



Ministry of Labour and Vocational Training

Report

On

Work Achievement in 2014 And Continued Implementation Objectives



Commission for Study of the Prevention of Faintness and Work Injury
(SOFWI)



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The Work Achievement in 2014
And Continued Implementation Objectives

Organized by Commission for Study of the Prevention of Faintness
And Work Injury of Ministry of Labour and Vocational Training

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Ministry of Labour and Vocational Training

KINGDOM OF CAMBODIA
Nation Religion King

Report

On

The Annual Achievements in 2014 and Action Plans of Commission for Study of the Prevention of Faintness and Work Injury (SPFWI)

The maintainance of political stability and economy of the Royal Government of the 4th Legislature of National Assembly under the outstanding leadership and wisdom of **Samdech Akka Moha Sena Padei Techo Husen, Prime Minister of the Kingdom of Cambodia**, and the issuance of the Rectangular Strategy Phase III of the Royal Government of the 5th Legislature have attracted tremendous foreign investors to Cambodia in all sectors with a view to making the numerous employment for the citizens every year. Through the growth of domestic and foreign investment has accelerated tremendously the Cambodian economy in all sectors such as garment and footwear sectors. According to the firm enforcement of the policy for prevention and reduction of workers' faintness, the National Social Security Fund (NSSF), which is an organization under the Ministry of Labour and Vocational Training, in charge of management and provision of the Social Security Schemes for Persons Defined by the Provisions of the Labour Law established the commission for SPFWI that has the secretariate in NSSF.

In 2014, the commission for SPFWI mediated to rescue and took actions on the workers' faintness as follows:

A. The Achievement

1. Situation of workers' faintness

1.1 Causes of workers' faintness

In 2014, Ministry of Labour and Vocational Training, whose NSSF has collaborated with the commission for SPFWI to investigate the garment and footwear

factories encountering the incident of workers' faintness. The causes and challenges were found as follows :

➤ **Working conditions, hygiene, and work safety**

❖ **Chemical problems**

- Emission of toilet smell into the production process
- Factory chimneys are low that causes the smoke emission into the production building
- Bad smell from storage battery
- Bad smell of shoe glue was laid and utilized unsuitably with the technic
- Emission of paint (Spray U-90) into the production building
- Emission of burned tyre smell into the production building which is used to demonstrate
- Bad Smell of cloth bits and dust
- Paint waste for printing on the shirt of Sonthai factory nearby
- Some workers didn't wear mask and glove to protect against the bag glue
- Gas emission from the gas system to touch and cause the fire alarm to alert
- Smoke of generator from other factories
- Smoke of diesel that was refined near the river for recycling
- Smoke of burned garbage near the factory

❖ **Physical problems (Hot and stuffy atmosphere)**

- Air-entry of the building is not the same as $\frac{1}{4}$ of the building size
- Organization of cooling system is not suitable with the technic
- Electric Fans were equipped inadequately in the production building
- The northern underground reservoir in the building B was collapsed

❖ **Social psychological problems**

- Depression
- A woman worker fainted to death, just it made other workers felt panic-stricken and frightened, and then fainted continuously

- Work complaints or disputes (between trade union and trade union) posed the strike and demonstration that is the cause of making the workers faint continuously
- ❖ **Work-organizing science problem**
 - Putting of piles of cloth blocked the ventilation.
- ❖ **Mechanic problems**
 - The broken electric fans were failed to repair
 - The electric short circuit resulted from detaching motor nuts that made the drive-belt to hit the electric wire and then short-circuited.
- ❖ **Biological problems**
 - Some workers' health was weak (lack of amidon...)
 - Lunch supply was not good (lack of hygiene and low quality)
 - Stomach, diarrhea, and vomit
 - Workers didn't have breakfast (laziness and insufficient sleeping)
- ❖ **Overtime problems**
 - Working overtime over the guideline of the Ministry
 - Working overtime two hours a day periodically
 - Working overtime over two hours a day based on the product delivery

Factors of the above overtime arised from the workers forced to work overtime with a view to gaining extra wage. Occasionally, they couldn't stand working, slept insufficiently, and ate innutritiously and irregularly that were the causes of workers' faintness.

1.2 Measures for employers to modify

Work safety and health protection to be insured, particularly in the case of workers' faintness, commission for SPFWI went to investigate the causes and took urgent actions on the owners of factories and enterprises/establishments to modify with a view to gaining harmony in workplace by pushing to modify as follows:

- **Working conditions, hygiene, and work safety**
 - ❖ **Chemical problems**

- Clean the toilet periodically with a view not to emitting the smell into the production process
 - Weld the chimney higher in order not to emit the smoke into the production building
 - Check the storage battery utilization duly and regularly
 - Lay and utilize the glue in conformity with the technic (based on the table of chemical safety)
 - Clean the paint smell (Spray U-90) in the production building before allowing the workers to return to work
 - Prepare the plastic and cloth bags attached to the sewing machine in order not to enable the cloth bits to make the bad smell and affect the respiration
 - Lay and utilize the waste in conformity with the technic
 - Disseminate the regular provision and utilization of the body-protective materials in the producing activities
 - Check every system of ironing steam or gas pipes... periodically
 - Weld more-6-meter-high chimney of generator in conformity with the technic
 - Explain and guide not to refine the diesel with unsuitable technic that accelerate the smoke tremendously
 - Explain and guide not to burn the garbage that results in the smoke emission into factory and enables to pose the fire
- ❖ **Physical problems**
 - Equip more electric fans and sprinkler system on the roof
 - Guide to clean the water fans of cooling system in conformity with the technic
 - Turn on cooling system for thirty minutes before workers go to work
- ❖ **Social psychological problems**
 - Explain and guide to avoid the depression
 - Disseminate the Law and Regulations
- ❖ **Work-organizing science problem**
 - Guide how to store the cloth not to block the ventilation
- ❖ **Mechanic problems**

- Repair the broken electric fans and turn on the cooling system to keep the ventilation.
- Check the electric apparatus and prepare the electric wire system in conformity with the technic
- ❖ **Biological problems**
 - Advise the workers to eat the hygienic and nutritious food
 - Explain and guide the workers to find out three groups of food
- ❖ **Overtime problems**
 - Working overtime shall be in conformity with the Labour Law
 - Explain and guide the workers about the benefits of sufficient rest with a view to ensuring the good health in working overtime

1.3 Data of Workers' Faintness in 2014

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
1	20/01/2014	<p>WANSHEN CLOTHING (CAMBODIA) Co., Ltd</p> <ul style="list-style-type: none"> - Garment product - Sankat Kon Touk, Khan Pou Senchey, Phnom Penh 	511	33	6.45%	<ul style="list-style-type: none"> - Working overtime - Emission of toilet smell - Emission of factory's chimney steam - and worker's weak health 	<ul style="list-style-type: none"> - Oppression - Panic-stricken - frightened
2	27/02/2014	<p>CRISTAL MARTIN (CAMBODIA) Co., Ltd</p> <ul style="list-style-type: none"> - Garment product - Viheasuo Cheong Village, Viheasuo Commune, Khsach Kondal District, Kondal Province 	3,086	124	4 %	<ul style="list-style-type: none"> - Emission of bad smell from storage battery - Working overtime 	<ul style="list-style-type: none"> - Dizzy - Nauseous
3		<p>SHIMANO (CAMBODIA) Co., Ltd</p> <ul style="list-style-type: none"> - Shoe product - Tropang Kong Commune, Somruong Tong District, Kompong Sper Province 				955	27

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
4	13/03/2014	CAMBO KOTOP Ltd - Garment product National road 4, Sankat Chuom	2,546	16 + 1 dead	2.12%	- Woman worker, Ching So Ngim, fainted that caused other workers to faint continuously - Working overtime	- Frightened - Panic-stricken - Cold hands and feet
	14/03/2014	Chao, Khan Pou Senchey, Phnom Penh		38			
5	01/04/2014	CALLISTO APPAREL (CAMBODIA) Co., Ltd - Garment product - Sre Reach Village, Khan Som Ruong Kruom, Khan Pou Senchey, Phnom Penh	370	07	1.89%	- Emission of burned tyre smell that the trade union burned to demonstrate into the production building	- Oppression - Panic-stricken - Frightened - Cold hands and feet
6	01/04/2014	NEW WINDE (CAMBODIA) GARMENT Co., Ltd - Garment product	1,250	16	5%	- Smell of six-can paint (Spray U-90) was sprayed in the rent room and emitted into the production building - Working overtime	- Oppression - vomit - headache - Dizzy
	02/04/2014	- Tuol Pong Ro Village, Sankat Chuom Chao, Khan Pou Senchey, Phnom Penh		57			

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
7	02/04/2014	DAQIAN TEXTILE (CAMBODIA) Co., Ltd - Garment product	3,815	38	2.38%	- Unsuitable lunch supply (lack of hygiene and low quality) - Working overtime * * DAQIAN TEXTILE (CAMBODIA) Co., Ltd and SHENZHOU (CAMBODIA) Co., Ltd belong to one owner	- stomach ache - Vomit - Headache - Dizzy - Cold hands and feet
	03/04/2014	- Tropang Thleng Village, Sankat Chuom Chao, Khan Pou Senchey, Phnom Penh		53			
8	03/04/2014	SHENZHOU (CAMBODIA) Co., Ltd - Garment product - Sankat Steng Meanchey, Khan Mean Chey, Phnom Penh (Vathanak Industrial Park I)	2,112	22	1.04%		
9	04/04/2014	COCOVOL APPAREL (CAMBODIA) Co., Ltd - Garment product - Prey Pring Khang Thboung Village, Sankat Chuom Chao, Phnom Penh	729	25	3.42%	- Demonstrating to claim the lunch that factory stopped supplying outside the factory caused the workers to turmoil and faint continuously - Working vertime	- Panic-stricken - Frightened - Cold hands and feet

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
10	30/04/2014	WINNING DRAGON LEATHER WARE (CAMBODIA) Co., Ltd - Garment product - St. 41, Doun Kae Village, Sen Dey Commune, Som Ruong Tong District, Kompong Sper Province	483	19	3.93%	- Hot and stuffy atmosphere - Working overtime	- Panic-stricken - Frightened - Cold hands and feet
11	29/05/2014	WOORIE GARMENTS - Garment product - Kon Touk Khang Cheong Village, Sankat Kon Touk, Khan Pou Senchey, Phnom Penh	1,480	95	6.95%	- Hot and stuffy atmosphere - Depression (Mother was sick) - Working overtime	- Panic-stricken - Frightened - Cold hands and feet
	30/05/2014			08			
12	30/05/2014	Huey Chuen (Cambodia) Co., Ltd - Shoe product - Chrouy Ormpil village, Sankat Kbal Kos, Khan Meanchey, Phnom Penh	1,306	28	6.66%	- Hot and stuffy atmosphere - One worker was stomach ache - Working overtime	- Panic-stricken - Frightened - Cold hands and feet
	03/06/2014			33			
	09/06/2014			26			

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
13	02/06/2014	JIUN YE (CAMBODIA) CO., Ltd - Garment product - Spean Pou Village, Se They Commune, Samakey Meanchey District, Kompong Chnang Province	3,615	37	1%	- Hot and stuffy atmosphere - One worker was hypocalcemia (lack of amidon and calcium) - Working overtime	- Panic-stricken - Frightened - Cold hands and feet
14	13/06/2014	FORTUNE RICH (CAMBODIA) - Garment product - St. Doung Ngeab II, Dom Nakthom III, Sankat Steng Meanchey, Khan Steng Meanchey, Phnom Penh	640	69	17.81%	- Cloth materials blocked the ventilation - One worker had weak health - Working overtime	- Panic-stricken - Frightened - Cold hands and feet
	16/06/2014			45			
15	27/06/2014	T & K Garment Industry CO., Ltd - Jean product - Tuol Pong Ro Village, Sankat Chuom Chao, Khan Pou Senchey, Phnom Penh	1,250	15	1.84%	- Hot and stuffy atmosphere - One worker was hypocalcemia (own illness) - Emission of toilet smell - Bad smell of cloth bits - Working overtime - Smoke from Chang Sing factory that caused the fire	- Oppression - Headache - Dizzy - Vomit - Cold hands and feet
	01/07/2014			5			
	29/07/2014			3			

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
16	28/06/2014	GINGKO (CAMBODIA) CO., Ltd - Male jacket product	1,164	45	9.19%	- Hot and stuffy atmosphere - Workers had weak health	- Oppression - Headache - Dizzy - Frightened - Cold hands and feet
	30/06/2014	- Prey Pdao Village, Chrok Mates Commune, Bar Vit Town, Svay Reang Province		30			
	01/07/2014			32			
17	18/07/2014	Wonderful Garments (Cambodia) Ltd - Garment product - Sankat Prek Pra, Khan Chbar Orm Pov, Phnom Penh	219	8	3.65%	- Emission of paint waste for printing on shirt from Sonthai factory nearby	- Oppression - Headache - Dizzy
18	25/07/2014	PAK SHUN KNITTING FACTORY LTD - Garment product	1,280	6	0.85%	- Self-health problem (Irregular rest and eating and mental problem) - Working overtime everyday	- Headache - Arms and legs turn to jelly
	26/07/2014	- Sankat Chak Ornre Kruom, Khan Meanchey, Phnom Penh		5			
១៩	26/07/2014	SIXPLUS INDUSTRY CO., LTD - Garment product	2,226	164	10.46%	- Bad smell outside the factory - Working overtime everyday	- Dizzy - Oppression - Arms and legs turn to jelly
	28/07/2014	- National road 6, Kondal Village, Prek Ornchanh Commune, Muk Kompoul District, Kondal Province		69			

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
២០	01/08/2014	HENIEMO (CAMBODIA) HOME TEXTILE Co., Ltd - Bedsheet product - Special Economic Region in Sihanouk Ville, Pu Theoung Village, Bith Trang Commune, Prey Noub District, Sihanouk Ville	230	36	15.65%	-Initiation from a little headache without the care of general practitioner or nurse and first-aid in infirmary of factory -Turn-on and turn-off of electric fans irregularly poses hot and stuffy atmosphere	- Headache - Dizzy - Vomit - Arms and legs turn to jelly
២១	01/08/2014	TENG XUN LIMITED - Bag product - St. 41, Sen Dey Commune, Som Ruong Tong District, Kompong Sper Province	762	26	3.41%	- Initiation from woman worker with pregnancy was headache and dizzy, workers felt frightened and fainted continuously -Most of workers didn't wear mask and glove for protection against the glue smell	- Headache - Dizzy - Vomit - Arms and legs turn to jelly
22	15/08/2014	Newpex Co., Ltd - Bag product - National road 3, Tek Thlar Village, Sankat Krang Pong Ro, Khan Dong Kuo, Phnom Penh	950	29	3.68%	-Initiation from two woman workers in each above factory had symptom of headach, dizzy, and arms and legs turn to jelly, that were the reason why other woman workers felt frightened	- Headache - Dizzy - Vomit - Arms and legs turn to jelly
	6						

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
23	18/08/2014	ACCASETTE - Garment garment - National road 3, Tek Thlar Village, Sankat Krang Pong Ro, Khan Dong Kuo, Phnom Penh	1,300	30	2.30%	and had similar symptom and fainted continuously -In case of the production building, there was only the building 2 of Newpex Co., Ltd had hot and stuffy atmosphere and many broken electric fans (In case of workers' faintness on premises of Vathanak Industrial Park II, there are five factories such as Newpex Co., Ltd, CCASETTE, Moha 1, 2 and 3, DongDu Textile Co., Ltd, and Papillion Textile Co., Ltd)	
24	15/08/2014	Moha 1, 2 and 3 - Garment product - National road 3, Tek Thla Village, Sankat Krang Pong Ro, Khan Dong Kuo, Phnom Penh	2,900	25	0.86%		
25	15/08/2014	DongDu Textile Co., Ltd - Garment product - National road 3, Tek Thlar Village, Sankat Krang Pong Ro, Khan Dong Kuo, Phnom Penh	1,795	40	5.29%		
	18/08/2014			55			

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
26	15/08/2014	Papillion Textile Co., Ltd - Garment product	1,280	15	7.34%		
	18/08/2014	- National road 3, Tek Thlar Village, Sangkat Krang Pong Ro, Khan Dong Kuo, Phnom Penh		79			
27	28/08/2014	YAZAKI (Cambodia) Productions Co., Ltd - Car-electrical wire product - Bak Khlong Commune, Se Ma District, Koh Kong Province	1,700	7	0.41%	- Leakage of gas system made the fire alarm alert	- Panic-stricken - Oppression - Dizzy - Arms and legs turn to jelly
28	05/09/2014	M & V International Manufacturing Ltd - Garment product - Tropang Chek Khsar Village, Kompong Chnang District, Kompong Chnang Town, Kompong Chnang Province	3,800	11	0.28%	- The electric short circuit resulted from detaching motor nuts that made the drive-belt to hit the electric wire and then short-circuited.	- Panic-stricken - Arms and legs turn to jelly
29	02/10/2014	TOWA Industry (Cambodia) Co., Ltd - Umbrella product	1,569	58	5.35%	- Social psychological factor - Hot and stuffy atmosphere	- Panic-stricken - Frightened

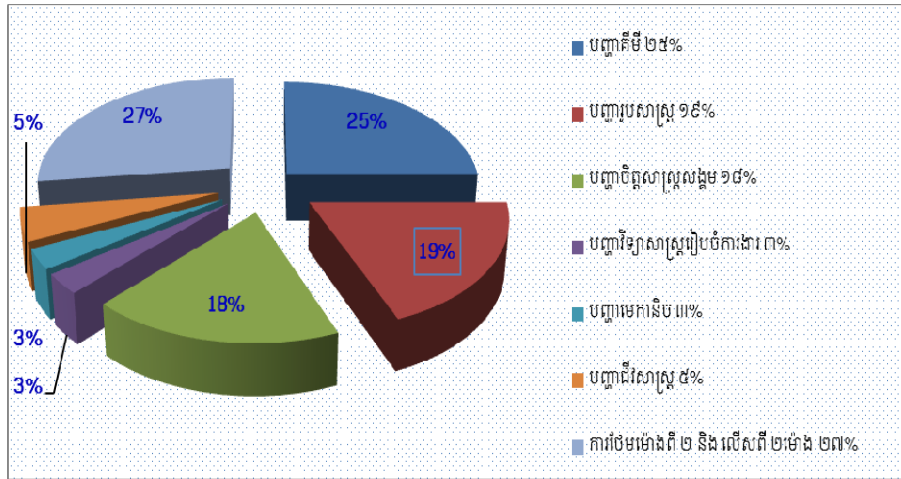
No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
	30/10/2014	- Bar Tey District, Bar Vit Town, Svay Reang Province		26			- Vomit - Oppression - Arms and legs turn to jelly
30	30/10/2014	JIFA S. OK Garment (Cambodia) Co., Ltd - Garment product - Bar Tey District, Bar Vit Town, Svay Reang Province	385	62	16.1%	- Social psychological factor due to hearing the information of workers' faintness of the factory nearby and fainted continuously	- Frightened - Panic-stricken - Arms and legs turn to jelly
31	21/10/2014	NISHIKU ENTERPRISE CO., LTD - Garment product - Puth Sor Commune, Bar Tey Commune, Ta Kae Province	1,950	3 fainted and 5 injured	0.15%	- The southern underground reservoir in the building B collapsed and injured five workers slightly who fell into the reservoir and three were arms and legs turn to jelly	- Frightened - Panic-stricken - Arms and legs turn to jelly
32	24/10/2014	DIN HAN ENTERPRISE CO., LTD - Garment product - St. Doung Ngeab, Sankat Steng Meanchey, Phnom Penh	1,500	42	2.8%	- Workers' health weaken gradually - Didn't eat breakfast and relax insufficiently	- Dizzy - Panic-stricken - Arms and legs turn to jelly

No.	Date of Accident	Name of Economic Activity And Factory's Address	Total of Workers	Number of workers suffering accident	Percentage	Causes And Conclusion	Symptoms of Accident
33	18/11/2014	JTH TEXTILE (CAMBODIA) INC - Garment product - National road 4, Sangkat Kom Poul, Khan Pou Senchey, Phnom Penh	2,775	45	1.62%	-Smoke of generator from other factories	- Dizzy - Oppression - Headache - Arms and legs turn to jelly
34	21/11/2014	Great Union (Cambodia) Garment Co., Ltd - Garment product - Sangkat Chak Orngrea Kruom, Khan Meanchey, Phnom Penh	950	8	2.42%	-Bad smell of diesel smoke into the water was refined at the river bank for recycling(workers working for sand-pumping ferry refined) -Bad smell of burned garbage near factory	- Oppression - Headache - Arms and legs turn to jelly
	22/11/2014			15			
Total of 34 factories			52,883	1,806	3.41%		

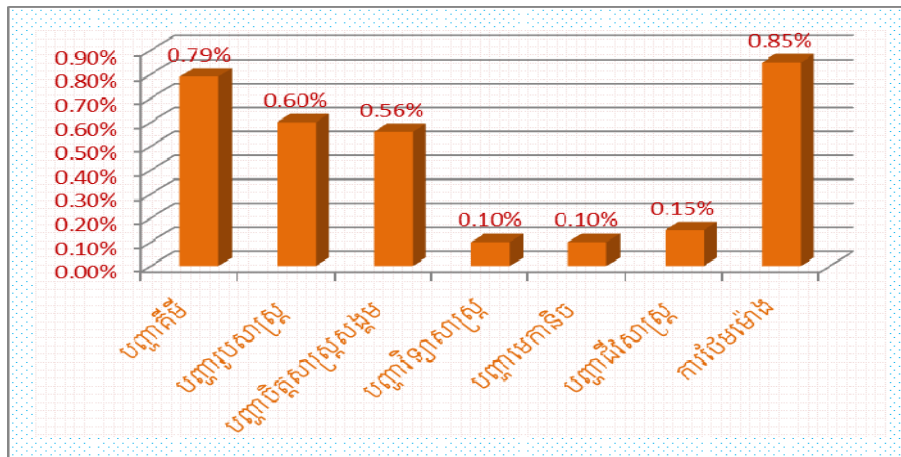
2. Data Analysis of Workers' Faintness in 2014

2.1 Causes of workers' faintness

✓ Causes of the workers' faintness in 34 garment and footwear factories

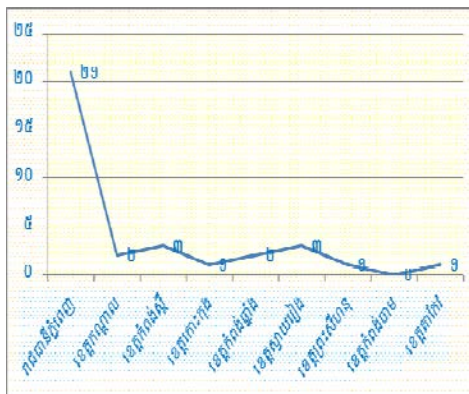


✓ Causes of the workers' faintness in 34 factories comparable to 1,074 garment and footwear factories registered in NSSF

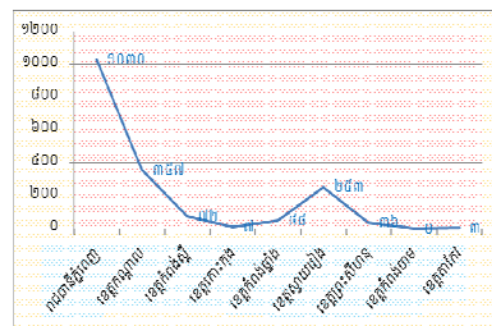


2.2 Factories and workers' faintness in capital and provinces

- Number of faintness in 34 factories and



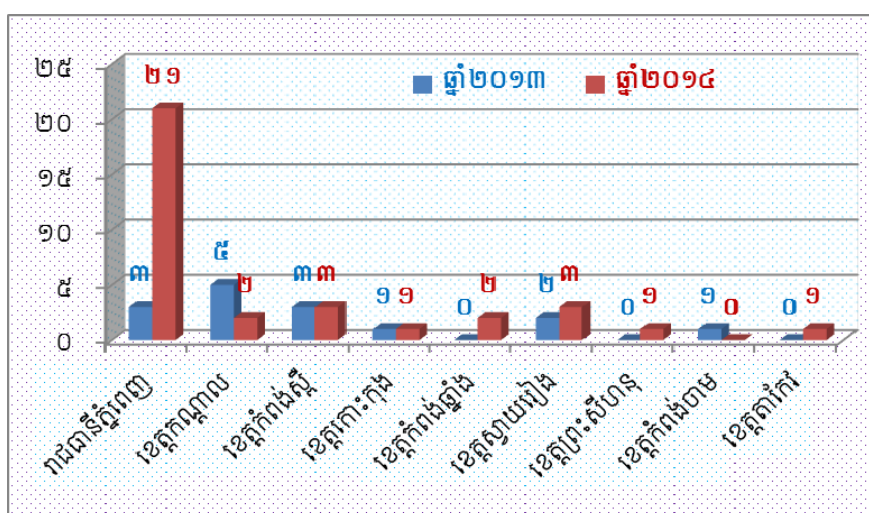
- Number of 1,806 faint workers



3.Data Evolution

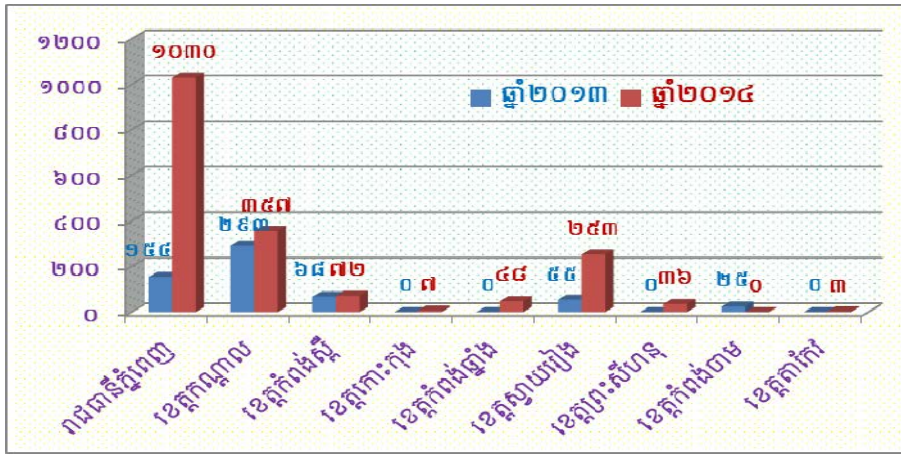
3.1 Data of factory in 2013 and 2014

No.	Capital/Province	2013	2014
	Total	១៥	៣៤
1	Phnom Penh	3	21
2	Kon Dal	5	2
3	Kompong Sper	3	3
4	Koh Kong	1	1
5	Kompong Chnang	-	2
6	Svay Reang	2	3
7	Sihanouk	-	1
8	Kompong Cham	1	-
9	Ta Kae	-	1



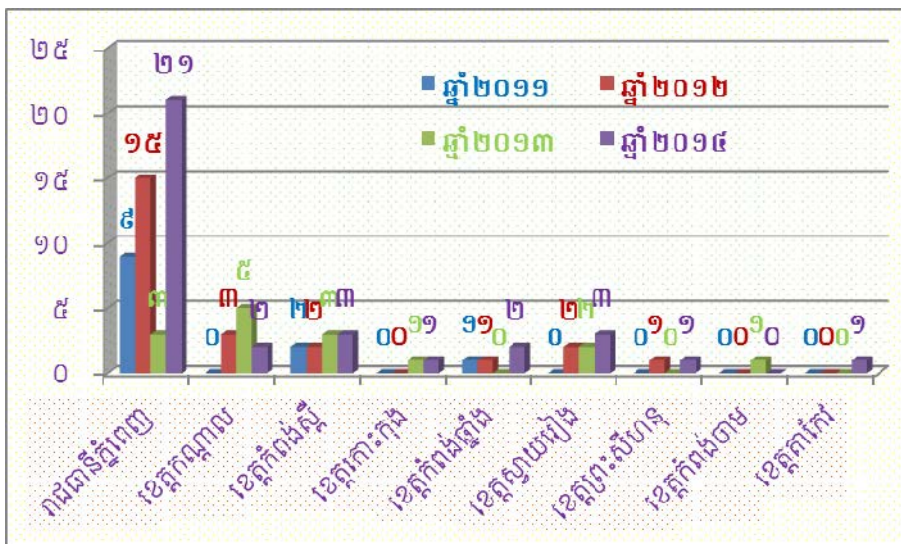
3.2 Data of workers' faintness in 2013 and 2014

ល.រ	Capital/Province	2013	2014
	Total	823	1,806
1	Phnom Penh	154	1,030
2	Kon Dal	432	357
3	Kompong Sper	68	72
4	Koh Kong	19	7
5	Kompong Chnang	-	48
6	Svay Reang	125	253
7	Sihanouk	-	36
8	Kompong Cham	25	-
9	Ta Kae	-	3



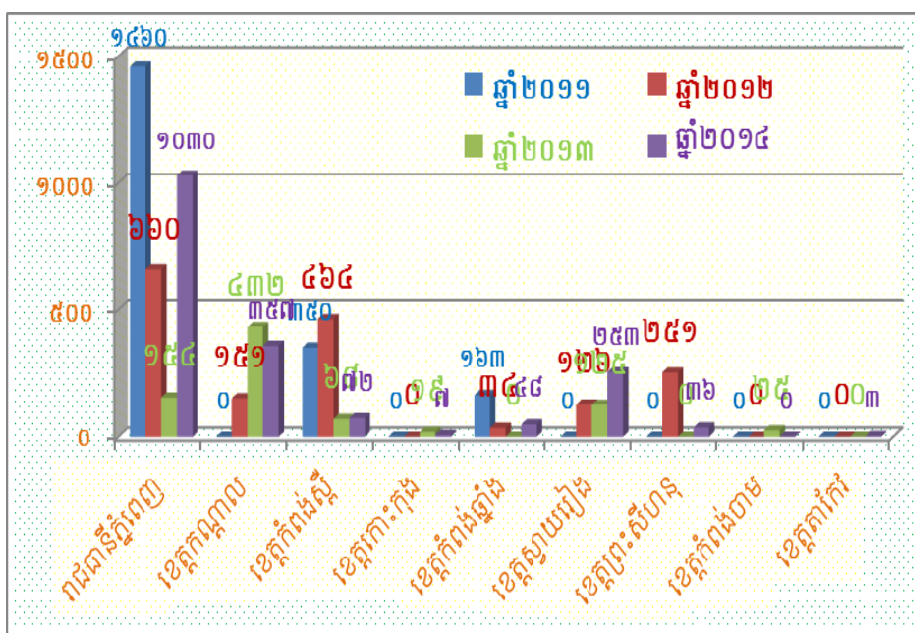
៣.៣ History of the factory data with workers' faintness in capital and provinces

No.	Capital/Province	Year			
		2011	2012	2013	2014
	Total	12	24	15	34
១	Phnom Penh	9	15	3	21
២	Kon Dal	-	3	5	2
៣	Kompong Sper	2	2	3	3
៤	Koh Kong	-	-	1	1
៥	Kompong Chnang	1	1	-	2
៦	Svay Reang	-	2	2	3
៧	Sihanouk	-	1	-	1
៨	Kompong Cham	-	-	1	-
៩	Ta Kae	-	-	-	1



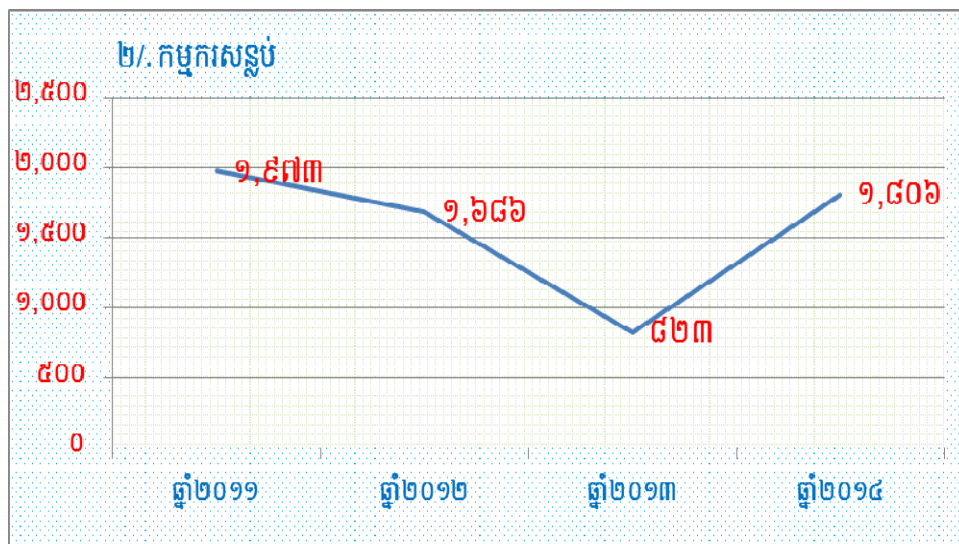
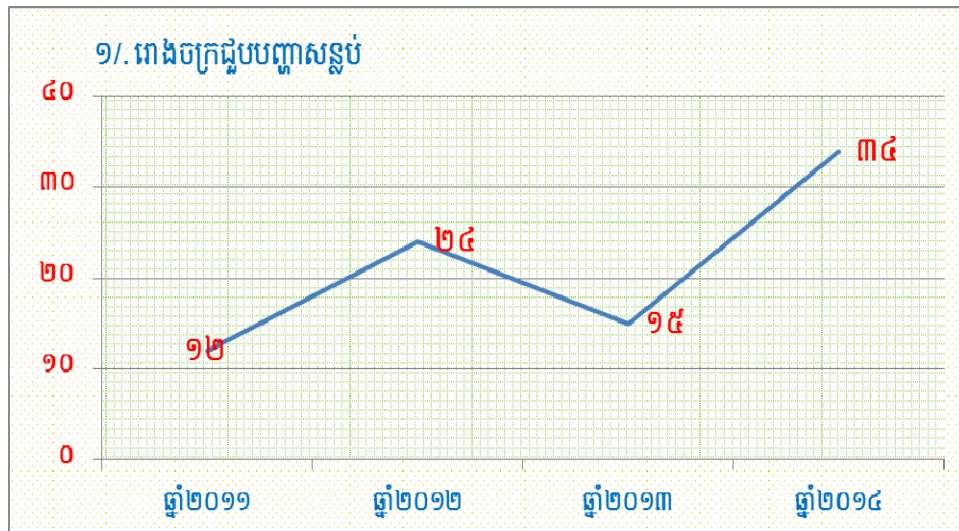
៣.៤ History of the data of workers' faintness in capital and provinces

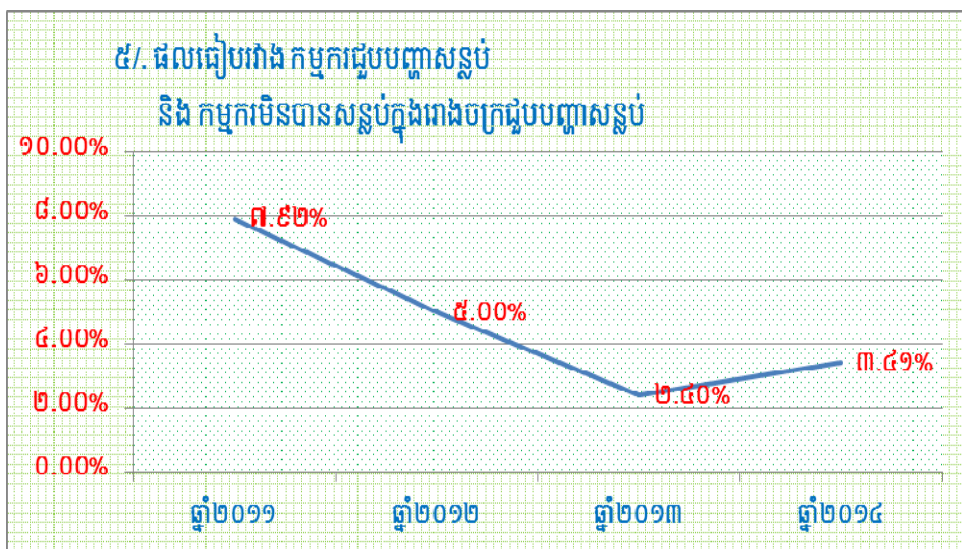
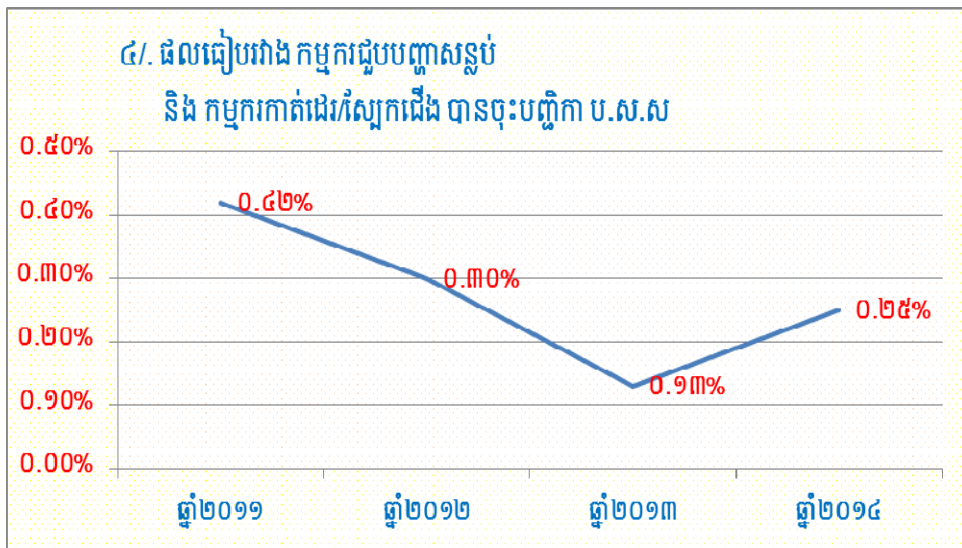
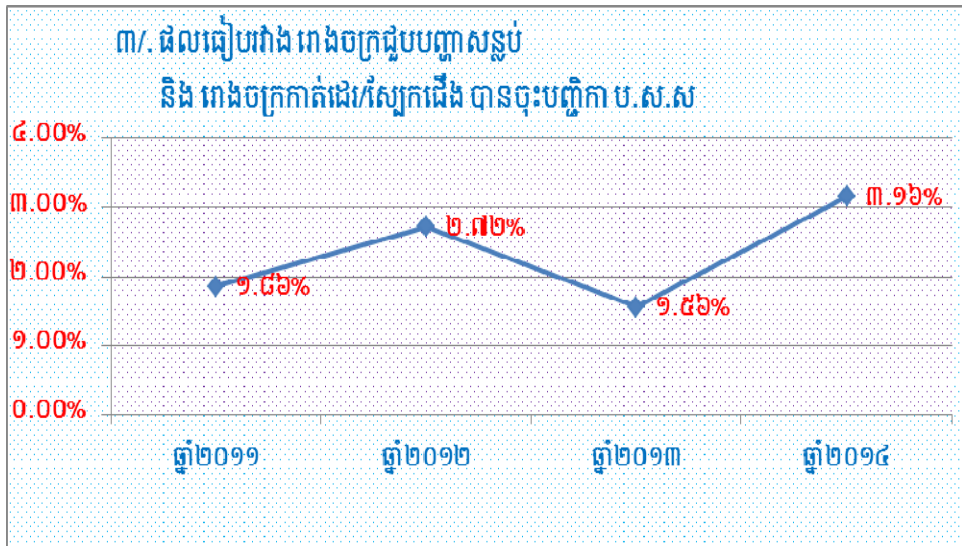
No.	Capital/Province	Year			
		2011	2012	2013	2014
	Total	1,973	1,686	823	1,806
១	Phnom Penh	1,460	660	155	1,030
២	Kon Dal	-	151	432	357
៣	Kompong Sper	350	464	68	72
៤	Koh Kong	-	-	19	7
៥	Kompong Chnang	163	34	-	48
៦	Svay Reang	-	126	125	253
៧	Sihanouk	-	251	-	36
៨	Kompong Cham	-	-	25	-
៩	Ta Kae	-	-	-	3



៣.៥ Collective data analysis

No.	Description	2011	2012	2013	2014
1	Factory suffered from faintness	១២	២៤	១៥	34
2	Workers' faintness	1,973	1,686	៨២៣	1,806
៣	Workers, didn't faint in factory, met the faintness	24,908	33,648	34,348	52,883
4	Garment/footwear factory registered in NSSF	643	882	960	1,075
5	Garment/footwear factory registered in NSSF	459,837	552,072	617,814	699,158
6	Comparision between No. 1 and 4	1.86%	2.72%	1.56%	3.16%
7	Comparision between No. 2 and 5	0.42%	0.30%	0.13%	0.25%
8	Comparision between No. 2 and 3	7.92%	5.01%	2.40%	3.41%





៣.៦ Data of factories and workers in previous years reoccurred in 2014

No.	Year	Factory Suffing Faintness			Workers' Faintness		
		Factory's Faintness	Factory's Faintness in 2014	Total	Workers' Faintness	Workers' Faintness in 2014	Total
1	2014		34			9,806	
2	2013	13	2	15	771	52	823
3	2012	17	7	24	1,428	258	1,686
4	20119	10	2	12	1,574	399	1,973

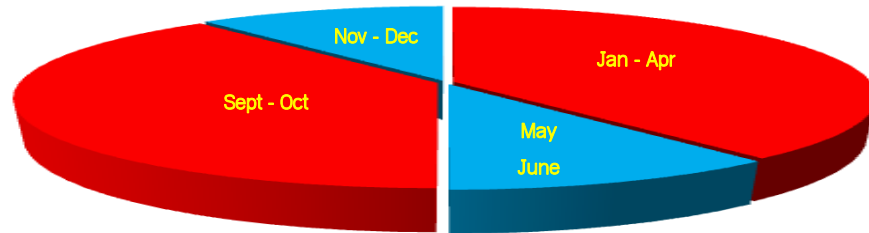
In 2011, 2012, and 2013, there were 11 factories with 709 faint workers reoccurred in 2014 as the following details:

- ❖ In 2013, there were 2 factories with 52 faint workers reoccurred in 2014:
 1. **Dong Du Textile (Cambodia) Co., Ltd** which is the garment and footwear factory is located in national road 3, Tek Thla Village, Sankat Krang Pong Ro, Khan Dong Kuo, Phnom Penh, there were 7 faint workers.
 2. **WANSHEN CLOTHING (CAMBODIA) Co., Ltd** which is the garment factory is located in Sankat Kon Tuok, Khan Pou Senchey, Phnom Penh, there were 45 faint workers.
- ❖ In 2012, there were 7 factories with 258 faint workers reoccurred in 2014:
 1. On the premises of Vathanak Industrial Park II, there are *4 factories* comprising **NEWPEX Co., Ltd** (bag), **MOHA 1&2 Co., Ltd** (garment), **DUNG DO Co., Ltd** (garment), **PAPILION** (garment), with the total of 138 faint workers.
 2. **M&V international Manufacturing** which is the garment factory is located in Kompong Chhnang District, Kompong Chhnang Town, Kompong Chhnang Province, there were 34 faint workers...
 3. **SIXPLUS INDUSTRY** which is the garment factory is located in national road 6, Sankat Prek Orchainh, Khan Kuk Kompul, Kondal Province, there were 72 faint workers.
 4. **Huey Chien (Cambodia) Corp** which is the shoe factory is located in street Veng Sreng, Phnom Penh, there were 14 faint workers.
- ❖ In 2011, there were 2 factories with 399 faint workers reoccurred in 2014:
 1. **M&V International Manufacturing** which is the garment factory is located in Kompong Chhnang District, Kompong Chhnang Town, Kompong Chhan Province, there were 163 faint workers.

2. Huey Chien (Cambodia) Corp which is the shoe factory is located in street Veng Sreng, Phnom Phenh, there were 236 faint workers.

4. Cycle of Workers' Faintness

★ Cycle graphic of workers' faintness (Two cycles)



❖ Cycle 1

- From January to April, it is the season when the factory orders the new goods.

(Increase the producing activity)

- To increase the working overtime in order to provide the long holiday of Khmer New Year to the workers.
- To be summer and short sleeping.

- From May to June, there is a little workers' faintness.

❖ Cycle 2

- From September to October, it is the season when the factory orders to buy the new goods.

(Increase the producing activity)

- To increase the working overtime in order to provide the long holiday of Khmer New Year to the workers.
- To increase the working overtime in order to provide the long holiday of Pnhum Ben to the workers.
- To be the rainy season, transplant, harvest, and short sleeping.

- From November to December, there is a few faint workers.

5. Study and prevention of workers' faintness

Mass Psychogenic illness is a kind of diseases aimed at Mass Hysteria illness, this illness discovered over 600 years ago. It was rarely met during study and

occurred in some industries in England, France, Germany, Italy, Russia, America, and Singapore...

Mass Psychogenic illness = "MPI"

- M = Mass
- P = Psychogenic
- I = illness
- Mass Hysteria

When people in group start to think that they are transmitted the dangerous illness namely: a kind of virus or toxin produced by microbes. Their symptoms can be headache, dizziness, vomit, oppression, weak health, and faintness. If there are many people feel sick at the same time, we can assume that they can have Mass Psychogenic illness. Such illness mostly happens on the students and workers. Sometimes, Mass Psychogenic illness is also called "Mass Hysteria" or "Epidemic Hysteria".

a. In 1999, Secondary students of Baltic suffered from the MPI and there were 122 victims sent to the hospital. Most of them were girl.

- The first assumption resulted from Coca Cola poisoning.
- After having examined by Independent Laboratory, Coca Cola was certified not to have chemical substances posing the symptom in relation to the MPI.
- Health experts certified the assumption that it was the spread of the MPI.

b. Laboratory of Singapore studied the spread of the MPI in many factories in the country from 1973 to 1978. After studying, it showed that:

- Workers had frightening and absentminded symptom
- Workers felt cold (body)
- Workers felt numb
- Worker started to faint
- Most illnesses happened on women

c. In 1979, Footwear factory of United State suffered the MPI, department of health of United State organized inspection plan on the industry:

- 50-75 workers, who were infected such illness, were asked

- The result was shown that workers had symptom such as : headache, dizziness, vomit, oppression, and exhausting feeling in view of the strange smell in the workplace.
- The causes of such illness resulted from: surrounding environment had employment and life stress.

The spread of such infection would relieve within one week.

✓ **Causes of MPI**

When there is any personnel has symptom of headache, dizziness, vomit, oppression, and exhausting feelings, co-workers near the victim think that they is infected and it also makes them have the same symptom as the victim such as:

- Continual faintness
- Employment and life stress
- Emission of bad smell
- Emission of toxic substance
- Bad environment
- Fire (smoke)
- Chemical poisoning
- Lack of oxygen...

✓ **Symptom**

- Headache, dizziness, vomit (belch), stomach ache, cough, exhaustion, and sleepiness.
- Fever/hot throat, gasping breath or oppression, hot eyes, and oppression

✓ **Settlement**

- To escape people from the illness scene
- To take care of each patient by examining from the general practitioner and tell them that they don't have serious illness.
- To take care of and escape people feeling sick from turmoil and under pressure
- To separate patient and non-patient partly
- To separate the enormous group of people into small groups (escape from gathering)

- To investigate technically at the illness scene
- To try to explain workers to believe that the scene is safe and return to work normally (after finishing the inspection)
- To diagnose kind of illnesses and other symptoms
- To investigate the degree of oxygen and surrounding environment
- To investigate chemical substances affecting the health
- To find the first victim in the illness scene
- To reduce the unnecessary treatments

Reference to website : http://en.m.wikipedia.org/wiki/mass_psychogenic_illness

6. Dissemination

The dissemination has been organizing since semester II in 2012 , NSSF, under the tutelage of Ministry of Labour and Vocational Training, manages the expenditure with a view to protecting against the work injury by promoting the working condition, hygiene, work safety, and particularly workers' faintness. In such dissemination, commission for SPFWI has relevant documents as follows:

- Presentation on the outcome of study of the prevention of faintness and work injury:
 - Working conditions
 - Hygiene and work safety conditions
 - Importance of social security schemes
 - Road traffic safety regarding workers' commuting

Hygiene and Work Safety Conditions

✓ **Woman and man use tremendous energy comprising farmer, peasant, and athlete.**

2400 a day

No.	Food	Calory	Description
1	Rice	720	60 g (12 rice spoonful)
2	Vegetable	240	40 g (6 rice spoonful)
3	Fruit	...	5 fruits (5 slices)
4	Chicken meat, beef, pork, fish, egg, squid, and crayfish	180	12 g (12 soup spoonful)
5	Milk	...	1 glass (200 ml)

6	Small-bone fish	30	15 g (2 soup spoonful)
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Note :

- one rice spoonful = around 60 g
- one sticky-rice spoonful = two rice spoonful
- one Khmer-noodle spoonful = 60 g
- one slice of bread = 30 g
- one rice spoonful = 40 g
- one soup spoonful = 15 g
- one slice of fruit = one banana = one orange = 4 rambutans = one hemisphere of gava = papaya and pineapple (6 slices of whole fruit)

✓ **First-aid before sending the victim to the hospital (minor injury)**

1. Examining respiration

- To examine promptly respiration of the victim whether or not has air motion.
- If the victim is unconscious and face up, he can be difficult to breathe because his tongue rolls into throat and he/she cannot breathe.
- Consequently, if the victim is unconscious, the victim must be slept on his side or face down. To be careful if the victim has injury on his neck.

2. Artificial respiration (no breath)

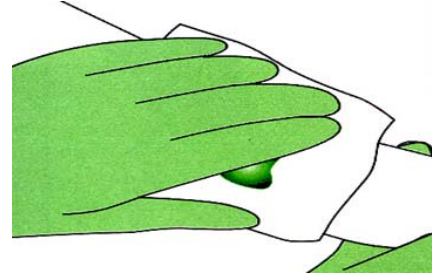
- If the victim only falls down, you must hold his neck with one hand and other hand lays on the forehead.
- To pull the victim's head backward as strongly as possible
- To hold on the victim's nose with your hand and do the artificial respiration through mouth to mouth by absorbing and blowing the air through the victim's mouth.
- To check victim's chest, if you see it moving, it means that lung starts to absorb air.
- To continue absorbing and blowing the air through mouth to mouth every 5 minutes.

- To continue doing such movement until the victim starts to breathe or general practitioners arrive.



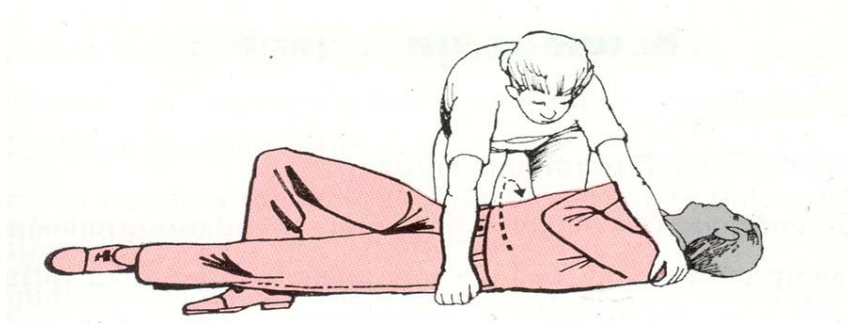
3. Clotting blood

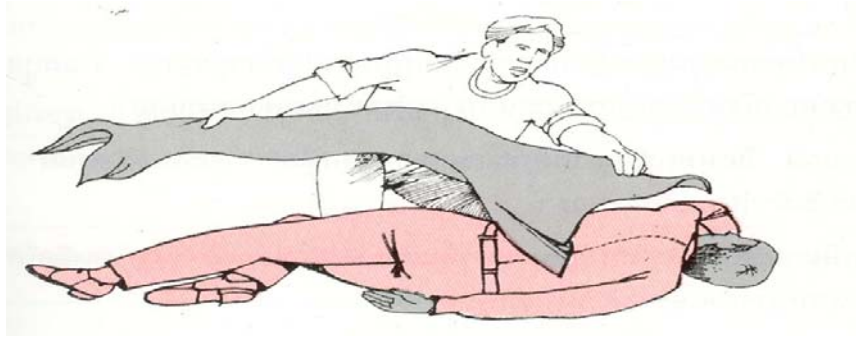
- If the victim bleeds, you must try to clot the blood by covering the wound and stretch victim's arms and legs straightly.



4. Protecting heart attack

- Frightfulness in view of serious injury can result in death, but this point we can prevent:
 - First of all, to examine whether the victim is breathing or not
 - Next, to prevent the frightfulness by laying the victim to sleep on his side.
 - To loosen the tight clothes
 - To blanket the victim
 - Don't let the victim drink anything at all as long as the general practitioner allows
 - To protect the victim against the sunrise directly
 - To moisten lips and tongue of the victim, where necessary.





5. Wound, cutting, peeling

- Most wound suffers from the injury in view of the cutting and peeling
- If cutting and peeling are slight, first of all, to clot the blood and then clean the wound carefully. After the wound is cleaned, you must bandage with clean cloth.
- Commonly, deep-cutting and serious wound is cured by the general practitioner. In such case, the emergency rescue only set the victim at the suitable place and bandage.



6. Burning

- If the clothes of one person is being burned, the best solution to extinguish the fire is to allow the victim to roll down on the floor or stay in the blanket.
- After extinguishing, you must take the cold water to pour on the burned place and cover the wound and then send to the hospital promptly.
- Don't use absolutely the power, butter, cream, alcohol, iodine, or the similar substances to wear on the wound. Don't break the ulcer absolutely.



7. Wound arising form acidic substance

- If any person spills the acid or alkaline substance on your skin, you must clean with water instantly. Such wound is affected more seriously than what you see.
- Although the wound doesn't look serious, you must go to see the doctor absolutely.
- Chemical substances such as acid or potasic liquid enables to burn easily and seriously.
- If such liquid splashes into eyes or on body, you must clean with water instantly. Shower water and eye-clean must be nearest.

8. Eye injury

- Dust in eyes is general pain. if tiny garbage is in eyes, it stays in upper eye lid, you can take it out immediately by cleaning hands with water and then touch slightly with your fingure or use the wet cotton fiber or the clean handkerchief.
- Acidic alkaline substance in the eyes can pose the severe hurt. You must clean your eyes with water instantly at least within 10 minute. After cleaning already, you must go to see the general practitioner promptly.

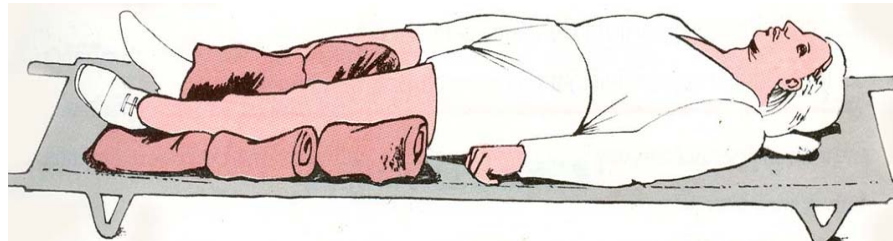


9. Wound in view of electric shock

- Electric shock impacts on the heart and results in death. The victim who gets electric shock must suffer additionally as a result of falling down from ladder or high place.
- If the victim still sticks to the electric devices, you must turn off the switch or electricity source instantly. If you cannot turn off, you must use long dry things that can take the victim away from the shocking place.
- When taking the victim away from the shocking place, you need to massage lung and heart if necessary. Don't waste time to take the victim to other places because the wound due to the electric shock is not cured.



10. Breaking, spraining, and dislocating of limbs

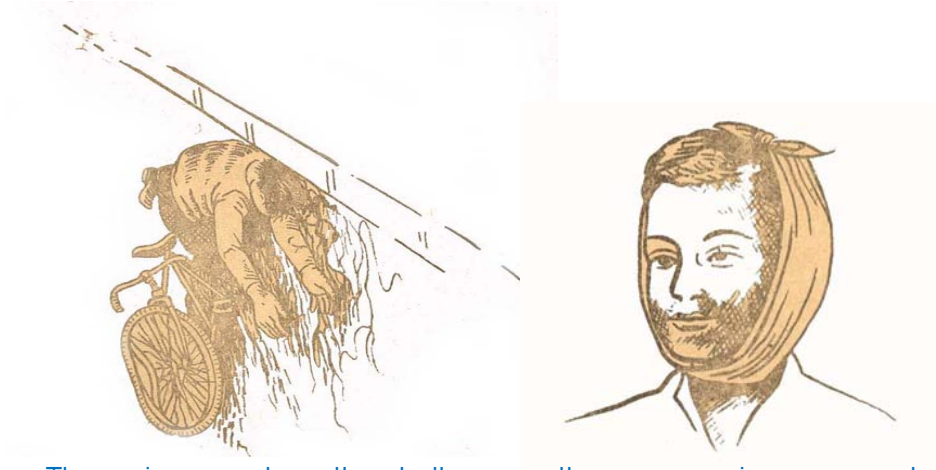


- In case of suspicion of breaking any limb, the victim must be put in only one place and not move at all with a view to protecting the broken bone to become more serious and reduce the pain. To splint the broken bone with two wooden sticks or take the newspapers to roll around outside the clothes and use cloth to roll one more round. The splint can be a bit longer in order to hold on the broken, sprained, or dislocated bone. With a view to avoiding pressing on the broken bone unnecessarily, you can use the cotton fiber between the splinting devices and limb.
- In case of the broken arm or leg, please don't make the wound become more serious by tightening the broken bone. The

following picture shows how to lift up and lay down the victim with broken bone.

- The broken leg must be splinted by blanket both sides with a view to reducing the motion of the broken place. Every workplace and company shall plan and organize to transport to the hospital hurriedly and cure all the wound occurring accidentally.

11. Wound of skull and backbone

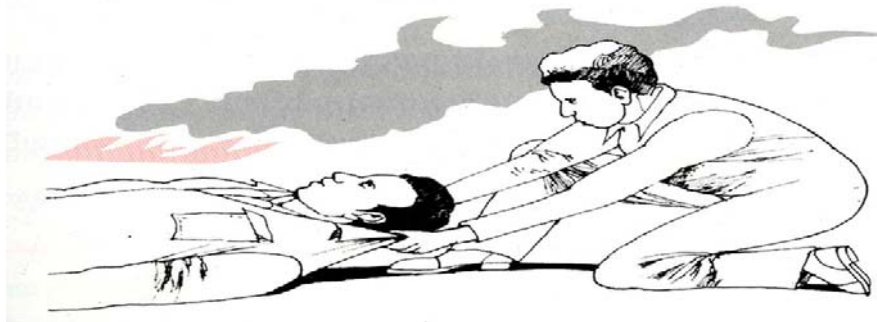


- The serious crash on the skull causes the unconsciousness and backbone wound.
- If any victim is still breathing and conscious, don't let the victim move, except for needing airy atmosphere.
- In such case, to be careful not to injure the backbone by allowing the victim to sleep on his side and face down.
- In this stance, you must protect not to bleed from any wound in the mouth or throat that move into lung pipe.
- Don't put the cotton fiber in the victim's nose with a view to protecting against the bleeding at all. When there is the bleeding through the ears, please don't clean that blood at all. If the victim is unconscious and firm molar, please don't try to open his mouth.
- Please don't try to give anything to the unconscious victim to drink because it can enable the liquid to flow into respiratory system and lung that is the reason why to block the respiration.
- When you suspect that the victim's backbone or hip bone is broken, there is only the training personnel can lift up the victim.

12. Wound on abdomen

- If the wound on abdomen resulting from the crash or something falls on...ect, the victim shall be sent to the hospital promptly.
- To ban the victim to eat or drink anything at all.
- The open wound shall be covered by the wet clean cloth or bandage. While the victim is being sent to the hospital, you must take care of him carefully.

13. Lifting up the victim



- When the victim suffers from the injury, you must wait the ambulance and put him in the safe place. Moreover, how to lift up the victim most properly is to use stretcher or one big blanket.
- With a view to rescuing the victim hurriedly from the scene in case of the fire accident, so the best solution is to take the victim out by pulling his clothes.
- If you stay alone, you need to ask your friend a favor to take the victim away from the accident scene. The following mentioned description is the best and most convenient solution to be used.

✓ Fire

1. Main vocabularies are used in the law (Law on Fire Protection and Firefighting)

- Fire is aimed at the uncontrollable burning that results in death, and destroys property and environment.
- Fire Protection is aimed at the organization of implementing other conditions and measures with a view to securing the safety from the fire.

- System of Fire Protection and Firefighting is aimed at the technical equipment in and/or out of the objectives and other measures with a view to protecting, firefighting, and rescuing.
- Solution is aimed at firefighting truck, tools, and materials are used for protection and firefighting.
- Combustible or explosive and combustible place is aimed at the place that stores the combustible or explosive and combustible substances.
- Combustible or explosive and combustible substances is aimed at liquid, solid, gas, chemicals, goods, or raw material that are easy to burn or explode.
- Firefighting is aimed at extinguishing and protecting against the fire in order not to be spread by using the firefighting force, firefighting methods, and other measures.
- Firefighting area is aimed at the place is burning or facing the burning that authorities are performing the firefighting.
- Target is aimed at every place and transportation that can have the fire.

2. The causes of repeated fire

- A person who works in relation to the fire (such as: chef and welder ...), a person who earns a living with the combustible substances, throwing the cigarette butt freely, linking the electric wire unstuitably in conformity with the technic that short-circuit and pose the spark or splashes the spark from the electric cabin... ect.
- Natural probems including forest and dry-leaves suffering from the sun heat that make extremely dry, lightening, and volcano explosion... ect.

3. Fire extinguisher

A. Dry chemical fire extinguishers are divided into 3 kinds :

- A.1. Fire extinguisher with sodium bicarbonate is only used effectively for class B and C. It damages the quality of the burned things less than other fire extinguishers comprising

Class B (paint oil) and Class C (the electric wires hit each other, it makes the electricy work normally).

A.2. Fire extinguisher with ammonium phosphate is used effectively for Class A, B, and C, mostly it is used only for Class A (wood, paper, garbage, and cloth...)

A.3. Fire extinguisher with perpurple K or potassium bicarbonate is used when the fire burns seriously than usual. It damages the burned property more than other fire extinguishers, but it is only used for Class B and C.

B. 1. Fire extinguishers with CO₂ has stronger spraying force than the water. When it is sprayed, it dries immediately. It is used to extinguish the electronic apparatus for Class B and C. Such fire extinguisher can reduce the oxygen. It is not used in the narrow suffty place.

B. 2. Class D fire extinguisher is divided into 2 kinds:

a. Sodium chloride reduces the heat of metal such as: magnesium, potassium, and uranium alumium powder.

b. Dry powder with copper reduces the heat of the burning things to put the fire out instantly, which is used for things with lithium ၎

C. Class K fire extinguisher with oil, olive...

Comparison of fire classes			
American	European	Australasian	Fuel/Heat source
Class A	Class A	Class A	Ordinary combustibles
Class B	Class B	Class B	Combustible liquids
	Class C	Class C	Combustible gases
Class C	Class F/D	Class E	Electrical equipment
Class D	Class D	Class D	Combustible metals
Class K	Class F	Class F	Cooking oil or fat

Choosing Fire Extinguishers

Identify the type of materials in the area

Class A: Solids such as paper, wood, plastic etc

Class B: Combustible Liquids such as paraffin, petrol, oil etc

Class C: Combustit Gases such as propane, butane, methane etc

Class D: Metals such as aluminium, magnesium, titanium etc

Class E: Fire involving Electrical Apparatus

Class F: Cooking Oil & Fat ... etc

D. Protective measures against the fire when there are the fire extinguishers:

a. Protective measures

- Factory shall test all workers at least once a year how to escape from the factory when hearing the emergency alarm alerts.
- To teach all workers how to use the fire extinguisher when there is the simple fire, so they can use it.
- Every manager shall know how to use the fire extinguisher and escape the workers from the factory when there is the fire.
- To teach all worker to find out the causes of the fire and combustible substances

b. Checking points

- Does the workplace post and disseminate the necessary implementation procedures when there is the fire ?
- Do the workers understand and implement the procedures that have been taught ?
- Does the factory test periodically ?
- Are there enough doors and convenience for leaving ?
- Do the doors have signal or signal-light ?
- Are the fire extinguishers laid in offices or groups for firefighting ?
- Are there signals to show the fire extinguisher site ?
- Is the fire extinguisher site easy to take out to use ?
- Are the fire extinguishers tested to work ?
- Are the fire extinguishers checked or kept well ?
- Is there the map to show the fire extinguisher site ?
- Do the fire extinguishers have colors to show the type of fire extinguisher ?

- To check the combustible substances to be laid separately and distantly
- To reduce the combustible substances in working hour.
- To clean the workplace nicely all the time, particularly the combustible places because the burning causes occur repeatedly over the past
- Is there the plan to leave the factory floor by floor ?

5. Procedures are implemented promptly when there is the fire

- What should you do when there is the fire ?
- Don't frighten, run aimlessly, or shout loudly
- Immediately, you must press on the fire alarm near you (red bell).
- To call the fire station by telling name and place precisely. If possible, please tell the cause of the fire. What are being burned ? Is it small or big ? Does it spread fast ?
- If the fire is small, you must extinguish instantly without calling the fire station. If you use out of one fire extinguisher and it can't be extinguished, you must call the fire station immediately
- To escape from the building instantly through the safe signal and the door nearby. If possible, you must close the burning room before leaving

6. Activities when hearing the emergency bell

- Don't frighten or run aimlessly that make others frighten
- To walk out instantly through the door nearby by taking the important things along with and walk through the safe signal without running aimlessly. If you stay on the upper floor, you must go down the stair without getting on the escalator and close the burning room tightly before leaving if possible
- To follow what firefighters tell
- When hearing the bell alerts, you must make sense whether the fire alarm or not. Then, you must follow the procedures you used to test over the past by leaving instantly through the elevator or escalator
- To walk together, don't run or scramble to be front. You walk in order, if possible, you must close the burning room before leaving

- During walking, if there is the fire falls in front of you, you must find other way to leave instantly
- When leaving out of the building, you must walk away from the building by keeping space for the people come after
- If you can rescue, please save the disable or the injured
- Don't return to the building though you have the necessity, you must wait until the firefighters allow
- When you stop hearing the sound of fire alarm, you must not return to the building at all

- Poster of Three kinds of food

★ Picture of three kinds of food



- Slogan

★ Slogan poster

ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ
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មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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 ផលិតផល ថែទាំសុខភាព ដើម្បីរួម
 ចំណែកអភិវឌ្ឍន៍ប្រទេសជាតិ

មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ
 អ្នកដំណើរដ្ឋធិបតីលើអ្នកបើកបរ

មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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 បើកបររូបវាសម្បូរវិនិច្ឆ័យ
 ធ្វើឱ្យទុក្ខកូសោកមួយជីវិត

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 សុខភាពកម្មករនិយោជិតល្អ
 ផលវិបាកការងារល្អ

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 កម្មករនិយោជិតត្រូវត្រឡប់ទៅរកវិស័យធម្មតាដើម្បីដំណើរ
 ប្រកបដោយសុវត្ថិភាព

មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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 រស់នៅស្អាត ហូបបូកស្អាត
 ដឹកស្អាត សុខភាពល្អ

មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ
 លក្ខខណ្ឌការងារល្អ សុខភាពកម្មករ
 និងនិយោជិតល្អ ផលវិបាកល្អ

មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ
 ថ្ងៃនេះ នឹងថ្ងៃស្អែកកុំឲ្យមានគ្រោះថ្នាក់ចរាចរណ៍

មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

- Education Spot on:

- The benefit of Social Security Schemes
- Three kinds of diet
- Working overtime
- Prevention of road traffic accident of the workers
- To guide how to take care of car
- The importance of driving licence

✓ **Dissemination Meeting in 2014**

In pursuance of the recommendation of His Excellency Minister of the Ministry of Labour and Vocational Training in the Opening of the Annual Achievement Meeting of Commission for SPFWI and the Opening of the Annual Achievement Meeting of NSSF in 2013 and Action Plans in 2014 were encouraged by Executive Director of NSSF. The commission for SPFWI of the Ministry of Labour and Vocational Training has cooperated with NSSF to continue organizing the dissemination meeting gradually with a view to the workers or representatives of enterprises/ establishments and workers take an awareness of working conditions, hygiene and work safety (prevention of workers's faintness), benefits of the implementatoin of social security schemes and prevention of road traffic accident of workers and work injury, particularly for the participation of reduction of workers' faintness at nearly zero percentage.

Although there were the growth of 1,074 garment and footwear factories with 699,158 workers, in line with the increase of factory in 2014 there were still 34 factories with 1,806 workers suffered from the workers' faintness.

According to the analysis, it showed that the chemical, physic, mental, and working overtime problems out of five are the causes of workers' faintness. Hence, in case of workers' faintness arised from the atmosphere in the building that didn't have enough ventilation, chemical using unsuitable with the technic including the overtime, and factor of workers under pressure both inside and outside.

Meanwhile, the dissemination in 2014 have been organized for 19 times equal to 27 factories with 3,100 workers (employer/representative of employer/admin, representative of trade union, personnel delegate, team leader, workers, practitioner of infirmary, and factory security), which had locations and date as follows:

1. April 03, 2014 CAMBO KOTOP LTD factory is located in Kon Touk Village, Sangkat Chuom Chao, Khan Pou Senchey, Phnom Penh.
2. April 04, 2014 SHOE PREMIER II (CAMBODIA) CO., LTD factory is located in Sangkat Toul Songkae, Khan Rosey Kae, Phnom Penh
3. April 21, 2014 NEW ORIENT (CAMBODIA) GARMENT CO., LTD is located in Sangkat Chuom Chao, Khan Pou Senchey, Phnom Penh.
4. April 22, 2014 YAZAKI (CAMBODIA) PRODUCTS CO., LTD and KKN APPAREL CO.,LTD factories locate in Bak Khlong, Mundol Sema District, Koh Kong Province.
5. April 28, 2014 Vathanak Industrial Park II (there are 08 factories allow the workers to join) is located in the national road 3.
6. April 29, 2014 BERRY APPAREL (CAMBODIA) CO., LTD is located in Sangkat Chuom Chao, Khan Mean Chey, Phnom Penh.
7. May 09, 2014 M & V International Manufacturing Ltd factory is located in Sangkat Chak Orngre Kruom, Khan Mean Chey, Phnom Penh.
8. May 22, 2014 KING FIRST INDUSTRIAL CO., Ltd factory is located in Dom Nak Ormpil Commune, Orng Snuol District, Kondal Province.
9. May 23, 2014 YORKS (CAMBODIA) CO., LTD factory is located in Bar Vit Commune, Chantrea District, Svay Reang Province.
10. May 29, 2014 A and J (CAMBODIA) CO., Ltd factory is located in Tai Seng Special Economic Region, Svay Reang Province.
11. May 30, 2014 ELITE (CAMBODIA) CO., Ltd factory is located in Bar Tey Commune, Bar Vit District, Svay Reang Province.
12. June 05, 2014 CALLISTO APPAREL (CAMBODIA) CO., LTD factory is located in Sre Reach Village, Sangkat Som Ruom Kruom, Khan Pou Sen Chey, Phnom Penh.
13. June 06, 2014 New Wide (Cambodia) Garment Co.,Ltd factory is located in Tuol Pong Ro Village, Sangkat Chuom Chao, Khan Pou Senchey, Phnom Penh.

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|-----|---------------|---|
| 14. | June 12, 2014 | DAQIAN TEXTILE (CAMBODIA) CO.,LTD factory is located in Tropang Thleng Village, Sankat Chuom Chao, Khan Poun Senchey, Phnom Penh. |
| 15. | June 13, 2014 | COCOVOL APPAREL (CAMBODIA) CO., LTD factory is located in Prey Pring Khang Thbounng Village, Sankat Chuom Chao, Khan Pou Senchey, Phnom Penh. |
| 16. | June 19, 2014 | SHENZHOU (CAMBODIA) CO.,LTD factory is located in Tropang Thleng Village, Sankat Chuom Chao, Khan Pou Senchey, Phnom Penh. |
| 17. | June 20, 2014 | New Star Shoes CO.,LTD factory is located in Sankat 1, Sankat Mitapheap, Sihanouk Ville. |
| 18. | June 26, 2014 | E Garment CO.,LTD factory is located in Svay Rolum Commune, Saarnng District, Kondal Province. |
| 19. | June 27, 2014 | WINSAND GARMENT & WOOLEN KNITTING FACTORY CO.,LTD factory is located in Prek Dach, Ler Dek District, Kondal province. |

B. CALLENGES

❖ Factor of worker

- Working overtime over the guideline of the Ministry that weakens the health
- Eating innutritious food, lack of hygiene, and sometimes failing to eat food
- Inadequate rest
- Depression

❖ Factor of employer

- Some factories reject to report the exact number of workers to NSSF.
- Some factories allow the workers to work overtime over the guideline of the Ministry.
- Some factories have hot and stuffy atmosphere
- Carelessness of periodical medical check-up and work safety of employer
- Employer modified the measures of commission for study of the prevention of faintness and work injury.

❖ Factor of Ministry

- To organize to disseminate and examine the working conditions, hygiene, and work safety in the garment and footwear factories has not yet respond to the amount of the operating factories now.
- To disseminate the implementation of the Law on the Labour and Social Security Schemes for Persons Defined by the Provisions of the Labour Law in the enterprises/establishments is not broad yet.

C. SETTLEMENTS

❖ Facing problems

- To order the factory suffering from the work injury to close temporarily.
- To designate the competent officials to rescue and investigate the workers' situation in the accident site in time and periodically until the workplace returns as usual.
- To provide the treatment free of charge to the victims through NSSF
- To take measures to revise the technical conditions are examined that is inappropriate
- To designate the officials to inspect the situation of factory prior to allowing them to operate again.

❖ Strategies

- The Ministry established the commission for study of the prevention of faintness and work injury which is in charge of studying and determining precisely the causes of faintness in the workplace and prescribing the measures duly aimed at assuring the workers' well-being...
- The Ministry extended additionally the implementation of the Law and Regulation in force, particularly in the garment and footwear factories which have workers more than other sectors.
- To organize the strategies to disseminate the employers and workers to take an awareness of working conditions, hygiene, work safety, health care, and environmental protection in the workplace.
- The Ministry requested the factories for establishing the commission for health and work safety in the workplace.

D. Action Plans

- To organize the internal meeting of commission for study of the prevention of faintness and work injury.
- To organize to investigate the factories or enterprises/establishments with workers' faintness.
- To study the causes of workers' faintness.
- To organize the dissemination for the factories or enterprises/ establishments.
- To organize the documents for dissemination.
- To implement other duties are assigned by the leaders.

E. Conclusion

In 2014, commission for SPFWI should implement in the aim of serving the workers with high willing through mediation, inspection, and finding the obvious causes with a view to taking the measure for the factories or enterprises/establishments to organize and revise with right objectives and periodically.

Meanwhile, NSSF consists of commission for SPFWI of the Ministry of Labour and Vocational Training have been organizing the strategies to disseminate in the workplace in capital and provinces concerning working place, hygiene, work safety (prevention of workers' faintness), advantages of the implementation of social security schemes, and prevention of road traffic accident in the meaning of prevention and protection of employment injury (work-injury). In this meeting, course trainer gave the presentation and furnished the workers the lesson documents, leaflet, pure drinking water, bread, and allowance. Moreover, teamwork stuck the slogan, and poster of food and emergency rescue consisting of 1286 posters.

In the above meaning, commission for study of the prevention of faintness and Work injury and NSSF strongly hope that the dissemination will contribute to the implementation of workers and employers periodically that is the major benefit and bright tradition with a view to assuring " **Harmony in workplace to be better, particularly the workers' faintness to be reduce maximally** ".

★ Reference

- Law on the Labour
- Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law

- Decision on the Nomination of the Members of Commission for Study of the Prevention of Faintness and Work Injury of Workers
- Action Plan for Commission for Study of the Prevention of Faintness and Work Injury of Workers in 2014
- Report of Commission for Study of the Prevention of Faintness and Work Injury of Workers in 2013 and action plans in 2014
- Minute of the Factory Inspection of Commission for Study of the Prevention of Faintness and Work Injury of Workers in 2012, 2013, and 2014

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Measuring Materials of Commission

for Study of the Prevention of Faintness and Work Injury (SPFWI)



Gas Alert Micro 5

Measure O₂, CO, H₂S, SO₂, CO₂ ...)



Light Meter Extech

(Measure the light degree)



Anemometer

(Measure temperature, wet, and speed of air)



Sound Level Meter

(Measure sound degree)



Oximeters

(Measure heartbeat and oxygen in blood)

SPFWI
2014



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2014

**Commission for Study of the Prevention of Faintness and Work Injury
(SPFWI)**