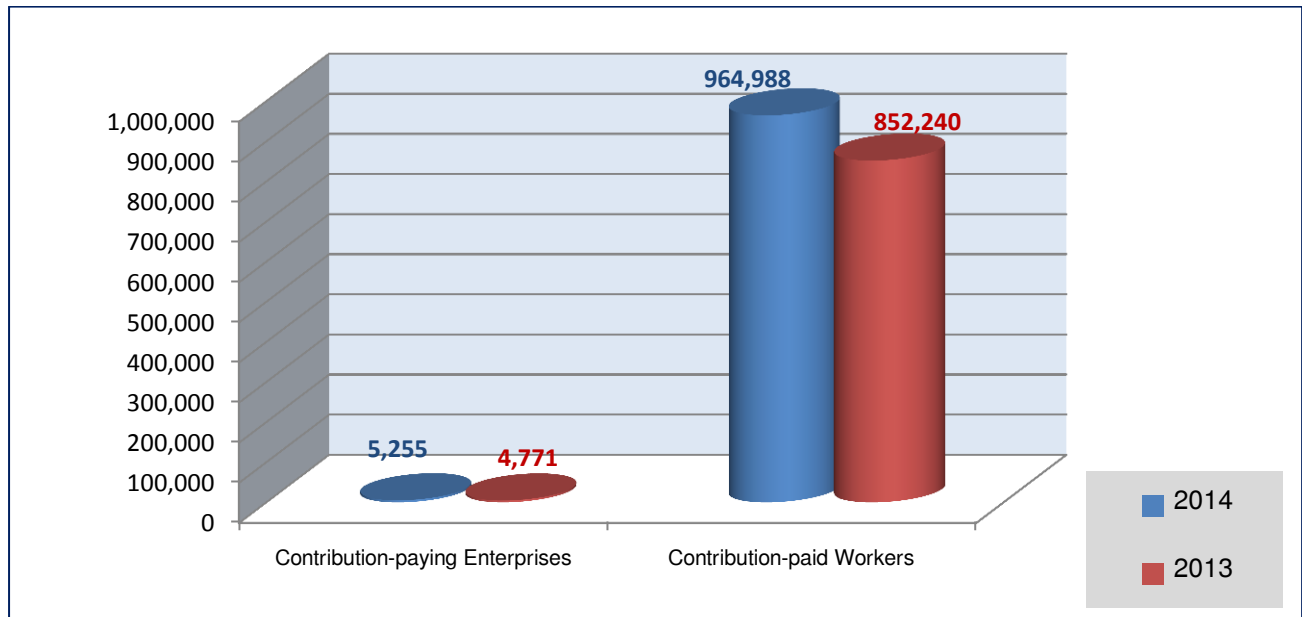
Among 7,041 registered enterprises/establishments with 1,021,588 workers in NSSF had 6,023 contributory enterprises and 5,255 enterprises with 964,988 workers paid contribution equal to 87.2 percent and workers equal to 94.4 percent. (Contribution payment data see Table 1 below)

Table 1. The number of enterprises and workers paid the contribution until 2014

Month	Enterprises	Enterprises paid the contribution	Number of workers	Percentage of enterprises
January	5.414	4.979	868.492	91.9
February	5.501	4.747	855.439	86.3
March	5.587	4.881	880.761	87.3
April	5.701	4.771	857.118	83.7
May	5.784	4.891	879.681	84.5
June	5.850	5.020	926.495	85.8
July	5.909	5.041	936.136	85.3
August	5.902	5.064	962.146	85.8
September	5.913	5.006	954.090	85
October	6.023	5.255	964.988	87.2

2.1.6. Comparison of the Contribution Payment between 2013 and 2014

Graphic 4: Number of Enterprises and Workers Paid Contribution in 2013 and 2014



Based on the graphic above until 2014, there was an increase of 484 enterprises equal to 10.14 percent with 112,748 workers equal to 13.22 percent have paid contribution since 2013. The increase of registered enterprises/workers resulted from Social Security Law enforcement and strong collaboration of enterprises/establishments owners.

2.2. Inspection and Legal Affairs

Inspection and legal affairs have duty to ensure the implementation of the Law on the Social Security Scheme for Persons Defined by the Provisions of the Labour Law and other regulations in force. This section focuses on some work including law dissemination to the owners of enterprises/establishments concerning practice of the Employment Injury Insurance policy for registration and contribution payment in NSSF, investigation of work injury, inspection of dependent situations of the victim, strengthening of the law enforcement through inspections, constraints, penalties, and filing a complaint to the court in case of the enterprises refuse to comply with the law.

2.2.1. Inspection

2.2.1.1. Registration Inspection

Inspectors of the Social Security Schemes looked for 356 new enterprises/establishments, distributed inspection notification letters to 533 enterprises, inspected the registration of 1,234

enterprises for 1,639 times, imposed penalty minutes of 52 enterprises for 52 times and helped register 326 enterprises for 390 times. The total registration inspection was 1,612 enterprises for 2,081 times.

2.2.1.2. Inspection with Coalition Team

Inspectors of the social security schemes have had the first ordinary inspection with the coalition team accounted for 1,541 enterprises for 1,541 times which have found 315 enterprises with incorrect report to NSSF, 252 enterprises that did not include food allowance, 182 enterprises that provided improper wages and 35 enterprises excluded overtime wage of the workers.

After the 1st inspection, inspectors of the Social Security Schemes have also inspected at the 2nd ordinary time in the same enterprises, and then with the coalition team in 140 enterprises for 140 times at that time the inspectors of the Social Security Schemes discovered 3 enterprises which were very abnormal. In addition, the inspectors of the Social Security Schemes have inspected especially with the coalition team in 163 enterprises for 163 times. They noticed that 121 enterprises applied the instruction properly, 42 enterprises have not implemented properly yet, and they have found new mistakes in 19 enterprises. The total number of times of the inspection was 1,844 enterprises for 1,844 times.

2.2.1.3. Inspection for Demanding Contribution

For the inspection for demanding contribution, the inspectors of the Social Security Schemes have inspected to demand contribution in 607 enterprises for 607 times, helped to pay contribution of 60 enterprises for 60 times, inspected to count the workers in 6 enterprises for 6 times, inspected to impose fines in 4 enterprises for 4 times and the total number of the inspection for demanding contribution was 677 enterprises for 677 times.

2.2.1.4. Other Tasks of the Inspection

According to the results above, inspectors of the Social Security Schemes also accomplished some tasks including the inspection of 461 enterprises/establishments that were suspected to close or open for 461 times, certificate distribution in 29 enterprises, dissemination of NSSF benefits for 54 enterprises, mediation for contribution payment and I.T systems for 27 enterprises, inspection of the 16 enterprises that requested to delay contribution payment, distribution of letters for demanding contribution and fines as well as the interest to 650 enterprises, and mediation and explanation the

procedures to provincial NSSF official and contracted staff for 8 times. The total tasks of the inspection were 461 enterprises for 461 times.

As a result, in 2014 the inspectors of the Social Security Schemes inspected 4,594 enterprises for 5,063 times.

2.2.2. Investigation of the Work Injury

NSSF received reports of the work injury of 19,425 victims in which 19,111 victims were investigated that 18,699 victims suffered from the work injury. 14,022 victims suffered in their workplaces, 4,674 suffered from commuting accidents, 3 people suffered from the occupational diseases and 412 people did not suffer from the work injury. Moreover, there were 93 cases of survivor investigated comprising 44 cases were provided the survivors' benefit and 49 cases were not provided because these cases did not fulfill the conditions.

2.2.3. Legal Affairs

NSSF imposed fines of the enterprises/establishments, which didn't register, for 7 times, inspected to demand contribution from 15 enterprises, filed a complaint to the court against 12 enterprises and 4 enterprises are dealing in the court.

For the work with coalition team, the inspectors of the Social Security Schemes inspected 1,541 enterprises in which they have found that some enterprises falsified the number of workers to NSSF, did not include food allowance, provided improper wages and did not included overtime wages of the workers. 245 enterprises/establishments that the inspectors of the Social Security Schemes have found the fault above imposed fine.

2.3. Benefits

The growth of members which led to the increase of the work injuries, NSSF organized the development of work procedure and expanded mechanism of providing the benefits more conveniently and comprehensively so that workers who suffered from the work injury get the services effectively and periodically. NSSF created and launched the database management of benefit claim of the work injury that the system could manage the work injury reports, investigation and computability of the benefit that it accelerates to provide the benefit with accuracy. NSSF also has increased the agreements with 84 public and private hospitals and placed its hospital agents on duty at the hospital for helping with the victims who are members of NSSF to get convenient

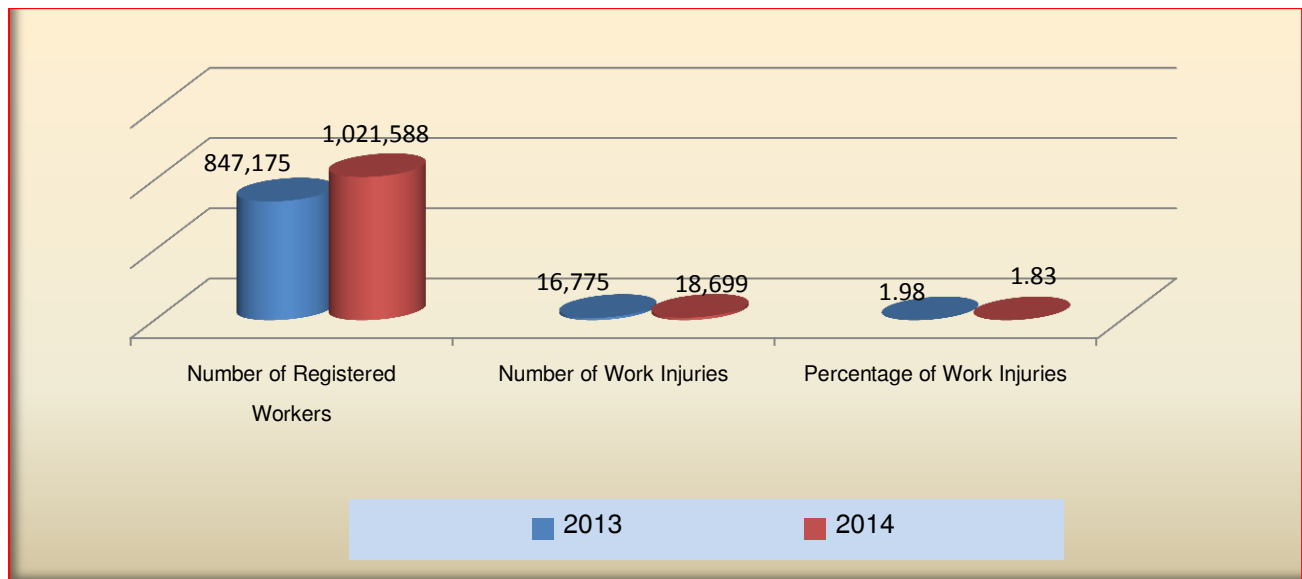
services. Moreover, in case of a serious injury, NSSF sent its officials directly whereabouts of the accident to coordinate and intervene timely.

2.3.1. Work Injury Report

In 2014, NSSF received 16,600 cases of the work injury reports from enterprises/establishments with 19,425 workers (14,410 workers were female) in capital/provinces nationwide. According to the results of investigation, there were 18,699 work injuries (13,820 workers were female) in which 14,022 workers suffered from their workplaces, 4,674 workers suffered from commuting accidents and 3 workers suffered from the occupational diseases. For the level of injury, 17,214 workers suffered slight and serious injuries, 1,387 workers were serious, 95 workers were dead and 412 workers were non-work injury. (data of the work injury reports see table in Annex 8)

2.3.2. Comparison of the Work Injury between 2013 and 2014

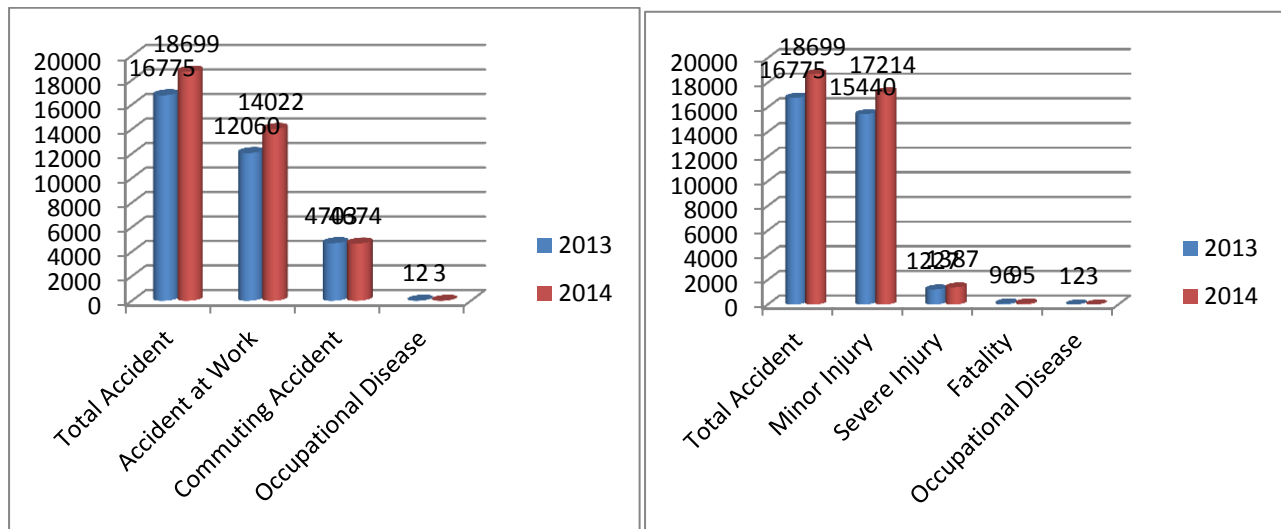
Graphic 5: Registered Workers and Work Injuries



The graphic above shows that the number of workers suffered from work injury in 2014 was 18,699, while in 2013 was 16,775, so it increased 1,924 cases equal to 11.46%. The registered workers increased 174,413 equal to 20.58%. We observe that the number of the work injuries increased 11.46%, while the number of registered workers increased 20.58%. Thus, if we compare the two growths, the number of the work injuries increased in line with the number of registered workers, but the number of the work injuries were less than the number of registered workers equal

to 9.12%. The work injury rate of the workers comparable to the number of registered workers in 2014 was 1.83% and 1.98% in 2013 respectively.

Graphic 6: Classification of Work Injuries by Types of Accidents and Levels of Injuries



The work injuries in 2014, there was an increase of 1,962 victims suffered from workplace accident equal to 16.26%; victims with slight injuries increased 1,774 equal to 11.48%; severe injuries increased 160 victims equal to 13%; and fatality increased 1 person. In addition, commuting accident decreased 29 victims equal to 0.61% and the occupational diseases decreased 9 victims equal to 75%. Moreover, the increase of the work injuries was parallel to the growth of registered workers. In particular, the number of the work injuries has dropped down but it remained low. Remarkably, the number of commuting accidents, decreased 0.61%, mostly caused the serious injuries, but the degree of serious injuries increased 13%. It showed that although the commuting accidents decreased, the level of serious injuries remained the same.

2.3.3. Claim of the Work Injury Benefit

In 2014, NSSF received claims of work injury benefits accounted for 10,103 victims (7,030 people were female) equal to 16,621 documents comprising medical treatment and care benefits w 8,640, temporary disability benefits were 7,772, funeral allowances were 100, and other benefits were 109 documents. If comparable to 2013, benefit claims were 15,059 documents, so this figure increased 1,562 documents equal to 10.37%. (detailed data of work injury benefit, see Table 2 below)

No	Types of Benefit	Number of Claim in 2013 (Document)	Number of Claim in 2014 (Document)
1	Medical treatment and care benefit	8.245	8.640
2	Temporary disability benefit	6.540	7.772
3	Permanent disability benefit less than 20% (allowance)	51	22
4	Permanent disability benefit from 20% up (pension)	60	42
5	Survivors' benefit	63	45
6	Funeral allowance	98	100
7	Caretaker allowance	2	0
Total		15.059	16.621

2.3.4. Expenditures on Benefits

By demanding benefits from the victims, NSSF officially issued benefit awards of the work injuries to the workers suffering from the work injuries accounted for 10,039 victims equal to 18,084 documents comprising hospitalization and care, loss of temporary earning capacity, loss of permanent earning capacity, survivors, funeral allowance and caretaker benefits amounted 3,209,674,800 riel and issued the benefit awards on medical treatment to 44 recognized health facilities with 16,592 workers were cured amounted 4,013,036,400 riel; moreover, 23 non-recognized health facilities with 5,356 workers were cured and amounted 758,547,600 Riel. In addition, NSSF issued benefit awards on rehabilitation services to 3 victims amounted 5,810,800 riel. Therefore, the total benefit awards of work injuries and medical treatments to the recognized and non-recognized health facilities and rehabilitation services in 2014 amounted 7,987,069,600 Riel. (see Table 3)

Table 3: Expenditure on Work Injury Benefits

No	Types of Benefit	Expense of Benefit in 2013	Expense of Benefit in 2014
		Expense (Riel)	Expense (Riel)
1	Medical treatment and care benefit	5.210.940.400	6.111.341.800
2	Nursing benefit	43.758.800	59.465.000
3	Temporary disability benefit	766.467.700	967.263.100

4	Permanent disability benefit less than 20% (allowance)	143.093.900	52.810.600
5	Permanent disability benefit from 20% up (pension)	113.812.500	110.264.500
6	Survivors' benefit (pension)	239.834.800	283.238.800
7	Funeral allowance	392.000.000	392.000.000
8	Caretaker benefit	4.310.000	4.875.000
9	Rehabilitation service	12.011.200	5.810.800
Total		6.926.229.300	7.987.069.600

The number of claimants and the number of the beneficiaries are not the same because some files left behind from the previous years and continued until the following years. Providing benefits in 2014, the expenditure was increased 1,060,840,300 Riel equal to 15.3%. The increase of the claims and benefit provision was because of the increase of work injuries in line with the growth of registered workers.

2.3.5. Benefit Claims of Non-Work Injuries

NSSF's members who sustained work injuries shall gain the services free of charge in the recognized health facilities. So far there were some NSSF's members who underwent non-work injuries utilizing the above health facilities free of charge and then those health facilities claimed from NSSF. In such case, the victims have to pay back to NSSF with the actual amount. In 2014, NSSF received 27 non-work injury claims amounted 13.292.700 Riel.

3. Management and Human Resource Training

3.1. Administration and Finance

3.1.1. Administration

Administration has a key role in the management of documents, supply and management of official and contracted staff to ensure the effective implementation of the internal regulation and in accordance with the Law on the Statute of the Civil Servants in Kingdom of Cambodia with highest efficiency. In 2014, the administration of the National Social Security Fund achieved:

- Contribution payment of the work injuries for contracted staff.
- Organization of incentives and salary for official and contracted staff.

- Organization of 23 recommendation certificates for civil servants and 20 medals including 3 gold, 6 silver and 11 bronze.
- Promotion of the seniority levels of 9 civil servants, provision of incentives for 124 civil servants, promotion of salary class for 15 civil servants and promotion of 37 contracted staff
- Making identification cards for 166 civil servants in 2015
- Preparation of work injury reports for 3 staff
- Contract with 75 probationary staff
- Recruitment examination of 101 staff for head office and 27 staff for branches
- Documentation on the request of contract termination from 28 staff
- Documentation on maternity leave for 10 officials
- Evaluation meeting of 59 contracted staff
- Tax payment on the transport and vehicles in 2014
- Payment of the building, water and electricity bills for branches
- Checking attendance and monitoring the activities of employees and officials through finger print devices and security cameras.
- Checking and reporting absence for incompliance with working time of the staff and officials for every week and month.

3.1.2. Finance

Accounting and finance operation of NSSF through the banking system entirely which manage the incomes and expenses including contribution collection from enterprises/establishments, fine payments, benefit expenses to the workers suffered from work injuries, and administrative expenses. With a view to ensuring the effectiveness and accountability in the process of operation, NSSF accomplished the fruitful work as follows:

- Income and expense planning for implementation in 2015
- Monthly contribution records from the contribution payment of enterprises/establishments
- Monthly income and expense records for hospital claims and pension benefits from NSSF members
- Notification of the exchange rate for the monthly contribution payment
- Expense verifications such as mission, administration, and benefit expenses
- Tax payment on salary and incentives
- Organization of the monthly payroll ledgers
- Detailed monthly income and expense reports in 2013

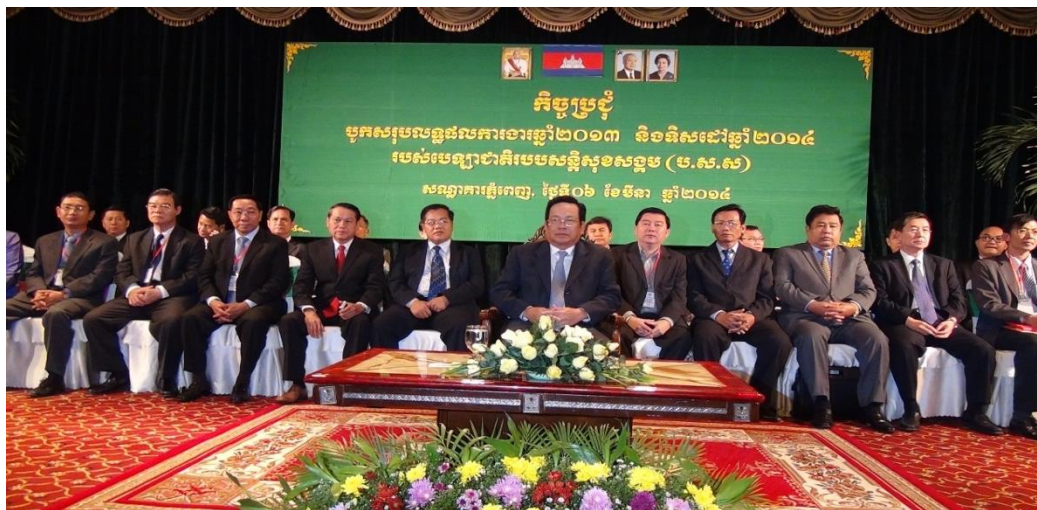
- Collaboration with the officials of General Secretariats of the Ministry of Economy and Finance, controlling the closing entry in 2012
- Collaboration with the delegates from the Department of Public Enterprises of the Ministry of Economy and Finance, controlling the closing entry in 2013
- Verification of bank statement with the cash book.

3.2. Dissemination

Dissemination is the important work which NSSF has highly focused on arranging tremendous public media plans to disseminate the achievements, work injury prevention, implementation of new policies as well as the strengthening of the implementation with the relevant sectors including employers, representatives of workers, trade union organizations, medical institutions, NGOs and relevant ministries to get the latest news of the implementation of social security policy. Remarkably, some publications were carried out in 2014 as follows:

- Annual achievement meeting in 2013 and the action plan in 2014 of NSSF in Phnom Penh Hotel.

Figure 3. Annual achievement meeting in 2013 and the action plan in 2014 of NSSF, chaired by HE Dr. Ith Sam Heng, Minister of Ministry of Labour and Vocational Training (Phnom Penh Hotel, March 06, 2014)



- Annual achievement meeting in 2013 and the action plan in 2014 of the Prevention Team of Workers' Faintness and Work Injury and the Road Traffic Safety Team of Worker Prevention.
- Preparation of ASEAN tripartite workshop on the implementation of the Employment Injury Insurance and health insurance schemes in Phnom Penh Hotel.

- Dissemination of the implementation of new policies and service provision of the work injury benefits for 23 times in 14 capital/provinces.
- Dissemination of the hygiene, safety, working conditions, benefits of social security schemes, preventive measures of workers' faintness and transportations for 19 times with 27 enterprises/establishments and approximately 3,100 workers.
- Discussion with the representative of 17 enterprises/establishments for examining the working conditions, medical care and occupational diseases.
- Collaboration with the Department of Occupational Safety and Health and the Prevention Team of Workers' Faintness and Work Injury to organize the World Health and Working Safety Day at Vattanak Industrial Zone 2.
- Meeting on the provision of the work injury benefit with journalists.
- Publication of video spots on TVs and audio spots on radios.
- Tripartite consultation meeting on the provision of health care benefits for workers.
- Publication of newsletters, calendars, brochures, and dissemination books and registration documents.

Besides the above disseminations, NSSF also has a website (www.nssf.gov.kh) which contains important information and legal documents associated with the implementation of the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law as well as the social network including Facebook and call center which provide breaking news concerning the implementation of policy of the Social Security Schemes, and are able to provide information directly to members immediately. Moreover, NSSF also published through the media systems and designated its officials to disseminate on the practice of work injury policy, procedures and formalities of registration, contribution payment, and benefits that workers shall be granted.

3.3. Cooperation and Human Resource Training

Cooperation and human resource training are the crucial roles in developing the organizations and strengthening the cooperation between the stakeholders and development partners, both local and international, in order to ensure the continuity of the organization operation related to planning, formality and work procedures as well as the knowledge development and new experience exchange. Cooperation and human resource training also contribute to the social developments in which the NSSF leaders and officials remarkably attended the meetings, workshops, training courses, and study visits both local and international.

3.3.1. Domestic Affairs

Cooperation and human resource training in the country, NSSF organizes the training courses and develop the capacity of officials and staff every year. In addition, leaders, officials, and staff of NSSF also participated in the consultative meetings, work discussions, preparation of development planning and organization of workshops on awareness of NSSF policy to the relevant ministries, organizations and institutions across the country for several times.

*Figure 4. The trainings and capacity building of officials and staff
(NSSF, March 24-28, 2014)*



- Training courses and internal affair update for officials and staff
- Participation in the national workshop on the risks of over-speed driving in Imperial Garden Hotel
- Participation in the tripartite consultation meetings on the development of the national policy on employment and jobs for Cambodia in Raffles Le Royal Hotel
- Participation in the seminar on the advantages of insurance in Phnom Penh Hotel
- Participation in the consultation meetings on benefit package of the social health protection project in informal economic sectors in Phnom Penh Hotel
- Participation in the consultation meeting on the draft of strategic planning of gender mainstream in the field of labour and vocational training in Phnom Penh Hotel.
- Participation in the consultation meeting on the final draft of the National Action Plan on the reduction of child labour and the abolishment of the worst forms of child labour (2014-2018) in Imperial Garden Hotel.
- Participation in the training course on OPERACY (key to personal success and leadership)

- Participation in the Food Security Forum at the 50th anniversary at the Council of Ministers
- Participation in the training course on the Risks of Non-Helmet Wearing and Driving with Alcohol Influence
- Participation in the Job Expo 2014 in the Angkor Sangkran, organized by the Union of Youth Federation of Cambodia (UYFC) in Siem Reap province
- Participation in a press conference on the Economic Gains and Life-Rescue from the Adoption and Law Enforcement on Determination for Motorcycle Passengers including children shall wear helmet in Cambodiana Hotel
- Participation in the national partnership workshop on the Life-Rescue Helmet Projects in Cambodiana Hotel
- Participation in the seminar on the South Asia Pension System in Siem Reap province
- Participation in the national tripartite workshop on Assessment of Collective Contributions of Korean International Labour Organization Partnership 2009-2014 in Sunway Hotel
- Participation in the dissemination workshop on the national reports of the 4th and 5th session of the exercise of CEDAW convention in Cambodia, optional protocol, recommendations of Samdech Techo Prime Minister, the promotion of women's rights for beer promotional girls, relevant laws and legal instruments of the public sector in the Office of the Ministry.
- Participation in the dissemination workshop on the report of victim information system and road traffic accident in 2013 in Cambodiana Hotel

Besides the above work, NSSF also designated its officials and staff to participate in a number of social activities to contribute to the development of the whole society.

3.3.2. Oversea Affairs

Besides the promotion of human resources and cooperation in the country, the oversea communication is a major work in the promotion of cooperation with international development partners and integration of the social security sectors of Cambodia into the region in order to exchange the experiences, new technics for developing the country. In 2014, NSSF accomplished some necessary oversea affairs in the field of the social security as follows:

- Participation in the international leadership training course in the field of the social security in Ho Chi Minh City, Vietnam
- Participation in the training course on the Social Health Insurance in the Republic of Korea
- Participation in the regional conference on the labour capacity rehabilitation in promoting economy and social integration in Malaysia

- Participation in the Second Conference of the Asian Employment Injury Compensation Forum in the Republic of Korea
- Participation in the international workshop on Strengthening of the Social Protection for the ASEAN Community in Bangkok, Thailand
- Participation in the seminar on the International Social Protection in the Democratic Republic of Laos
- Participation in the international workshop on the Demographic Changes, Notice of the Challenges and Job Opportunities in Kuala Lumpur, Malaysia
- Study visit on the Organization and Functioning of the Health Care in Thailand
- Participation in the meeting on the Basic Knowledge and Experience Exchange of Pension Scheme with the Delegation of the Republic of Korea (NPS=National Pension Scheme)
- Study visit on the Implementation of the Health Care in Berlin, Germany
- Participation in the training course on the Employment Injury Insurance for the ASEAN Community in Seoul, Republic of Korea.
- Participation in the meeting on the 31st ASEAN Social Security Association (ASSA) in Malaysia
- Participation in the international conference forum on the Social Health Protection Development in Southeast Asia in Hanoi, Vietnam
- Participation in the international forum on the Method of Peritoneal Dialysis of Patients with Chronic Kidney in Bangkok, Thailand

3.4. Information Technology

NSSF has organized work system and data management through computerized system on the registration, contribution payment, benefit provision, management of officials' attendance and others necessary tasks. Obviously, NSSF achieved the information technology operations in 2014 as follows:

- Update of the registration, contribution payment, and update of wage system
- Update of benefit provision and medical claim system from members who are non-work injuries
- Establishment of payment management system of medical treatment and update of medical treatment and care benefits system of the recognized and non-recognized health facilities with enclosed forms of data and report
- The registration of additional users in the system that allows NSSF's members to register

in personal, can propose any questions or problems and can browse the answered questions by NSSF

- Establishment of the forms of members' existing identity codes and inserting new identity codes for new workers
- Development of NSSF attendance management system by creating data entry form of permission leave, mission, and attendance check
- Establishment of the data entry form of enterprises/establishments paid contribution at the beginning of every month in the File Server and downloading contribution data of the enterprises/establishments from the File Server via ACLEDA Unity system from Monday to Friday
- Establishment of the new systems for the closed or suspended enterprises/ establishments by creating the forms of system access
- Creation of additional codes in Cisco ASA5510 and Cisco ASA5505 for all NSSF branches in connection with the headquarter in the DMZ zone
- Installation of PRTG program for controlling the connection of each branch
- Testing VNC Server / Viewer for controlling distantly
- Establishment of the new mission data entry form, data entry forms, permission leave and data download from fingerprint devices
- Designation of medium-term information technology development for the implementation of the health care
- Development of new E-Form for health care and employment injury insurance contribution payment (Version 5.01w)
- Planning to offer Khmer identification card to the workers
- Preparation of sample report of commuting and workplace accidents
- New website development with monthly exchange rate, Newsletter, notification and other information

4. Commission and Expert Team

4.1. The Social Security Scheme Investment Commission of the National Social Security Fund

The Social Security Scheme Investment Commission of the National Social Security Fund (SSSIC) was established by Prakas no. 108 LV/PrK dated 20 May, 2014, compliance with the sub-decree on the Establishment of the National Social Security Fund to organize policies and investment planning for summing to the Governing Body of the National Social Security Fund decides and approves. There are 9 compositions of the commission from the tripartite parties including government, employer, and worker representatives. SSSIC takes the responsibility for organizing policies and investment planning for short-term, medium-term, and long-term, which is characterized as investment procedures, collaborating with the investment partners both national and international, managing, administering, evaluating, controlling and adjusting the investment affairs regularly, updating on investment activities and exercising the other duties assigned by the Governing Body of the National Social Security Fund. In 2014, SSSIC organized two internal meetings to prepare an investment management mechanism and consultation on the selection of the location for constructing the NSSF administrative building.

4.2. Prevention Team of Workers' Faintness and Work Injury (PTWFWI)

Prevention Team of Workers' Faintness and Work Injury (PTWFWI) has roles in studying the workers' faintness, taking actions on emergency rescue, and coordinating with health facilities and relevant authorities to ensure that the victims receive emergency services and disseminating the work injury prevention programs. PTWFWI progressively has been organizing the meeting in order to provide an opportunity to employers, enterprise/establishment representatives and workers, to widen their knowledge on working, hygiene conditions, job safety, prevention of workers' faintness and road traffic accidents by means of their transportation in a sense to prevent and protect against the work injury, especially for the cases of workers' faintness to be lowest level. Remarkably, the commission had 19 meetings with 27 enterprises/establishments with about 3,100 workers in 2014.

Picture 5. Activities of dissemination on working, hygiene conditions, job safety, social security benefits, prevention of workers' faintness and road traffic accidents by means of their transportation (New Orient (Cambodia) Garment Enterprise/establishment, 21 April, 2014)



In the event of workers' faintness, PTWFWI took an action on coordination and emergency services in 34 enterprises/establishments with 1,806 workers including:

- 21 enterprises/establishments with a total of 1,030 fainted workers in Phnom Penh
- 2 enterprises/establishments with a total of 357 fainted workers in Kandal
- 3 enterprises/establishments with a total of 72 fainted workers in Kampong Speu
- 1 enterprise/establishment with a total of 7 fainted workers in Koh Kong
- 2 enterprises/establishments with a total of 48 fainted workers in Kampong Chnang
- 3 enterprises/establishments with a total of 253 fainted workers in Svay Rieng
- 1 enterprise/establishment with a total of 36 fainted workers in Sihanouk Ville
- 1 enterprise/establishment with a total of 3 fainted workers in Takeo

The Event of Workers' Faintness between 2013 and 2014

In 2014, the event of workers' faintness had 34 enterprises/establishments with 1,806 workers if comparable in 2013 consisting of 15 enterprises/establishments with 823 workers. So, the workers' faintness increased 19 enterprises/establishments equal to 126% with 983 workers equal to 119% in 2014.

Graphic 7: Comparison of Workers' Faintness between 2013 and 2014 by Capital/Provinces

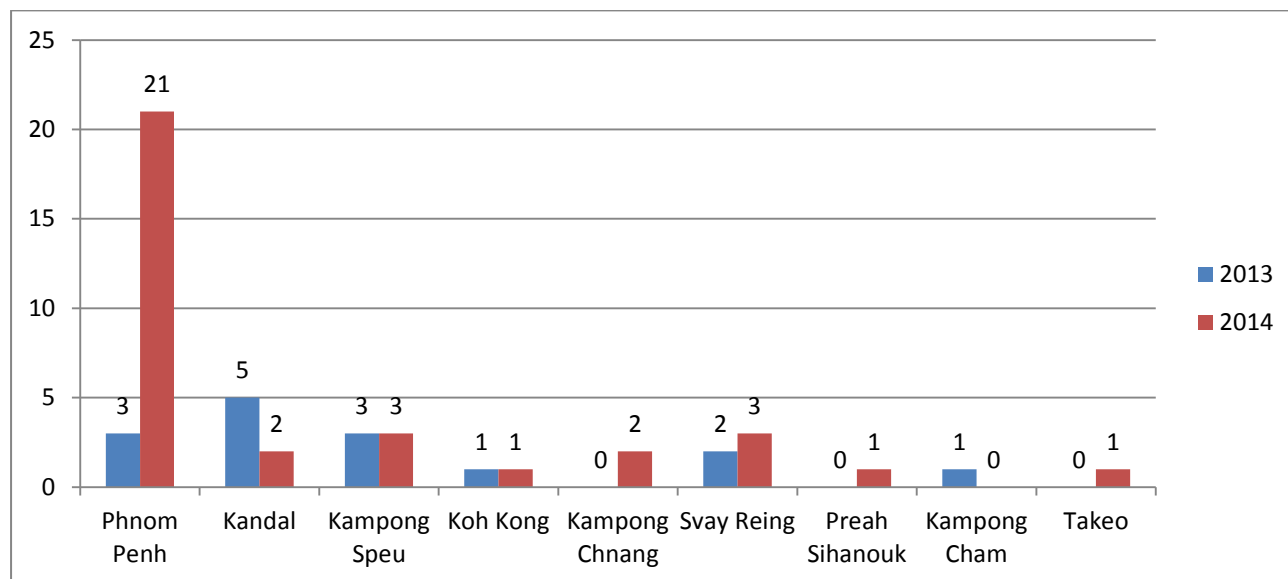


Table 4: Number of Faint Workers in Capital/Province between 2013 and 2014

No	Capital/Province	2013	2014
	Total	823	1,806
1	Phnom Penh	154	1,030
2	Kandal	432	357
3	Kampong Speu	68	72
4	Koh Kong	19	7
5	Kampong Chnang	-	48
6	Svay Reing	125	253
7	Preah Sihanouk	-	36
8	Kampong Cham	25	-
9	Takeo	-	3

4.3. NSSF Medical Commission

The medical commission exercised its roles and responsibilities with transparency, justice, professionalism and built trust from the publics and NSSF members, especially the employer, the owners of the enterprises/establishments on the implementation of NSSF policy through participation of the work injury contribution payment for workers which lead them to provide accurate information about the number of workers and their workers' wages to avoid the loss of benefits as stipulated in the law.

In 2014, the medical commission organized the meetings to examine the degree of permanent disability to the 93 victims including:

- 55 victims have recently suffered from the work injuries and the medical commission decided to provide the degree of permanent disability less than 20% to 25 victims and more than 20% to 26 victims. One victim was not provided the degree of permanent disability and three victims were continuously allowed to get medical treatment and care.
- 37 victims were re-examined about the degree of permanent disability and the medical commission decided to provide the degree of permanent disability less than 20% to 36 workers and more than 20% to one victim.
- The medical commission reinvestigated one worker on uncertainty of whether work injury or non-work injury; the decision of the medical commission was the work injury.

4.4. Road Traffic Safety Team of Worker Prevention

Nowadays, the road traffic accident is a huge burden for the government because this accident leads to the fatality, disability, and wound of the workers as well as damaged public and private properties; in particular, most of the workers suffered from work injury are the commuting accidents by different vehicles. In order to contribute to the reduction of road traffic accidents, the National Social Security Fund through the Ministry of Labour and Vocational Training has established the Road Traffic Safety Team of Worker Prevention (RTSTWP) by the decision No. 002/13 LV/D dated 25 January, 2013, with the composition from relevant ministries, employer and worker representatives and Handicap International (HI). This team is responsible for action planning, research, data collection, and analysis, worker transportation survey, law and road traffic safety dissemination, and cooperation with the local and relevant authorities to take actions on road traffic accident prevention as well as to carry out other tasks assigned by the minister of the Ministry of Labour and Vocational Training.

Figure 6. The 4th meeting on the Road Traffic Safety Team of Worker Prevention, September 5, 2014



In 2014, the team organized the action plans and materials for the dissemination on the Traffic Law, Technics of Vehicle Check, First Aid, Helmet Wearing and Accident Preventive Means to drivers, transport the workers, especially the critical points causing accidents frequently. The remarkable achievements were as follows:

- Four-time meeting on action plans in 2015
- Survey of the number of drivers and dissemination on the law and road traffic safety for 22 times consisting of 123 enterprises/establishments with 4,275 participants and 1.600 drivers
- Meeting of pre-survey on the number of drivers and billboard designation on the importance of driving license
- Preparation to publish the Traffic Law books of the Kingdom of Cambodia and guidance books on the Vehicle Care Technics, First Aid and Traffic Law.

4.5. Dispute and Complaint Settlement Commission of NSSF

Dispute and Complaint Settlement Commission of NSSF was established to settle the disputes/complaints related to the implementation of the provisions and regulations of the social security sectors between the NSSF's members, employers, and NSSF. The commission's composition comprises of tripartite parties including representatives of NSSF, employers and workers.

In 2014, the Dispute and Complaint Settlement Commission of NSSF received one complaint relating to the claim of work injury benefits. In such case, the complaint was settled by commission through NSSF, representatives of employers and workers and plaintiff with smoothness,

transparency, and fairness. Through the Commission, it was also noticed that from the first implementation until now the Commission received the complaints from the workers only two cases. As the result, NSSF has had clear strategies and work procedures as well as daily monitoring which motivated officials and staff at all levels fulfilled their work with professionalism and responsibility and had good cooperation from employers and workers.

5. Implementation Preparation of Phase II on Health Care

After successfully implementing the Phase I, employment injury scheme, and according to the growth of the national economy, there was an increase of tremendous investments and workers in the enterprises/establishments in the country. Moreover, this progress needed to be focused on working conditions, especially for the workers' health problems. Obviously, in recent years, there has been the event of workers' faintness in enterprises/establishment in capital/provinces that most cases have been associated with their own health.

Nowadays, NSSF has received and implemented the voluntary health care project for the factory workers of the Health Insurance Project (HIP). This project covers medical treatment and care and transportation services and has been registered 11 factories with 8,073 workers. In 2014, 10,784 members used these services comprising of 367 IPD, 10,211 OPD, 103 deliveries, and 103 abortions.

In order that the workers get the medical treatment and emergency services on time, NSSF has hotline (011 799 430) to facilitate members and places its agents in 5 recognized health facilities including the Khmer-Soviet Friendship Hospital, Kosomeak Hospital, Steung Meanchay Health Center, Porchentong Referral Hospital and Toul Kork Health Center.

For preparing to launch the health care, NSSF has created the team work for implementing the health care scheme and the commission for organizing the health service payment mechanism. The team and commission have achieved the remarkable results related to the legal instruments, formalities and work procedures as follows:

- Sub-decree draft on the Social Security Scheme of the Health Care for Persons Defined by the Provisions of the Labour Law
- Prakas draft on the Health Care Service
- Prakas draft on the Provider Payment Mechanism for the Health Care and Employment Injury Insurance
- Prakas draft on the Determination of the Contribution Rate and Payment Procedures for the Health Care

- Prakas draft on the Chronic Diseases
- Determination of the Workers' Identity Codes
- Three public consultation meetings on the Implementation of the Social Security Scheme of the Health Care for the formal private workers

Picture 7. Public consultation meeting on the Implementation of the Social Security Scheme of the Health Care for the formal private workers under supremacy of HE Dr. Ith Sam Heng, the minister of the Ministry of Labour and Vocational Training (NSSF Grand Meeting Room, 06 March, 2014)



6. Challenges

In the Phase I implementation of the Employment Injury Insurance, NSSF has challenged with regard to law enforcement with the employers' and workers' participation, hospitals' medical service provision and NSSF's internal problems.

A handful of the employers/owners of enterprises

- Shortage of workers' data causing difficulty in providing the workers' identity codes
- Poor cooperation with providing the number of the workers, wages and company's branches
- Late monthly worker declaration and contribution payment
- Inaccurate/late work injury report notification causing difficulty in investigating the root of work injury and providing benefits to the injured
- Late notification of benefit claim document resulted in lately providing compensation because the employers/owners of enterprises/establishments kept the documents until the end of the month or waited more documents before sending to NSSF.

A handful of the workers

- Incomplete understanding of the implementation of the Social Security Scheme, the Employment Injury Insurance
- No personal documents using other documents (such as national identity cards, residential letter and family book or abnormal documents) which causing difficulty in registration and document verification on benefit provision
- No marriage certificate leading to not be eligible for the survivors' benefit
- Utilization of medical services in non-recognized health facilities and unnecessary services
- Difficulty in demanding the non-work injury compensation of medical treatment and care from the workers

A handful of the Health Facilities

- Quality of the medical treatment and care service provision is limited
- Service provision without the respect of the principles of the Ministry of Health, the medical principles, unnecessary medical services, cost exaggeration, and difficulty in claiming the medical documents
- Use of ambulance service for transportation of the worker charged in high cost

Besides external factors, NSSF was also challenged with the capability of the organization including narrow space of workplace, limited capacity of some staff, non-smooth data management system.

7. Remedial Actions

Accuracy, strengthening of law enforcement, dissemination, facilitation, and prompt settlement, human resource training, information technology development, and better work procedures and formalities are the effective remedy to ensure the exercise of the Employment Injury Insurance with effectiveness and efficiency. In order to address these challenges, NSSF has been implementing a number of actions as follows:

- To disseminate and explain to the owners of enterprises/establishments, local trade unions and workers to understand the implementation of the policy of the Social Security Schemes especially the Employment Injury Insurance and Health Care which is launching in 2015

- To place NSSF's agents to facilitate with the recognized health facilities in order to provide better services.
- To take administrative measures on enterprises/establishments which do not comply with the law
- To train the human resources, develop the information technology systems, improve the formality and working procedures, and develop the complaint system both in hardware and software
- To modify the Hot Line management system
- To set up the notifying system of qualified contribution payment period and contribution payment mechanism via smart phone (ACLEDA Unity)
- To develop the mechanism of demanding work injury report from enterprises/establishments and health facilities
- To inform enterprises/establishments and workers about the result of work injury investigation in order that they can apply for benefits as soon as possible
- To have the workers registered again
- To facilitate with recognized health facilities to provide better services and have meetings to deal with the challenges

8. The Action Plan in 2015

In order to ensure the enforcement of the Law on the Social Security Schemes for Person Defined by the Provisions of the Labour Law effectively and timely, NSSF has issued mechanisms on the implementation of the phase 1, Employment Injury Insurance, which has been carrying out; moreover, Phase 2, health care scheme which is going to launch in 2015, provides services to workers who suffer from contingencies in order to receive the medical treatment and care, ensure income security, contribute to the reduction of poverty, and promote the social stability.

- To expand, strengthen and improve Employment Injury Insurance
- To prepare continuously the formality, work procedure and legal instruments to launch health care scheme in 2015
- To prepare the formality, work procedures and legal instruments to launch the pension scheme
- To place NSSF's agents to facilitate with the recognized health facilities to provide better services
- To continuously disseminate, facilitate and explain the implementation of Employment Injury Insurance policy to enterprises/establishments and workers
- To continuously disseminate on hygiene, job safety, working conditions, benefits of the Social Security Schemes, and road traffic safety on the transportation of the worker in enterprises /establishments
- To continuously investigate work injuries of NSSF members
- To continuously search new established enterprises/establishments to register in NSSF

Conclusion

Through the above reports, it reflects that NSSF moved to the next step. For implementation of the Phase 1, Employment Injury Insurance, until the end of 2014, NSSF has expanded the coverage nationwide, registered 7,041 enterprises/establishments with 1,021,588 workers, had 84 contracted health facilities, provided 10,039 workers of the work injury benefit, and done inspection in the enterprises/ establishments concerning the law enforcement for many cases. Besides the registration, contribution provision, benefit provision and inspections, NSSF has re-determined the identification of the workers, developed the measures to prevent against work injuries, strengthened, expanded and developed the policy of the Employment Injury Insurance to ensure the provision of the social security services effectively and timely. In addition, NSSF has also developed legal instruments, work procedures and informality for implementing the phase 2, Health

Care Scheme, which is going to launch officially in 2015, so that workers are able to receive medical treatment and care, protect against the risk of health care catastrophic expense, and lose income in case of sickness, maternity and other contingencies.

The above fruitful achievements resulted from high responsibility and commitment of the leaders, officials and staff of NSSF as well as the strong collaboration from relevant ministries, authorities, national and international organizations, development partners, and law compliance from employers and workers.

Along with the above achievements, NSSF still faces some challenges including limited law compliance from a handful of employers and workers and limited medical service quality as well as problems from NSSF side. According to the challenges, moreover, NSSF noticed that the number of the work injuries still increased in line with the growth of enterprises/establishments and workers, which have registered in NSSF, especially the serious injuries; although, the commuting accidents were decreased slightly, but it still was the concerning issues. Therefore, in order to cope with the above challenges, it requires the further support and help from relevant ministries, authorities, national and international organizations, and development partners in the exercise of the social security system in Cambodia to be better and an active involvement to set up the preventive measures in order to cut down the number of work injury as low as possible, contribute to the poverty reduction and promote social stability. On the other hand, the workers themselves have to understand about their health and pay high attention on working, especially while travelling from home to workplace or vice versa to avoid accident because it will affect or lose job, time, money and life as well.

Phnom Penh,, 2015

National Social Security Fund

**The achievements comparable to the Action Plans of the Implementation of Social Protection Strategy for
Persons Defined by the Provisions of the Labour Law in 2014-2018**

N°	Activity	Indicator	Unit	Year of Implementation							Responsible Organization
				2014			2015	2016	2017	2018	
				Plan	Result						
					Number of Unit	Ratio (%)					
Objective 1: Expanding the coverage of employment injury insurance scheme											
1.1	To continuously disseminate the implementation of employment injury insurance policy	The dissemination meeting in capital/provinces	Time	15	23	153	12	12	12	12	NSSF
1.2	To establish NSSF branches in capital, provinces, and districts	Number of NSSF branches in capital, provinces, and districts	Branch	2	2	100	6	10	10	10	NSSF
1.3	To contract with health facilities in capital, provinces, and districts	Number of health facilities in capital, provinces, and districts	Health facility	25	20	80	150	50	30	20	NSSF
	To register the enterprises/establishments, and workers	Number of enterprises/establishments, and workers	Enterprise	1,000	934	93	1,000	1,000	1,000	5,000	NSSF
			Worker	100,000	174,413	174	50,000	50,000	50,000	400,000	

1.5	To revise Prakas on the scope and coverage determination of the implementation of employment injury insurance, and Prakas on the registration of enterprises/ establishments and workers in NSSF	Process of Prakas revision	%						100		NSSF
1.6	To cover the enterprises/establishments with 1 worker up	Process of implementation	%							20	NSSF
1.7	To expend the remote system management and IT network in NSSF branches in capital, provinces, and districts	Process of network connection	%	100	100	100					NSSF
Objective 2: Strengthening and improving the employment injury insurance scheme											

2.1	To carry out the inspection in enterprises/ establishments	Number of inspection	Time	5,760	5,063	88	6,336	6,779	7,117	10,675	NSSF
2.2	To investigate the work injury	Workers suffering from the work injury shall gain benefits legally	Victim	17,675	18,699	106	17,543	17,311	16,979	21,447	NSSF
2.3	To take administrative measures on the enterprises/ establishments in compliance with the Law	Rate of enterprises/ establishments complying with the Law	%	89	87	98	90	91	92	92	NSSF
2.4	To organize guidelines on the control of subcontractors in employment injury insurance	Process of organizing Prakas on the control of subcontractors	%	50	Not yet implemented	0	100				NSSF
2.5	To prescribe the guidelines on trainees and apprentices	Process of organizing Prakas on employment injury insurance for trainees and apprentices	%	50	Not yet implemented	0	100				NSSF

2.6	To organize guidelines on self-employed profession, and occasional or seasonal work	Process of organizing Prakas on employment injury insurance for the persons work in self-employed profession, and occasional or seasonal work	%	50	Not yet implemented	0	100					NSSF
2.7	To study and file the types of occupational diseases	Process of organizing joint- Prakas on prescription of the natures of occupational diseases	%	50	Not yet implemented	0	100					NSSF
2.8	To improve the management system of registration and contribution payment of enterprises/ establishments and workers	Process of organizing the management system of registration and contribution payment	%	100	100	100						NSSF
2.9	To improve the management system of benefits	Effectiveness of the benefit provision to the victims	%	95	80	84	96	97	98	99		NSSF
2.10	To install SMS system for	Process of SMS system installation	%	100	100	100						NSSF

	informing workers											
Objective 3: Taking actions on preventing against the work injury												
3.1	To study and file the statistics of work injury	Process of studying and filing the statistics of work injury	%	70	20	29	100					NSSF
3.2	To conduct the consultation meeting with the stakeholders to take the preventive actions and emergency in case of work injury for employers, workers, and other stakeholders	Number of the meeting with the stakeholders	time	20	11	55	20	20	20	20		NSSF, PTWFW, RTSTPW
3.3	To disseminate and explain the preventive actions and emergency of work injury to employers, workers, and other stakeholders	Number of the dissemination and explanation	Time	44	41	93	40	30	30	30		NSSF, PTWFW, RTSTPW

3.4	To collaborate with the stakeholders to take measures on job safety, hygiene, and emergency of the work injury	Rate of the decrease of work injury	%	1.80	1.83	102	1.70	1.60	1.50	1.40	NSSF, PTWFW, RTSTPW
3.5	To directly inspect and facilitate with the workers who sustain the work injury to gain the emergency	Effectiveness of receiving the emergency	%	85	90	106	90	93	95	97	NSSF, PTWFW, RTSTPW
Objective 4: Providing rehabilitation service											
4.1	To set up the mechanisms to provide the rehabilitation service	Process of the rehabilitation service provision mechanisms	%	50	20	40	100				NSSF
4.2	To train human resource on rehabilitation	Number of officials attending the training course on rehabilitation	Official	7	3	43	10	15	20	25	NSSF
4.3	To study and collaborate with the stakeholders	Process of the study	%	50	20	40	100				NSSF

4.4	To organize the legal instruments	Process of organizing the legal instruments	%	50	20	40	100					NSSF
4.5	To prescribe and assess the degree of victims' disability shall be granted the service	Effectiveness of providing the rehabilitation service to the victim	%	50	implemented	Not yet implemented	0	65	75	85	95	NSSF
4.6	To establish the data management system for providing rehabilitation service	Process of organizing the data management system	%	50	implemented	Not yet implemented	0	100				NSSF
4.7	To contract with providers	Number of the providers	Organization		implemented	Not yet implemented	0	10	5	5	5	NSSF

Goal 2: Launching the health care scheme

N	Activities	Indicator	Unit	Year of Implementation							Responsible Organization
				2014		2015	2016	2017	2018		
				Plan	Result						
					Number of Unit					Ratio (%)	
Objective 1: Organizing the formalities and procedures of health care scheme											

1.1	To organize the legal instruments for implementing the health care schem	Process of organizing the legal instruments	%	100	100	100						NSSF
1.2	To organize the meeting with the stakeholders in order to gain the lessons and experiences	Number of the meeting	Time	10	5	50						NSSF
1.3	To study and analyze possibility to cover the excluded services	Process of studying and analyzing the natures of included services in health care scheme	%	0			0	50	70	100		NSSF
1.4	To organize the formality and set up the assessment tools in line with Ministry of Health	Number of accredited health facilities	Health facility	60	Not yet implemented	0	100	200	300	500		NSSF
Objective 2: Organizing IT system for health care scheme												
2.1	To set up the registration and contribution payment system	Process of organizing the management system of registration and contribution payment	%	100	100	100						NSSF

2.2	To organize the management system of benefit provision	Process of organizing the benefit management system	%	100	100	100					NSSF
2.3	To collaborate with Ministry of Interior Affairs in order to prescribe the workers' identification	Percentage of workers with ID smart card	%	30	15	50	70	100			NSSF
2.4	To establish the complaint system	Process of establishing system	%	100	70	70					NSSF
2.5	To study the changeable possibility of database oracle system	Process of studying the changeable possibility of database oracle system	%	50	100	100	100				NSSF
2.6	To study the changeable feasibility of the joint management system between employment injury insurance and health care schemes	Process of studying the feasibility and changing the system	%	50	100	100	100				NSSF

2.7	To organize the link between the management system of health care scheme and accounting (sage)	Process of linking the system	%	100	100	100						NSSF
2.8	To accelerate the data transfer between central office and branches	Effectiveness of transferring data punctually	%	90	90	90	95	96	98	100		NSSF
2.9	To organize the procedures and equip the controlling system	Process of organizing the procedure and equipping the controlling system	%	100	50	50						NSSF
Objective 3: Developing the provider payment mechanism (PPM)												
3.1	To organize the provider payment mechanisms	Process of organizing the mechanisms	%	100	100	100						NSSF
3.2	To organize the provider payment mechanism by IT system	Process of organizing the system of provider payment mechanism	%	100	100	100						NSSF
3.3	To prepare joint-Prakas for service payment of health care scheme	Process of organizing joint-Prakas	%	100	90	90						NSSF

3.4	To set up the system to check members' eligibility in health facilities	Number of equipped health facilities	Health facility	60	implemented Not yet	0	100	200	300	500	NSSF
3.5	To place the NSSF agents on duty in the health facilities	Number of the NSSF agents on duty in the health facilities	Agent	28	5	18	100	50	50	50	NSSF
Objective 4: Disseminating publicly and determining the implementation phase											
4.1	To disseminate on the implementation of health care scheme in capital/provinces	Number of the dissemination	Time	1	implemented Not yet	0	7	5	5	7	NSSF
4.2	To produce spots and leaflets	Number of spots and leaflets	Spot	1	implemented Not yet	0		1		1	NSSF
			leaflet	1	implemented Not yet	0		1		1	
4.3	To launch the health care scheme in capital/provinces	Number of capital/provinces	Capital/province	1	implemented Not yet	0	7	5	5	7	NSSF

4.4	To register and collect contribution from enterprises/establishments and workers	Number of registered enterprises/establishments and workers in system	enterprise	600	implemented	Not yet	0	4,500	2,000	2,000	5,900	NSSF
			worker	360,000	implemented	Not yet	0	550,000	80,000	80,000	430,000	
4.5	To provide the benefits of health care to the workers	Rate of health care data consumption	%	60	implemented	Not yet	0	50	45	45	45	NSSF
4.6	To follow up the health effect of members after gaining the medical treatment	Rate of members	%	5	implemented	Not yet	0	5	5	5	5	NSSF
4.7	To disseminate on health promotion, prevention, and first-aid for workers	Number of dissemination	Time	10	implemented	Not yet	0	15	20	25	30	NSSF

Goal 3: Launching the pension scheme

N	Activity	Indicator	Unit	Year of Implementation							Responsible Organization
				2014			2015	2016	2017	2018	
				Plan	Result						
					Number of Unit	Ratio (%)					
Objective 1: Feasible study to launch the pension scheme											
1.1	To organize the mechanisms for pension scheme	Process of organizing the pension scheme mechanisms	%	50	20	40	100				NSSF
1.2	To study the demographic situation and workers on age groups for launching pension scheme	Process of study	%	100	Not yet implemented	0					NSSF
1.3	To study the socio-economic situation	Process of study	%	100	Not yet implemented	0					NSSF
1.4	To organize the consultation meeting with the stakeholders	Number of the meeting	Time	8	Not yet implemented	0	3				NSSF

1.5	To collaborate with social security actuaries in order to prescribe contribution rate and benefit package	Process of the prescription of contribution rate and benefits	%	50	Not yet implemented	0	100				NSSF
Objective 2: Organizing the legal instruments and developing human resource											
2.1	To organize the legal instruments	Process of organizing the legal instruments	%	50	50	100	100				NSSF
2.2	To conduct the consultation meeting with the stakeholders to gain ideas for applying in the legal instruments	Number of the meeting	Time	100	Not yet implemented	0					NSSF
2.3	To designate the officials and staff with pension knowledge to fulfill the work	Number of the officials and staff in charge of pension	Official and staff	10	6	60	5	5	5	5	NSSF
2.4	To collaborate with the development partners to have the study visit to gain experiences both inside and outside	Number of study visits	Time	2	5	250	2	2	2	2	

	countries										
2.5	To build the capacity of officials and staff in charge of pension	Number of officials and staff	Official and staff	10	6	60	5	5	5	5	NSSF
Objective 3: Organizing IT system to launch the pension scheme											
3.1	To compile the data basis of pension scheme in collaboration with national and international experts	Process of compiling the data basis and management system	%	50	Not yet implemented	0	100				NSSF
3.2	To organize the management system of accounting and finance	Process of organizing the management system	%	50	implemented Not yet	0	100				NSSF
3.3	To set up the system of registration and contribution payment	Process of organizing the system	%	50	implemented Not yet	0	100				NSSF
3.4	To establish the system of benefit provision	Process of organizing the systems of benefit provision	%	50	implemented Not yet	0	100				NSSF

3.5	To transfer the data to the account of retired persons in the partnership bank	Process of organizing to send the data	%	50	implemented	Not yet	0	100				NSSF
Objective 4: Disseminating publicly and determining the implementation phase												
4.1	To disseminate on implementation of pension scheme in capital/provinces	Number of the meeting	Time					3	8	14		NSSF
4.2	To produce spots and leaflets	Number of spots and leaflets	Spot	1			1	1	1	1		NSSF
			Leaflet	1			1	1	1	1		
4.3	To launch the pension scheme in capital/provinces	Number of capital/provinces	Capital/provinces				3	8	14			NSSF
4.4	To register and collect contribution from enterprises/ establishments and workers	Number of the registered and contribution-paid enterprises/ establishments and workers	Enterprise				5,500	2,000	1,500	6,000		NSSF
			member				790,000	160,000	100,000	450,000		NSSF
4.5	To provide old age allowance to workers	Number of workers gaining old age allowance	worker				1,053	1,568	2,568	4,150		NSSF

Goal 4: Strengthening the good governance

N	Activity	Indicator	Unit	Year of Implementation							Operating
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				2014			2015	2016	2017	2018	Organization
				Result							
				Plan	Number of Unit	Ratio (%)					
Objective 1: Improving the effectiveness and quality of the public services											
1.1	To build the capacity of the human resource	Rate of officials and staff	%	50	25	50	50	50	50	50	NSSF
1.2	To strengthen the internal management system and human resource policy	Effectiveness of management	%	90	90	100	97	99	99	99	NSSF
1.3	To expand the public dissemination on provision of social security services	Coverage of public information provision	%	70	70	100	70	70	70	70	NSSF
1.4	To develop the suggestion box and problem-solving mechanisms	Effectiveness of suggestion box and problem-solving mechanisms	%	80	80	100	90	95	97	97	NSSF
1.5	To establish the library of social security insurance provision	Process of organization and implementation	%				50	100			NSSF

1.6	To revise the composition and duty of medical commissions	Process of revising Prakas on NSSF medical commissions	%	100	implemented	Not yet	0					NSSF
1.7	To organize the management system of health care consumption	Effectiveness of the payment and consumption of health care	%	95	90	95	96	97	98	99		NSSF
1.8	To prepare and modify IT infrastructure	Effectiveness of data transfer	%	90	100	111	95	100				NSSF
1.9	To study the feasibility of IT network connection with partnership bank	Process of IT networks connection with partnership bank	%	10	50	100	100					NSSF
1.10	To organize the procedure and the implementation policy for using the materials and IT system	Process of organization	%	100	80	80						NSSF
Objective 2: Strengthening the financial management and property												

2.1	To prescribe the procedure and the formality of financial management	Process of prescribing the procedure and the formality of the financial management	%	100	70	70						NSSF
2.2	To analyze the finance of social security schemes	Number of the analysis	Time	1	1	100				1		NSSF
2.3	To establish the investment commissions	Process of organizing to establish the investment commissions	%	100	100	100						NSSF
2.4	To organize the procurement and supply plan in compliance with the law on the public procurement and financial principle	Effectiveness of the management of supply and procurement	%	90	90	100	97	99	99	99		NSSF
2.5	To prepare the maintenance mechanism and the collective property use	Effectiveness of the property use	%	90	90	100	97	99	99	99		NSSF
Objective 3: Strengthening and expanding the cooperation with national and international partners												

3.1	To strengthen and expand the cooperation with the national and international partners in charge of the social security	Effectiveness of the information and data exchange in the social security	%	70	50	71	75	80	85	90	NSSF
3.2	To strengthen the compulsory implementation of the national and international regulations on the social security	The implementation in compliance with national and international regulations	%	70	70	100	75	80	85	90	NSSF
3.3	To continuously follow up and exercise the agreement and memorandum of understanding	Keeping the good cooperation	%	100	100	100	100	100	100	100	NSSF
3.4	To participate in the annual meeting with ASSA and AWCF, and other meetings and workshops	Number of the meetings and workshops	Time	10	12	120	10	10	10	10	NSSF

3.5	To organize the study visit on experience exchange within inside and outside countries	Number of study visit	Time	5	2	40	5	5	5	5	NSSF
Objective 4: Strengthening the mechanisms on planning, statistics, and legislation											
4.1	To establish the long-term strategic and annual planning	Roadmap for the implementation	%	100	90	90	100	100	100	100	NSSF
4.2	To make the reports of annual achievement and action plans	Comparable mechanism and assessment of the implementation	Report	1	1	100	1	1	1	1	NSSF
4.3	To compile and revise the legal instruments in order to ensure the better provision of social security services, and comply with the development situation either national, regional, or international levels	Effectiveness and process of social security service	%	80	80	100	85	90	95	97	NSSF

4.4	To keep on collaborating with tutelary ministries and stakeholders on mechanism of planning, statistics, and legislation in compliance with policy of the royal government	The implementation in compliance with policy of the royal government	%	100	100	100	100	100	100	100	100	NSSF
4.5	To strengthen the administrative measures on rejection of law compliance and the principles of social security	Number of taken measures on rejection of the law compliance and the principles of social security	%	80	80	100	90	100	100	100	100	NSSF
Objective 5: Strengthening the internal audit												
5.1	To plan and report the annual audit	Effectiveness of the implementation of internal audit	%	85	50	59	90	95	97	97	97	NSSF

5.2	To collaborate with the national audit authorities and the specialized institutions to organize the training course on Audit, Finance, Internal Management Mechanisms and Others	Number of training courses	Time	1	Not yet implemented	0	1	1	1	1	NSSF
5.3	To collaborate with the financial controlling officials of the Ministry of Economy and Finance to do the internal audit	Annual audit	Time	1	1	100	1	1	1	1	NSSF
5.4	To monitor, follow up, assess, and provide the recommendation on implementation of social security policy	Effectiveness of the management of social security policy	0	80	80	100	85	90	95	99	NSSF

5.5	To audit and investigate finance, contribution, benefit provision, and other activities in both central office and branches	Revision and development of the management system of finance, contribution, and benefit provision of social security schemes	%	70	Not yet implemented	0	75	80	85	90	NSSF
Objective 6: Promoting the gender equity in the social security sector											
6.1	To push and encourage the women to participate in the social security sector, as well as provide the priority of important positions	Rate of female officials and staff working in NSSF	%	50	34	68	50	50	50	50	NSSF
6.2	To insure work injury, health care, and pension schemes	Insured female workers comparable with the total of registered workers	%	71	71	100	71	71	71	71	NSSF

6.3	To participate in the planning and report on promotion of the gender equity in social security sector with the ministries and relevant institutions	Mainstreaming and sharing the gender information in social security sector with the stakeholders	%	70	100	70	70	70	70	70	NSSF
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Addresses and telephone numbers of NSSF provincial branches

No	Province	Address	Telephone
1	Kandal	House no. 1, st. 202, Dem Mean village, Sangket Dem Mean, Takmao city, Kandal	H/P: 012 903 735 012 854 226
2	Kampong Speu	House no. 36A, Svay Chrum village, Bek Chan district, Bek Chan commune, Kampong Speu	H/P: 012 286 879 092 795 245
3	Svay Reing	National Road 1, Bavet village, Sangkat Bavet, Khan Bavet, Svay Reing	Tell: 044 715 831 H/P: 077 663 214 011 328 415 Email: nssf_bmc@nssf.gov.kh
4	Sihanouk Ville	Phum 2, Borie Amario Resort, Sangkat Lek 3, Preah Sihanouk city, Sihanouk Ville	Tell: 034 934 606 H/P: 077 663 215 016 565 958 Email: nssf_shv@nssf.gov.kh
5	Kampong Chnang	House no. C495, Mong Barang village, Sangkat Paak, Kampong Chnang city, Kampong Chnang	Tell: 026 988 891 H/P: 077 663 216 016 884 348 Email: nssf_kcn@nssf.gov.kh
6	Seim Reap	House no. P10, Tropeang Sas village, Kork Chork district, Seim Reap city, Seim Reap	Tell: 063 965 934 H/P: 077 663 217 012 984 175 Email: nssf_srp@nssf.gov.kh
7	Banteay Meanchay	Kilometre no. 4, Sangkat Phsar Kandal, Poipet city, Banteay Meanchey, Kampong Svay village/sangkat, Serey Sophorn city, Banteay Meanchey	Tell: 054 967 449 H/P: 077 663 218 092 898 388 Email: nssf_bmc@nssf.gov.kh
8	Kampong Cham	National Road 7, Phum 4, Sangkat Veal Vong, Kampong Cham city, Kampong Cham	Tell: 042 652 199 9 H/P: 012 520 767 077 990 048
9	Kratie	Roka Kandal Ti 1 village, Sangkat Roka Kandal, Kratie	H/P: 092 873 051 077 570 904

		city, Kratie	
10	Prey Veng	House no. 107, Phum Lek 3, Sangkat Kampong Leav, Prey Veng city, Prey Veng	H/P: 092 708 803 012 548 805
11	Takeo	St. 10, Phum 2, Sangkat Roka Knong, Daun Keo city, Takeo	H/P: 012 636 339 032 640 242 9
12	Keb	Keb district, Sangkat Keb, Keb city, Keb	H/P: 012 993 877
13	Kampot	1 Orsapea village, Sangkat Kampong Kandal, Kampot city, Kampot	H/P: 012 623 332 017 926 850
14	Koh Kong	House no. 26, Phum 3, Sangkat Dong Tong, Khamarak Phumen city, Koh Kong	H/P: 097 973 900 6
15	Battambang	House no. B9, Borie Pheanichkam Battambang, Kamakor village, Sangkat Svay Pou, Battambang city, Battambang	H/P: 089 853 717 097 997 282 9
16	Pailin	Wat village, Sangkat Pailin, Pailin city, Pailin	H/P: 086 893 777
17	Pursat	House no. 007, Va village, Sangkat Pteas Prey, Pursat city, Pursat	H/P: 092 707 385 017 392 552
18	Kampong Thorm	House no. 27, St. Democratic, Phum 7, Sangkat Kampong Thorm, Steung Sen city, Kampong Thorm	H/P: 092 764 897 092 747 099
19	Steung Treng	Thmor Lap village, Sangkat Sras Russey, Steung Treng city, Steung Treng	H/P: 012 405 451
20	Ratanakiri	Oh Kan Til village, Sangkat Beung Kanseing, Banlong city, Ratanakiri	H/P: 011 451 777 088 88 22 661

21	Mondulkiri	Chombork village, Sangkat Spean Meanchey, Sen Monorom city, Mondulkiri	H/P: 012 205 756
22	Oddar Meanchey	Chhuk village, Sangkat Samrong, Samrong city, Oddar Meanchey	H/P: 097 523 466 6
23	Preah Vihear	Kandal village, Sangkat Kampong Bronak, Preah Vihear city, Preah Vihear	H/P: 097 36 66 060
24	Dangkor Branch	House no. 15, St. Veng Srang, Sangkat Choum Cheu, Khan Porsenchay, Phnom Penh	H/P: 012 695 550 023 995 484
25	Russey Keo Branch	House no. 50 E0E1, St. 3, Group 4, Beung Chhuk, Sangkat Kilometre no. 6, Khan Russey Keo, Phnom Penh	H/P: 088 691 69 11 092 486 256
26	Kandal Branch (Praktameak)	Knong village, St. Phsar Prek Ta Meak, Prek Ta Meak district, Ksach Kandal commune, Kandal	H/P: 012 548 805

The Health Facilities that Signed Agreements with NSSF

No	Name of Hospital	Samu	Emergency Call	NSSF Agency
01	Calemette	119 023 426 948 admin	023 426 948 023 724 891	097 687 242 6 077 978 474 សេដ៊ី
02	Preah Kosamak	119	012 657 653 016 909 774	097 687 242 9 012 669 946 សេដ៊ី
03	Khmer-Soviet Friendship	119 078 997 978	023 217 764 012 858 184	097 687 242 7 012 305 371 សេដ៊ី
04	Ang Dung	016 505 453	011 755 119 077 550 017	
05	Mean Chey	015 519 119 077 933 459	012 912 523	097 687 242 8
06	Kampong Speu Referral Hospital	016 696 480	025 987 313	097 783 939 1
07	Bek Chan Health Center	012 571 666 012 175 828 5 097 499 893 6	012 894 260	097 783 875 9
08	Ang Snul Referral Hospital	012 581 639 069 705 757	012 894 260	
09	Svay Reing Referral Hospital	044 945 111	012 953 975	097 783 876 5
10	Chipu Referral Hospital	011 394 178	012 805 236 012 761 089	
11	Kampong Chnang Referral Hospital	026 988 111	015 250 111 012 702 251	
12	Kampong Trolach Referral Hospital	085 587 757 012 457 308	085 587 790	088 972 101 6
13	Seim Reap Referral Hospital	016 800 119	012 925 061	088 972 101 2
14	Poipet Referral Hospital	012 786 286 097 726 643 0	089 837 637 012 833 159	088 972 101 3
15	Mongkul Borie Kampuchea-Japan Friendship Referral	012 932 521 097 740 540 1	012 923 354	

	Hospital			
16	Serey Sophorn Referral Hospital	012 910 467	012 854 983	
17	Preah Sihanouk Referral Hospital	016 686 843 016 526 520 088 860 003 9	012 712 646 016 712 646	088 972 101 4
18	CT Hospital (Preah Sihanouk)	089 886 666 085 886 666	081 886 666	
19	Srok Cheng Prey Referral Hospital	012 667 488 088 774 478 8	017 423 548 012 765 580	093 871 043
20	Srok Pon Nhea Krek Referral Hospital	088 774 471 1 011 669 408	085 414 819	012 520 767
21	Srok Tbung Kmum Referral Hospital	088 774 470 0	012 495 650 011 862 039	
22	Kratie Referral Hospital	072 210 391 0 012 822 391	012 931 868	097 797 899 9 097 989 669 1
23	Srok Chhlung Referral Hospital	012 502 903 017 909 653	012 367 702	
24	Srok Snul Referral Hospital	097 752 799 6	097 659 729 9 097 800 855 5	
25	Nak Leung Referral Hospital	012 775 319	012 660 815	
26	Prey Veng Referral Hospital	097 234 178 2 012 658 303	012 921 200	
27	Koh Thorm Referral Hospital	119 017 722 065	023 351 198	
28	Srok Saang Referral Hospital	119	023 351 198	
29	Takeo Referral Hospital	012 935 814	012 172 83 48	
30	Bati Referral Hospital	012 724 093 097 647 430 3	032 690 193 9	
31	Toul Kork Health Center	119	011 833 339 023 351 198	
32	Samdach Ou Referral	119	012 532 803	

	Hospital		012 864 509	
33	Teuk Thla Health Center	119	017 722 065 023 351 198	
34	Por Chen Tong Referral Hospital	119	017 722 065 023 351 198	
35	Keb Referral Hospital	012 912 320	012 825 277	
36	Kampot Referral Hospital	012 297 628	012 316 135	
37	Kampong Trolach Referral Hospital	012 733 468	092 383 632	
38	Pursat Referral Hospital	1353/0010	012 828 466	
39	Sre Ambel Referral Hospital	016 222 186	016 877 006	
40	Koh Kong Referral Hospital	016 300 119	016 204 887	
41	Poilin Referral Hospital	097 628 433 3	097 769 983 7	
42	Battambang Referral Hospital	012 269 388 012 833 261		
43	Prek Anh Chanh Health Center		012 840 520	
44	Bunrani Hun Sen Roka Koungrum Referral Hospital	097 953 952 5 017 552 323	092 407 868	
45	Tram Kna Health Center	081 444 174 012 424 063	097 959 465 3 012 724 093	
46	Ordong Referral Hospital	078 891 913 012 910 062	012 978 925	
47	Baray Sontuk Referral Hospital	012 927 142 012 782 417	017 559 387	
48	Kampong Thorm Referral Hospital	017 398 750 012 947 932	092 954 367	
49	Sthong Referral Hospital	012 768 443 012 794349	092 291 959	
50	Steung Treng Referral Hospital	092 799 464 088 884 9483	097 978 087 8	
51	Ratanakiri Referral Hospital	017 936 945 012 840 808	012 505 008 012 528 008	

		017 357 320		
52	Sen Monorom Referral Hospital	097 712 144 5 012 961 744	097 473 968 5 088 998 656 6	
53	Oddar Meanchey Referral Hospital	092 141 835	078 229 797 078 979 729	
54	16 Makara Referral Hospital	012 371 618	012 426519	
55	Srok Mamot Referral Hospital	088 77 44 722	012 873 127	
56	Kampong Cham Referral Hospital	012 823 709 092 957 871	092 939 480 092 917 388	
57	Prek Kok (Steung Trong) Referral Hospital	012 904 306 092 322 413	012 495 148 011 294 532	
58	Steung Meanchey Health Center	012 839 162	012971476 011 262 656	077 636 360
59	Sok Leap Matri Poly Clinic and Maternity	011 398 888 012 603 131	023 666 623 7	
60	Mul Met Clinic	097 763 900 3	012 449 608	
61	Vihear Sur Health Center	077 926 692	012 832 343 012 495 983	
62	Samrong Thorm Health Center	097 793 997 4		
63	Veal Rinh Health Center	012 983 612 016 452 761	016 269 744	
64	Andung Thmor Health Center		015 454 562	
65	Ream Health Center		016 625 011	
66	Pea Rang Referral Hospital	012 653 595 092 653 595	092 223 614 043 690 090 5	
67	Kdeung Reay Health Center	012 439 343 012 658 303	012 297 491	
68	Srok Kamchay Mea Referral Hospital	012 588 495 012 693940	095 881 707	
69	Phak Takeo Hospital		016 904 890	
70	Trang Health Center	095 228 893 097 914 587 0	017 269 363	

71	Sampao Lun Referral Hospital	012 974 223 088 918 100 5	012 448 196	
72	Sdao Health Center	012 581 654 092 264 163	012 670 996	
73	Thmor Kol Referral Hospital	092 786 346	092 903 494	
74	Chher Tum Health Center	092 307 278		
75	Srok Kro Kor Referral Hospital	097 122 234 4 092 811 161		
76	Srok Phnom Krovanh Referral Hospital	012 850 590		
77	Oh Am Health Center	011 607 783 088 332 911 8	097 478 779 7	
78	Keo Seyma Health Center	012 266 152 097 850 476 5	097 678 853 3	
79	Oh Smach Health Center	011 736 886		
80	Srok Onlong Veng Referral Hospital	011 670 174 077 508 057	076 526 249 1	
81	Phnom Dek Health Center	092 227 616 097 822 266 4	097 394 466 9 092 956 569	
82	Cham Ksan Health Center	012 938 159 097 752 777 3		
83	Sro Em Health Center	099 358 447		
84	Puk Health Center	088 83 46 257	092 910 027	



Ministry of Labour and Vocational Training

No: 108 LV/PrK

Prakas

**Establishment of the Social Security Scheme Investment Commission
of the National Social Security Fund
Ministry of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Kret No. NS/RKT/0913/903, dated September 24, 2013 concerning the Nomination of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers
- Having seen Royal Kram No. NS/RKM 0397/01, dated March 13, 1997 promulgating the Labour Law
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the Judicial Statute of the Public Administrative Establishment;
- Having seen Sub-Decree No. 52 SD/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training;
- Having seen Sub-Decree No. 16 SD/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund;
- Reference to the Request of the Governing Body of the National Social Security Fund

Hereby Decided

Article 1

The Social Security Scheme Investment Commission of the National Social Security Fund was established acronym as SSSIC to organize the policies and investment projects for being submitted to the Governing Body of the National Social Security Fund decides and approves.

Article 2

SSSIC has the compositions as follows:

- | | |
|--|-----------|
| - Executive director of the National Social Security Fund | President |
| - Representative of the Ministry of Labour and Vocational Training (1) | Member |
| - Representative of the Ministry of Economy and Finance (1) | Member |
| - Representative of Office of the Council of Ministers (1) | Member |
| - Representative of the Ministry of Health (1) | Member |
| - Representatives of the Employers (2) | Member |
| - Representatives of the Workers (2) | Member |
| - Head of NSSF Division (1) | Secretary |

Article 3

All members of SSSIC shall attend the meeting in compliance with the invitation of the president.

Article 4.

The president of SSSIC shall establish an expert team to be his/her assistant to study the investment projects.

Article 5.

The president and members of SSSIC shall be appointed by Prakas of the Minister of the Ministry of Labour and Vocational Training for three-year mandate in accordance with the request of representatives of ministries and organizations. This mandate shall be terminated or continued in conformity with the request of representatives of ministries and organizations.

The members of SSSIC shall be selected among the officials and envoys with competence, knowledge, and experience at least 5 years in the field of economy, social affair, business, or law and not convicted of a misdemeanor or crime.

Article 6

SSSIC has duties as follows:

- To organize the policies and short-term, medium-term, and long-term investment projects in conformity with the Investment Law
- To collaborate with the national and international development partners
- To control, organize, evaluate, monitor, and modify the investment affairs regularly
- To update the investment activities

- To fulfill other duties in compliance with the orders of the Governing Body of the National Social Security Fund

Article 7

The incentives for the SSSIC's compositions are under responsibilities of the National Social Security Fund and shall be determined by the Decision of the Governing Body of the National Social Security Fund.

Article 8

Provisions contrary to this Prakas shall be null and void.

Article 9

The President of the Governing Body of NSSF, Executive Director of NSSF, and Head of the Relevant Organization shall be responsible for implementing the Prakas from the date of signature.

Phnom Penh, May 20, 2014

Minister

Ith Samheng

CC:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Secretary General of the Royal Government
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Minister
- Relevant Ministries and Organization "for Information"
- Article 9 "for Implementation"
- Gazette
- Documents and Archives



Ministry of Labour and Vocational Training

No: 138 LV/PrK

Prakas

**Appointment of the Compositions of Social Security Scheme Investment Commission
of the National Social Security Fund
Ministry of Labour and Vocational Training**

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Kret No. NS/RKT/0913/903, dated September 24, 2013 concerning the Nomination of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the council of ministers
- Having seen Royal Kram No. NS/RKM 0397/01, dated March 13, 1997 promulgating the Labour Law
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the Judicial Statute of the Public Administrative Establishment
- Having seen Sub-Decree No. 52 SD/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-Decree No. 16 SD/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund
- Reference to Prakas No. 108 LV/PrK, dated May 20, 2014 on the Establishment of the Social Security Scheme Investment Commission of National Social Security Fund
- Reference to the Appointment Letter of the Ministries, Organizations, Units and Stakeholders.

Hereby Decided

Article 1.

The compositions of the Social Security Scheme Investment Commission of the National Social Security Fund shall be appointed as follows:

- | | | | |
|-----|----------------------|--|-----------|
| 1. | Mr. Ouk Samvithyea | Executive Director of the National Social Security Fund | President |
| 2. | H.E Heng Sour | Representative of the Ministry of Labour and Vocational Training | Member |
| 3. | Mr. Chhoeng Chantha | Representative of the Ministry of Economy and Finance | Member |
| 4. | H.E Khut Chandara | Representative of Office the Council of Ministers | Member |
| 5. | Dr. Lo Veasnakiry | Representative of the Ministry of Health | Member |
| 6. | Oknha Dr. Nang Sothy | Representative of the Employers | Member |
| 7. | Oknha Vann Souieng | Representative of the Employers | Member |
| 8. | Mr. Morm Rithy | Representative of the Workers | Member |
| 9. | Mr. Sat Chheanghour | Representative of the Workers | Member |
| 10. | Mr. Cheav Bunrith | Head of NSSF Policy Division | Secretary |

Article 2.

The President of the Technical Council of the Social Security Scheme, President of the Governing Body of NSSF, Executive Director of the National Social Security Fund, Head of the Relevant Organizations and all compositions as stated in the above article 1 shall implement this Prakas from the date of signature.

Phnom Penh, June 23, 2014
Minister

CC:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Secretary General of the Royal Government
- Cabinet of Prime Minister
- Cabinet of Deputy Prime Minister
- Relevant Ministries, Organizations, and Units
- Relevant Ministries, Organizations, and Stakeholders “for Information”
- Article 2 “for Implementation”
- Gazette
- Archives

Ith Samheng



National Social Security Fund

No: 22/14 NSSF

Decision

On

**Functioning Incentive Determination of the Social Security Scheme Investment Commission
of the National Social Security Fund**

The Governing Body of the National Social Security Fund

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Kret No. NS/RKT/0913/903, dated September 24, 2013 concerning the Nomination of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers
- Having seen Royal Kram No. NS/RKM 0397/01, dated March 13, 1997 promulgating the Labour Law
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the Judicial Statute of the Public Administrative Establishment
- Having seen Sub-Decree No. 52 SD/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-Decree No. 16 SD/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund
- Having seen Prakas No. 108 LV/PrK, dated May 20, 2014 on the Establishment of the Social Security Scheme Investment Commission of the National Social Security Fund

- Having seen Prakas No. 138 LV/PrK, dated June 23, 2014 on Appointment of the Compositions of Social Security Scheme Investment Commission of the National Social Security Fund
- Reference to the necessity of the National Social Security Fund

Hereby Decided

Article 1

The functioning incentives of the compositions of the Social Security Scheme Investment Commission of the National Social Security Fund including president, members, and secretary shall be determined based on the number of meetings.

Article 2

The incentives as stated in the above Article 1 shall be determined as follows:

No	Beneficiary	Amount/person
01	President and Members	300,000 Riel (three hundred thousand riel)
02	Secretary	150,000 Riel (one hundred fifty thousand riel)

Article 3

In the case of the meeting exceeds three times per month, the incentive shall be provided only three times.

Article 4

The incentive shall be provided from the first time of the meeting of the Social Security Scheme Investment Commission of the National Social Security Fund.

Article 5.

This decision shall come into effect from the date of signature.

Phnom Penh, July 21, 2014
For the Governing Body of NSSF
President

CC:

- Cabinet of the Ministry of Labour and Vocational Training
- Cabinet of the Ministry of Economy and Finance
- All Members of the Governing Body of NSSF “for Information”
- National Social Security Fund “for Implementation”
- Archives

Seng Sakda



Ministry of Labour and Vocational Training

No: 285 LV/PrK

Prakas

On

**Revision of the Article 3, 4, and 5 of Prakas No. 021 LV/PrK, dated February 11, 2008 on the
Registration of the Enterprises/Establishments and Workers in the National Social Security
Fund (NSSF)**

The Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Kret No. NS/RKT/0913/903, dated September 24, 2013 concerning the Nomination of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers
- Having seen Royal Kram No. NS/RKM 0397/01, dated March 13, 1997 promulgating the Labour Law
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the Judicial Statute of the Public Administrative Establishment
- Having seen Sub-Decree No. 52 SD/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-Decree No. 16 SD/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund
- Having seen Prakas no. 021 LV/PrK, dated February 11, 2008 on the Registration of the Enterprises/Establishments in the National Social Security Fund
- Reference to the Request of the Governing Body of the National Social Security Fund

Hereby Decided

Article ONE

The article 3, 4, and 5 of Prakas No. 021 LV/PrK dated February 11, 2008 on the Registration of the Enterprises/Establishments and Workers in the National Social Security Fund shall be revised as follows:

Article 3 (New) Procedures and Formalities of the Registration of the Enterprises/ Establishments and Workers

3.1. The registration of the enterprises/establishments shall be done through the form “Registration of Enterprise/Establishment” or called form “1.01” as stated in Annex 1 of Prakas No. 021 LV/PrK dated February 11, 2008 on the Registration of the Enterprise/Establishment in the National Social Security Fund. The employers or owners of enterprises/establishments have to submit the “Commerce Certificate” along with the form “1.01” which was issued by the Ministry of Commerce or the other equivalent legal documents.

3.2. The procedures and formalities of the registration of the workers in the National Social Security Fund shall be determined by the executive director of the National Social Security Fund.

Article 4 (New) Identity of the Enterprises/Establishments and Workers

4.1. The National Social Security Fund shall issue the identity codes for each enterprises/establishments after gaining the form of “Registration of Enterprise/Establishment”. Each enterprise/establishment shall receive the only one identity code which is called “Identity of Enterprise/Establishment”.

4.2. The National Social Security Fund shall provide “Enterprise/Establishment Registration Certificate” to the registered enterprises/establishments. This certificate shall be remarked the codes of “Identity of Enterprise/Establishment” and date of the registration. The employers shall post the certificate in the accounting unit.

4.3. After gaining the form of “Registration of Worker”, the National Social Security Fund shall issue the identity codes and the NSSF membership cards for each worker free of charge. The NSSF membership card shall be granted to the workers by the employers or owners of the enterprises/establishments.

4.4. If the “NSSF Membership Card” is broken or lost, the person concerned must inform promptly the employer or owner of the enterprise/establishment and request the duplicate no later than 30 (thirty) days following the date of the above notification. The provision of the duplicate card requires the person concerned to pay 2,000 (two thousand) riel to the National Social Security Fund.

Article 5 (New) Inspection of Payroll Ledger and List of workers

The employers or owner of the enterprises/establishments shall provide the payroll ledger (monthly wage list), list of workers, and relevant documents to NSSF for checking when necessary.

Article Two

Provisions contrary to this Prakas shall be null and void.

Article Three

The Executive Director of the National Social Security Fund and Head of the Relevant Organizations are responsible for implementing this Prakas effectively from the date of signature.

Phnom Penh, November 20, 2014
**Minister of the Ministry of Labour and
Vocational Training**

Ith Samheng

Receiving Places:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Secretary General of the Royal Government
- Cabinet of Samdach Techo Prime Minister
- Cabinet of H.E Deputy Prime Minister
- All Relevant Ministries/Institutions
- Governing Body of NSSF
- As in Article three
- Gazette
- Archives



Ministry of Labour and Vocational Training

No: 294 LV/PrK

Prakas

On

Revision of the Article 3, 4, and 5 of Prakas No. 108 LV/PrK dated June 16, 2008 on the Determination of the Contribution Rate and Formalities of the Contribution Payment for the Employment Injury Insurance

The Minister of the Ministry of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Kret No. NS/RKT/0913/903, dated September 24, 2013 concerning the Nomination of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Kret No. NS/RKT/1213/1393, dated December 21, 2013 on the Revision and Addition of Compositions of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Kram No. 02/NS/94, dated July 20, 1994 promulgating the Law on the Organization and Functioning of the Council of Ministers
- Having seen Royal Kram No. NS/RKM 0397/01, dated March 13, 1997 promulgating the Labour Law
- Having seen Royal Kram No. NS/RKM/0902/018, dated September 25, 2002 promulgating the Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law
- Having seen Royal Kram No. NS/RKM/0105/003, dated January 17, 2004 promulgating the Law on the Establishment of the Ministry of Labour and Vocational Training
- Having seen Royal Kret No. NS/RKT/1297/91, dated December 31, 1997 concerning the Judicial Statute of the Public Administrative Establishment
- Having seen Sub-Decree No. 52 SD/E, dated April 01, 2005 concerning the Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-Decree No. 16 SD/E, dated March 02, 2007 concerning the Establishment of the National Social Security Fund

- Having seen Prakas No. 108 LV/PrK, dated June 16, 2008 on the Determination of the Contribution Rate and Formalities of the Contribution Payment for the Employment Injury Insurance Scheme
- Reference to the Request of the Governing Body of the National Social Security Fund

Hereby Decided

Article ONE

The article 3, 4, and 5 of Prakas No.108 LV/PrK dated June 16, 2008 on the Determination of the Contribution Rate and Formalities of the Contribution Payment are revised as follows:

Article 3 (New). Date of the Contribution Payment

3.1. The first beginning of the contribution payment is determined in a qualified period of 30 (thirty) days following the date of issuing “Enterprise/Establishment Registration Certificate” by the National Social Security Fund (NSSF). Providing the above certificate is certified the date that the enterprise/establishment received from NSSF.

3.2. The employers or owners of the enterprises/establishments shall pay the monthly contribution no later than a qualified period of 15 (fifteen) days of the following month.

3.3. The employers or owners of the enterprises/establishments fail to pay the contribution by the determined date of the above 3.2 shall pay additional interest equal to 2% of the actual amount in the previous month and be liable for the fine by the minimum rate as in Article 36 of the Law on the Social Security Schemes for Persons defined by the Provisions of the Labour Law.

Article 4 (New). Procedures of Contribution Payment

4.1. The employers or owners of the enterprises/establishments shall pay contributions directly to the account of the National Social Security Fund in the contracted bank. The contribution payment shall be implemented as follows:

A. To pay directly in the contracted bank. With this process, the employers shall comply with “Formalities of Contribution Payment” or form “2.01” as determined in the annex 2 of Prakas No. 108 LV/PrK dated June 16, 2008 on the Determination of the Contribution Rate and Formalities of the Contribution Payment.

B. To pay through internet banking or unity service. The service fee is borne by the employers.

C. To pay through other systems based on the instruction of the National Social Security Fund

4.2. The National Social Security Fund shall issue the receipt of “Received Contribution” after receiving “Bank Slip” (contribution payment procedure as stated in *A* of paragraph 4.1) or after having the confirmed bank slip on the contribution payment of the enterprises/establishments (contribution payment procedure as stated in *B* of paragraph 4.1).

4.3. For the contribution payment receipt, report of the number of workers, wage report, and other necessary documents, the employers or owners of enterprises/establishments shall submit directly to the office of NSSF or send by post or e-mail (*contribution@nssf.gov.kh*).

Article 5 (New). Report of the Number of Workers

5.1. The employers or owners of the enterprises/establishments shall submit monthly report of the number of workers to NSSF no later than a qualified period of 20 (twenty) days of the following month.

5.2. The report of the number of workers shall be certified the number of all workers in the reported month. The report of the number of workers will be submitted to NSSF by “Paper-Form” or “E-Form” along with the letter signed by the employers or owners of the enterprises/establishments.

Article Two.

Provisions contrary to this Prakas shall be null and void.

Article Three.

The Executive Director of the National Social Security Fund and Head of the Relevant Organizations shall be responsible for implementing this Prakas effectively from the date of signature.

Phnom Penh, November 18, 2014
**Minister of the Ministry of Labour and
Vocational Training**

Receiving Places:

- Office of the Council of Ministers
- Ministry of Economy and Finance
- Secretary General of the Royal Government
- Cabinet of Samdach Techo Prime Minister
- Cabinet of H.E Deputy Prime Minister
- All Relevant Ministries/Institutions
- Governing Body of NSSF
- As stated in Article Three
- Gazette
- Archives

Ith Samheng

1. The Number of Monthly Registered Enterprises/Establishments in Capital/ Provinces in 2014

Province Capital/	January	February	March	April	May	June	July	August	September	October	November	Total
Phnom Penh	68	68	78	48	43	48	36	45	33	69	40	576
Kandal	7	1	2	2	1	5	2	3	5	3	1	32
Kampong Speu	2	1	4	0	1	1	6	2	0	2	0	19
Banteay Meanchey	1	4	6	0	0	0	0	0	0	0	1	12
Seim Reap	3	10	15	5	5	6	7	8	6	6	15	86
Preah Sihanouk	3	1	7	4	1	1	2	3	7	4	5	38
Svay Reing	0	4	6	0	1	2	3	1	0	2	0	19
Kampong Chhnang	1	1	0	2	1	1	0	0	0	1	2	9
Kampong Cham	2	2	1	0	0	0	1	5	3	2	0	16
Kratie	0	0	1	1	0	2	0	1	1	0	0	6
Prey Veng	0	0	0	0	0	0	4	4	0	0	0	8
Takeo	4	3	5	1	2	2	0	3	2	1	2	25
Kampot	0	0	0	1	0	0	1	0	0	1	2	5
Kep	0	0	1	0	0	0	0	0	0	0	0	1
Koh Kong	0	0	0	0	0	0	0	0	0	0	0	0
Battambang	1	0	2	1	4	0	2	1	0	4	1	16
Poilin	0	3	0	0	0	3	0	1	2	0	0	9
Pursat	1	2	0	0	0	2	3	0	0	2	0	10
Kampong Thorm	6	0	0	2	1	0	0	1	0	1	1	12

Steung Treng	0	0	0	0	1	1	0	0	0	0	1	3
Ratanakiri	5	0	0	0	0	2	2	0	0	0	1	10
Mondulokiri	3	1	0	1	0	0	0	0	0	0	2	7
Oddar Meanchey	0	0	0	0	0	4	0	0	1	0	0	5
Preah Vihea	2	3	0	0	0	0	0	1	3	1	0	10
Total	109	104	128	68	61	80	69	79	63	99	74	934

Annex 7

2. Kinds and Numbers of Registered Enterprises/Establishments in NSSF

No	Enterprise's Code	Kind of Enterprise (Kind of Business)	Total Numbers
1	1712	Garment	147
2	1711	Textile	13
3	5521	Restaurant	104
4	6309	Transport Agency	97
5	5510	Hotel	59
6	2222	Publication	17
7	9900	NGO	61
8	1920	Manufacture of Footwear	13
9	3699	Other Factories and Manufactures	54
10	7499	Other Business Activities	40
11	9399	Other Services	67
12	2696	Stone Carving and Manufacture of Brick	14
13	8010	Primary School	25
14	6511	Bank	5
15	7492	Security	6
16	8511	Hospital	3
17	5190	Wholesale Trade	10
18	4520	Construction	12
19	1554	Beverage Trade	7
20	8030	University	3

21	1549	Manufacture of Commodity	7
22	130	Livestock Raising and Crop Cultivating	7
23	6420	Telecommunication	2
24	8022	Technical and Vocational Training School	5
25	6304	Tourism	3
26	7010	Real Estate	9
27	2221	Printing	4
28	2102	Manufacture of Paper	8
29	5150	Trade of Machine and Electrical Equipment	7
30	8021	High School	3
31	3120	Electricity	6
32	5323	Supermarket	2
33	2520	Manufacture of Plastic Products	9
34	5231	Trade of Medicine and Medical Apparatus, Cosmetics, and Grooming Apparel	3
35	2710	Manufacture of Steel and Zinc	8
36	7495	Packing	7
37	2029	Manufacture of Wood and Foam Products	3
38	5410	Garage	6
39	7430	Advertising	2
40	7491	Recruitment	0
41	9241	Sport Activities	1
42	1600	Manufacture of Tobacco Products	2
43	5220	Trade of Food, Beverage, and Tobacco	4
44	7421	Architecture and Engineering and Technical Consultation	3
45	7494	Photograph Activities	0
46	7220	Computer and Software Supplies	8
47	6712	Stock Market (bond)	2
48	9000	Hygiene and Sanitation	1
49	7413	Marketing Research	2
50	5434	Utensils and Electrical Equipment Repair Service	0
51	3190	Manufacture of Electrical Equipment	0

52	3691	Jewelry	2
53	2610	Manufacture of Glass and Glass Products	0
54	5139	Household Product Trade	6
55	9219	Other Leisure Activities	2
56	2429	Manufacture of Chemical and Toxic Products	0
57	9310	Laundry	2
58	7412	Auditing Activity	2
59	7414	Business Activity	10
60	2695	Manufacture of Concrete Cement and Powder Poker	3
61	5050	Petroleum	5
62	3591	Motorbike Manufacturing Factory	1
63	3311	Manufacture of Medical Apparatus	1
64	1513	Manufacture of Fruits and Canned Vegetables	1
65	5010	Car Trade	2
66	1429	Mining Activity	1
67	2423	Manufacture of Medicine	1
68	9213	Radio and Television	2
69	1533	Manufacture of Forage	1
70	3694	Game Propagation and Toy Manufacture	2
71	3592	Bicycle Manufacturing Factory	2
72	9220	Press Agent Activity	2
73	4020	Gas Manufacture and Distribution	1
74	2519	Manufacture of Rubber Products	4
Total			934

3. Report of the Work Injury in 2014

Annex 8

Description	Number of Victims				Other
	Case	Total	Female	Male	
Report of work injury	16.600	19.425	14.410	5.015	
-Workplace Accidents	12.155	14.607	11.413	3.194	
-Commuting Accidents	4.445	4.814	2.935	1.819	
-Occupational Diseases	04	04	02	02	
Investigation Results	16.034	19.111	14.138	4.973	
Work Injuries	15.804	18.699	13.820	4.879	
Workplace Accidents	11.521	14.022	10.896	3.126	
-Minor Injury		13.400	10.498	2.902	
-Serious Injury		597	391	206	
-Fatality		25	7	18	
Commuting Accidents	4.105	4.674	2.923	1.751	
-Minor Injury		3.814	2.504	1.310	
-Serious Injury		790	399	391	
-Fatality		70	20	50	
Occupational Diseases	03	03	01	02	
Non-Work Injuries	410	412	318	94	
-Workplace Accidents	347	349	286	63	
-Commuting Accidents	63	63	32	31	
-Occupational Diseases	0	0	0	0	

Table of the Work Injury Classifications

1. Table of the Work Injury Classifications by the Economic Activities, Sexes, and Degree of Injuries

No	Economic Activity	Number of Victims		
		Male	Female	Total
1	Livestock Raising and Crop Cultivating	55	18	73
2	Oil and Gas Manufacturing Industry	2	3	5
3	Mining Activity	0	0	0
4	Manufacture of Fruit and Canned Vegetables	0	0	0
5	Manufacture of Forage	29	6	35
6	Manufacture of Food	0	0	0
7	Manufacture of Commodity	9	7	16
8	Manufacture of Beer	45	17	62
9	Manufacture of Beverage	23	12	35
10	Manufacture of Tobacco Products	4	2	6
11	Textile	97	363	460
12	Garment	1.679	8.485	10.164
13	Manufacture of Footwear	409	2.595	3.004
14	Manufacture of Wood and Foam products	63	54	117
15	Manufacture of Paper	29	11	40
16	Paper Printing	6	1	7
17	Publication	60	44	104
18	Manufacture of Petroleum	0	0	0
19	Manufacture of Medicine	3	0	3
20	Manufacture of Chemical and Toxic Products	0	0	0
21	Manufacture of Rubber Products	37	7	44
22	Manufacture of Plastic Products	40	54	94
23	Manufacture of Glass and Glass Product	0	0	0
24	Manufacture of Concrete Cement and Powder Poker	46	5	51
25	Stone Carving and Manufacture of Brick	50	11	61
26	Manufacture of Steel and Zinc	59	2	61
27	Manufacture of Electricity	44	4	48
28	Manufacture of Cable	3	0	3
29	Manufacture of Electronic Equipment	1	4	5

30	Car Manufacturing Factory	0	0	0
31	Motorcycle Manufacturing Factory	84	43	127
32	Bicycle Manufacturing Factory	62	70	132
33	Manufacture of Jewelry	0	0	0
34	Game Propagation and Toy Manufacture	3	17	20
35	Other Manufacturing Factories	307	875	1.182
36	Gas Manufacture and Distribution	0	0	0
37	Construction	14	2	16
38	Car Trade	2	0	2
39	Petroleum	8	3	11
40	Trade of Food, Beverage, and Tobacco	12	0	12
41	Household Product Trade	2	0	2
42	Fire Fighting Equipment	0	0	0
43	Trade of Machine and Electrical Equipment	4	2	6
44	Wholesale Trade	33	25	58
45	Trade of Food, Beverage and Tobacco	5	0	5
46	Trade of Medicine and Medical Apparatus, Cosmetics and Grooming Apparels	1	1	2
47	Supermarket	6	6	12
48	Garage	6	0	6
49	Utensils and Electrical Equipment Repair Services	4	0	4
50	Hotel	380	483	863
51	Restaurant	44	38	82
52	Rail Transport	2	2	4
53	Water and Sea Transport	0	1	1
54	Airport	23	7	30
55	Tourism Agent Activity	0	0	0
56	Transport Agency	320	154	474
57	Telecommunication	21	1	22
58	Bank	287	135	422
59	Life Insurance	1	1	2
60	Non-life Insurance	1	0	1
61	Stock Market Activity (bond)	0	0	0
62	Real Estate	14	9	23
63	Computer and Software Supplies	0	0	0

64	Law Activity	1	0	1
65	Auditing Activity	0	0	0
66	Marketing Research	0	0	0
67	Business Activity	1	3	4
68	Architecture and Engineering and Technical Consultation	3	1	4
69	Advertising	5	5	10
70	Recruitment	0	0	0
71	Security	92	18	110
72	Photograph Activity	0	0	0
73	Packing	16	39	55
74	Other Business Activities	70	22	92
75	Social Security	6	5	11
76	Primary School	2	7	9
77	High School	4	4	8
78	Technical and Vocational Training School	2	2	4
79	University	7	1	8
80	Hospital	3	6	9
81	Dental Clinic	0	0	0
82	Hygiene and Sanitation	47	25	72
83	Business Association	0	0	0
84	Radio and Television	3	0	3
85	Other Leisure Activities	0	0	0
86	Press Agent Activity	2	0	2
87	Museum, Building and Place Maintenance Activity	1	1	2
88	Sport Activity	4	2	6
89	Laundry	22	12	34
90	Port Activity	9	2	11
91	Other Services	62	31	93
92	NGO	76	51	127
93	Manufacture of Medicine	2	3	5
Total		4.879	13.820	18.699

2. Table of the Work Injury Classifications by injury and sex

No	Type of Accident	Number of Victim		
		Male	Female	Total
1	Electric Shocks	47	80	127
2	Burning/Inflammation	61	85	146
3	Falling down from High Place	110	37	147
4	Materials/Equipment Falling on	313	252	565
5	Slippery	122	442	564
6	Holding by Equipment or Machines	255	363	618
7	Explosion of High-pressure Tools	5	0	5
8	Cutting by sharpening thing	869	1.355	2.224
9	Piercing	19	27	46
10	Stumbling or Hitting by things	208	221	429
11	Twisting or Tightening	2	1	3
12	Extremely used energy	21	17	38
13	Unsuitable Atmosphere Pressure	4	0	4
14	Radioactive Substance	1	0	1
15	Hazardous Substance	8	13	21
16	Suffocation	3	59	62
17	Faintness	460	7.145	7.605
18	Travelling (Tourism)	1.669	2.696	4.365
19	Mining	1	1	2
20	Occupational Disease	0	0	0
21	Respiratory Disease	2	0	2
22	Heart Disease	0	0	0
23	Brain Disease	1	2	3
24	Other Diseases	698	724	1.422
25	Miscarriage	0	300	300
Total		4.879	13.820	18.699

3. Table of the Work Injury Classifications by Wound and Sex

No	Type of Wound	Number of Victims		
		Male	Female	Total
1	Fracture	338	227	565
2	Pain	176	983	1.159
3	Sprain or Dislocation	175	283	458
4	Cutting	613	990	1.603
5	Poly-Traumatic	1.132	1.263	2.395
6	Piercing	739	987	1.726
7	Bruise	536	1.153	1.689
8	Surface Wound	66	75	141
9	Burning/Inflammation	120	179	299
10	Blind	0	0	0
11	Poisoning	11	64	75
12	Drowning	0	1	1
13	Inside Wound	17	65	82
14	Other Wounds	956	7.550	8.506
Total		4.879	13.820	18.699

4. Table of the Work Injury Classifications by Part of Wound and Sex

No	Part of Wound	Number of Victims		
		Male	Female	Total
1	Head	291	357	648
2	Eye	371	278	649
3	Face	112	83	195
4	Ear	9	11	20
5	Mouth	16	27	43
6	Tooth	2	4	6
7	Throat	33	25	58
8	Shoulder	85	59	144
9	Chest	54	68	122
10	Back	16	16	32
11	Waist	59	104	163

12	Abdomen	32	479	511
13	Hip	21	72	93
14	Arm	422	612	1.034
15	Hand	130	102	232
16	Finger	743	1.440	2.183
17	Leg	661	899	1.560
18	Foot	143	125	268
19	Toe	170	119	289
20	Blood Stream	0	2	2
21	Respiratory System	62	1.104	1.166
22	Digestive System	37	74	111
23	Sex Organs	2	5	7
24	Nerve System	1	0	1
25	Unclear-symptom Wounds	74	800	874
26	Multiple-Physical Wounds	817	1.203	2.020
27	Whole-Physical wounds	14	19	33
28	Other Wounds	502	5.733	6.235
Total		4.879	13.820	18.699

5. Table of the Work Injury Classifications by Utilization Methods

Utilization Method	Number of Victims		
	Male	Female	Total
5.1. Machine			
Trailers except Electricity-Powered Machines	6	11	17
Converting Machines	3	1	4
Metal-Manufactured Machines	10	0	10
Generators	26	1	27
Wood-Manufactured Machines	4	1	5
Plastic-Manufactured Machines	4	1	5
Mixing Machines	3	3	6
Agricultural Machines	10	0	10
Mining Machines	0	7	7
Sewing Machines	160	3.234	3.394
Stabbing Machines	5	78	83
Cutting Machines	187	214	401

Ironing Machines	41	120	161
Button-Putting Machines	88	297	385
Embroidering Machines	26	108	134
Laundry Machines	17	4	21
Drying Machines	0	0	0
Other Machines	446	1.126	1.572
5.2. Transportation and Lifting Machines			
Equipment and Lifting Machines	39	13	52
Rail Transport	0	1	1
Land Transport, except Rail	6	6	12
Air Transport	0	0	0
Water Transport	0	1	1
Other Transport	100	708	808
5.3. Materials			
High Pressure Tools	0	0	0
Heating Furnace	12	1	13
Electric-Arc Furnace	0	0	0
Cooking Furnace	4	0	4
Brick Furnace	8	0	8
Freezing Factory	0	0	0
Electrical Aesthetics	2	0	2
Electrical Motors	77	6	83
Hand-Electrical Equipment	9	3	12
Other Equipment and Tools	78	103	181
Stairs and Mobile Ramp	14	7	21
Scaffolds	8	1	9
Other Equipment	70	121	191
5.4. Equipment, Substance, and Radioactive Substance			
Explosive Substance	1	2	3
Toxics	1	26	27
Chemical Substance Excluding Explosive and Toxic Substance	6	1	7
Dust	1	2	3
Gas	2	3	5
Liquid	8	11	19
Ejecting Fragment	11	2	13

Radioactive Substance	0	0	0
Other Equipment and Substances	5	7	12
5.5 Land Travelling			
Pedestrian	335	838	1.173
Motorbike	1.524	1.621	3.145
Trishaw	16	81	97
Car	202	694	896
Bicycle	17	115	132
5.6 Other Utilization Methods			
Animals	2	2	4
Other Non-Classified Utilization Methods	1.285	4.238	5.523
Total	4.879	13.820	18.699

6. Table of the Work Injury Classifications by Place and Sex

No	Utilization Method	Number of Victims		
		Male	Female	Total
1	Outside Building	382	257	639
2	Inside Building	2.727	10.602	13.329
3	Underground	0	5	5
4	Commuting	1.770	2.956	4.726
Total		4.879	13.820	18.699

Address: Building No 3, Russian Federation Blvd, Sangkat Tuek Laak
1, Khan Tuol Kok, Phnom Penh, Cambodia

H/P: 023 882 623/882 434

Fax: 023 882 623

Hotline: 1286

E-mail: info@nssf.gov.kh/benefit@nssf.gov.kh

Website: www.nssf.gov.kh