



## National Social Security Fund

# REPORT ON THE ANNUAL ACHIEVEMENTS IN 2015 AND ACTION PLANS OF TEAM FOR PREVENTION OF FAINTNESS AND WORK INJURY (TPFWI)

With political and economic stabiliztion of the Royal Government of the 5<sup>th</sup> Legislature of National Assembly under the outstanding leadership and wisdom of **Samdech Akka Moha Sena Padei Techo Hun Sen, Prime Minister of the Kingdom of Cambodia**, and the issuance of the Rectangular Strategy Phase III of the Royal Government of the 5<sup>th</sup> Legislature have attracted tremendous foreign investors to Cambodia in all sectors with a view to generating numerous jobs for people every year. Through the growth of domestic and foreign investments, the Cambodian economy has progressed tremendously in all sectors such as garment and footwear sectors. According to the rigorous enforcement of the policy for prevention and reduction of workers' faintness, the National Social Security Fund (NSSF) an institution 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 Team for Prevention of Faintness and Work Injury (TPFWI) for Workers in the enterprises/establishments.

In 2015, TPFWI investigated and took corrective actions on the enterprises/establishments with workers' faintness as well as disseminating activities as follows:

### A. The Achievements

#### 1. Situation of Workers' Faintness

##### 1.1 Causes of Workers' Faintness

In 2015, TPFWI went to investigate the garment and footwear enterprises/establishment encountering the incident of workers' faintness and discovered the following causes and challenges:

#### ➤ Working Conditions, Hygiene, and Work Safety

##### ❖ Chemical Issues

- Burning debris/, computer scrap, and old tyre in front of factory causing smoke to emit into the production building
- Dropping cloth into the motor engine sparking fire at the shoe-drying ward, and generating smoke
- Utilizing glue inappropriately causing glue odor to emit anywhere
- Emission of plywood burned smoke in the cloth-drying ward into the production buildings
- Emission of the smoke emitting from the burned waste in the enterprises' compound into the production buildings

- Emission of pesticide odor that farmers used in their rice fields into the production buildings
- Employers sprayed pesticide in the production building
- ❖ **Physical Issues**
  - Short circuit on the ceiling
  - Short circuit caused the workers to get an electric shock from the sewing machine directly (no workers were fainted, just only fear)
  - Emergency alarm rang due to the short circuit
  - Half-open the windows
  - Hot and stuffy atmosphere
  - No water in cooling system
  - Preparing the plastic too high
- ❖ **Socio-Psychological Issues**
  - Stress
  - Panic-stricken, squeezing through the crowd to get out of the factory, and subsequent panic
- ❖ **Work Preparation Issues**
  - Storing the manufacturing materials improperly
  - Failing to clean and replacing the cooling system regularly
  - Some toilets of workers were not cleaned regularly
- ❖ **Mechanic Issues**
  - Careless in checking the electric wire system
  - Got cut with sewing-machine needle
- ❖ **Biological Issues**
  - Some workers' health was weak (lack of amidon...)
  - Workers did not have breakfast regularly
- ❖ **Overtime Issues**
  - Working overtime two hours a day periodically

The above overtime factor resulting from the workers themselves decided to work overtime with a view to gaining extra wage occasionally until they couldn't endure with such extra work anymore, plus insufficient sleep and irregular and innutritious intake which make the workers to faint.

### **1.2 Corrective Measures for Employers**

To ensure health protection and work safety, particularly in the case of workers' faintness, TPFWI went to investigate the causes and took urgent actions on the owners of enterprises/establishments to make improvements so as to gaining the harmonization in workplace by urging for the following improvement:

#### ➤ **Working Conditions, Hygiene, and Work Safety**

##### ❖ **Chemical Problems**

- Clean or replace the grill of shoe-heating system with enormous glue clots regularly and make a lid to cover all the glue bowls which are being used rightly
- Glue utilization must have the enclosed lid to ensure that the glue odor emission does not affect the workers' respiratory system; moreover, the list of MSDS should be stuck with Khmer translation to enable the workers to know how to use those chemical substances and standardized masks should also be provided to the workers in the production buildings

- Remove the burned plywood from the drying machine by replacing it with the new one
  - Instruct the hygiene workers not to burn waste in the enterprises' compound.
  - Request the local authorities to collaborate in preventing people who live around the enterprise from burning or spraying other chemical substances in order to stop the odor and smoke from emitting into the production building
  - Clean the water cooling system fans, machine, and floor tiles in the production building thoroughly, and get the cloth piles to be dried in the sunlight to ensure that those chemical odors are exterminated completely.
- ❖ **Physical Problems**
- Prepare and check the electric wire
  - Fix the sewing machine to prevent short circuit in order to avoid electrocuting workers during work.
  - Prepare the electric wire system properly and remove the old-faulty alarm out.
  - Instruct workers to technically clean the water cooling fan system
  - Turn on the cooling system for 30 minutes before allowing workers to enter and work
  - Lower the plastic shutters to ventilate through the worksite.
- ❖ **Socio-Psychological Problems**
- Instruct workers not to be stressful
  - Disseminate the principles of Law and Regulations
- ❖ **Work Preparation Problems**
- Guide workers on how to store the cloth not to block the ventilation
  - Clean and replace the cooling system regularly
  - Clean the workers' toilet regularly
- ❖ **Mechanical Problems**
- Check the electric apparatus and prepare the electric wire system technically
  - Instruct workers to be careful in using sewing machine without the needle-protecting shutter in order to avoid needle breakage or getting cut.
- ❖ **Biological Problems**
- Instruct workers to have nutritious and hygiene food
  - Instruct workers to understand about the three types of food
  - Educate workers to be aware and cautious with their own health and take medication with doctor's prescription appropriately.
- ❖ **Overtime Case**
- Overtime shall be in conformity with the Labour Law
  - Instruct workers about the benefits of taking enough rest to ensure good health in working overtime.

### 1.3 Data of Workers' Faintness in 2015

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
1	08/01/2015	<b>SUN BEST GARMENT Co., Ltd</b> - Garment Product (kid) - National Road No. 4 Ang Snuol I Village, Ang Snuol Commune, Ang Snuol District, Kanal Province	1,750	69	4	- Short-circuit on the ceiling - There was a panic which lead to mass fainting - 50% of workers fainted because of overtime for 2 hours and 30% fainted because of overtime for over 2 hours a day for a month before the accident	- Panic-stricken - Fearful - Numbness in the limbs
2	30/01/2015	<b>SIX PLUS Industry Co., Ltd</b> - Garment Product - National Road No. 6A, Prek Anhchanh Commune, Muk Kampoul District, Kanal Province	2,232	123	5.5	- Burning computer scrap and old tyre in front of the factory which emit smokes into the production building - Widespread panic	- Dizzy - Numbness in the limbs
3	13/02/2015	<b>You Li International (Cambodia) Garment</b> - Garment Product - Ang Kunh Village, Sangkat Ang Kunh, Bavet Town, Svay Rieng Province(San Tong Special Economic Zone)	1,830	63	5.6	- The windows were half opened y - At first, two workers got fainted which startle the others and lead to mass fainting - The workers had breakfast irregularly	- Suffocating - Headache - Dizzy - Numbness in the limbs
	16/02/2015			41			
4	21/02/2015	<b>Long Lead (Cambodia) Co., Ltd</b> - Footwear Product - Sethey Commune, Samaki District, Kampong Chhnang Province	1,477	44	2.9	- The cloth fallen into motor engine sparking fire and smoke in the drying ward - It made the workers startle, squeeze out of the factory, eventually resulted in mass fainting	- Suffocating - Dizzy - Headache - Numbness in the limbs

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
5	23/02/2015	<b>Grand East Footwear Int'l Corp</b> -Footwear Product -National Road No. 4, Purk Commune, Ang Snuol District, Kandal Province	1,191	63	5.2	-It initiated from the pregnant woman felt dizzy and weak in her limbs which resulted in mass fainting -Emission of glue odor -Hot and stuffy atmosphere	-Dizzy -Numbness in the limbs
6	27/02/2015	<b>EINS (Cambodia) Co., Ltd</b> -Garment Product -Kbarl Damri Village, Sangkat Ka Karb, Khan Por Senchey, Phnom Penh	2,413	26	2.8	-It initiated from the woman whose arms and legs become cold which resulted in mass fainting. In the next day, the other female worker was allergic to the typhoid medicine which resulted in mass fainting -Working overtime for 2 hours everyday	-Fatigue -Headache -Dizzy -Numbness in the limbs
	28/02/2015			43			
7	06/03/2015	<b>DONGBU SUMMIT (CAMBODIA) CO.,LTD</b> -Garment Product -Kbal Damri Village, Sangkat Ka Karb, Khan Por Senchey, Phnom Penh	1,071	21	1.96	-Emission of the burned-plywood odor in the drying ward into the production building which made the workers faint -Working overtime every day	-Headache -Dizzy -Numbness in the limbs
8	31/03/2015	<b>KUANTECH (CAMBODIA) CORPORATION LIMITED</b> -Manufacturing and installing charging device, computer, and phone -Chom Poul Village, Por Pel Commune, Tram Kork District, Takeo Province	800	45	5.62	-Emission of the burned-waste odor in the factory compound into the production building which resulted in mass fainting -Working overtime every day	-Headache -Dizzy -Numbness in the limbs

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
9	26/06/2015	<b>SOUTHLAND (CAMBODIA) CO.,LTD</b> - Cap and Underwear Product - Tram Thloeng Village, Sangkat Chorm Chao, Khan Por Senchey, Phnom Penh	2,141	19	0.88	- The emergency alarm rang twice resulted from the short-circuit in the compound of production building - The workers felt panic-stricken and resulted in mass fainting - Working overtime	- Headache - Dizzy - Numbness in the limbs
10	29/06/2015	<b>QUINT MAJOR INDUSTRIAL CO.,LTD</b> - Garment Product - Trapang Chherneang Village, Purk Commune, Ang Snuol District, Kandal Province	2,858	43	3.11	- Short-circuit at the sewing machine caused the workers to faint - The workers felt panic-stricken and resulted in mass fainting - Working overtime every day	- Headache - Dizzy - Numbness in the limbs
	30/06/2015			46			
11	30/06/2015	<b>CN PROSPEROUS GARMENT (CAMBODIA) CO., LTD</b> - Garment Product - Prey Kambut Village, Sangkat Chorm Chao, Khan Por Senchey, Phnom Penh	610	95	24	- Hot and stuffy atmosphere - Felt stressful - Working overtime every day	- Headache - Dizzy - Numbness in the limbs
	02/07/2015			52			
12	01/07/2015	<b>Vonammy (Cambodia) Garment Co., Ltd</b> - Garment Product - Souphey Commune, Batey District, Takeo Province	750	68	13	- Vomiting resulted from the food and Feeling nauseous - There was a panic which resulted in mass fainting - Working overtime every day	- Vomit - Nauseous - Dizzy - Numbness in the limbs
	02/07/2015			29			

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
13	03/07/2015	<b>CRISTAL MARTIN (CAMBODIA) Co., Ltd</b> - Garment Product - Vihear Sour Village, Vihear Sour Commune, Khsarch Kandal District, Kandal Province	4,400	14	0.3	- The ventilation machine got short-circuited in the compound of the production building in factory - The short-circuit sparked the fire	- Suffocating - Fearful - Panic-stricken
14	24/07/2015	<b>YU FA GARMENT INDUSTRY (CAMBODIA) Co., Ltd</b> - Garment Product - Preypring Kharng Cherng Village, Sangkat Chorm Chao, Khan Dongkor, Phnom Penh	820	18	2.1	- Equipping the cooling system unsuitably - Emission of smoke into the cooling system when the vehicle entered and left - Working overtime everyday - Lack of the diet education	- Suffocating - Headache - Dizzy
15	24/07/2015	<b>MACOX MANUFACTURING Co., Ltd</b> - Garment Product - Dey Krohorm Village, Roka Koh Commune, Kong Pisey District, Kampong Speu Province	379	9	12	- Preparing and storing a pile of cloths too high in the producing chain - One worker got fainted which startle other workers then resulted in mass fainting - The general practitioner clarified that the faint workers lack amidon - Working overtime everyday	- Dizzy - Suffocating - Numbness in the limbs
	25/07/2015			36			

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
16	07/08/2015	<b>Zegna Daidong (Cambodia) Electronics Co., Ltd</b> - Garment Product - Dey Krohorm Village, Roka Koh Commune, Kong Pisey District, Kampong Speu Province	551	28	5	- Preparing and heaping the product boxes too high which blocked the ventilation - The female workers did not inform or get timely treatment which made other workers panic then resulted in , mass fainting. - Working overtime regularly	- Suffocating - Dizzy - Numbness in the limbs - Fatigue
17	11/08/2015	<b>Artnature (Cambodia) Inc</b> - Fake Hair Product - National Road No. 4, Sangkat Boeng Thom, Khan Por Senchey, Phnom Penh (Phnom Penh Sepical Economic Zone)	714	33	6	- Before the incident, the workers drank the hard drinks alcohol and used the non-prescribed weight-loss medicines. - The workers felt panic-stricken at the time of the incident which resulted in mass fainting	- Headache - Dizzy - Numbness in the limbs
	12/08/2015			12			
18	10/09/2015	<b>Moha3 Garment (Cambodia) Co., Ltd</b> - Garment Product - Sangkat Krang Pongror, Khan Dong Kor, Phnom Penh (Vathanak II Industry Park in National Road No. 3)	3,485	27	0.7	- Before the incident, the workers, who had gastric ulcer and diarrhea, so they take leave for two days. - The workers felt panic-stricken	- Panic-stricken - Numbness in the limbs - Suffocating - Headache - Dizzy



No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
19	05/10/2015	<b>Winson Int'l Garment (Cambodia) Ltd</b> - Garment Product - Ram Duol Village, Tropang Kong Commune, Samrong Tong District, Kampong Speu Province ( Y Seven Industry Zone)	1,431	41	2.8	- One female worker get her hand cut with sewing needle, so it made other female workers startle and resulted in mass fainting - The workers got cut with sewing needle - The workers worked overtime two hours a day regularly	- Panic-stricken - Numbness in the limbs
20	08/10/2015	<b>CWKH Garment (Cambodia) Limited</b> - Garment Product - Tropang Tear Village, Sangkat Tropang Krosang, Khan Por Senchey, Phnom Penh	465	13	2.7	- The water fan system was out of water and the plastic was stored too high, so it made hot and stuffy	- Suffocating - Numbness in the limbs
21	09/10/2015	<b>Golden Apparel (Cambodia) Ltd</b> - Garment Product - Psar Trach Village, Loung Vek Commune, Kampong Trolarch, Kampong Chhnang	1,256	43	3.4	- A 19-year-old female worker, who just came to work got fainted at the workplace which startle other workers then resulted in mass fainting.	- Panic-stricken - Numbness in the limbs
22	05/11/2015	<b>R SAMBADH TRADING (KAMPUCHEA) Co., Ltd</b> - Garment Product - Svay Orntor Commune, Svay Orntor District, Prey Veng Province	1,557	04 01(death)	1.1	- The 19-year-old woman, Ron Sreyneang, died due to deteriorating health which was too late to rescue then resulted in mass fainting - The workers worked overtime two hours a day regularly.	- Fatigue - Suffocating - Chest tremor - Numbness in the limbs
	06/11/2015			13			
23	19/11/2015	<b>PPNP SOYA TOY CO.,LTD</b> - Toy Product (7NG Development Zone,	227	119	52	- Emission of pesticide utilized in the rice field into the production building - Feeling stressful and fearful	- Numbness in the limbs - Faint

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
	20/11/2015	Building No. 13, National Road No. 8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)					
24	20/11/2015	<b>GINWIN INDUSTRY (CAMBODIA CO.,LTD)</b> - Garment Product (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	1535	323	10.6		
25		<b>INDOCHINE APPAREL (CAMBODIA) LTD</b> -Garment Product (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	1687				
26	<b>DREAM TOYS INTERNATIONAL CO.,LTD</b> -Toy Product (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	539					

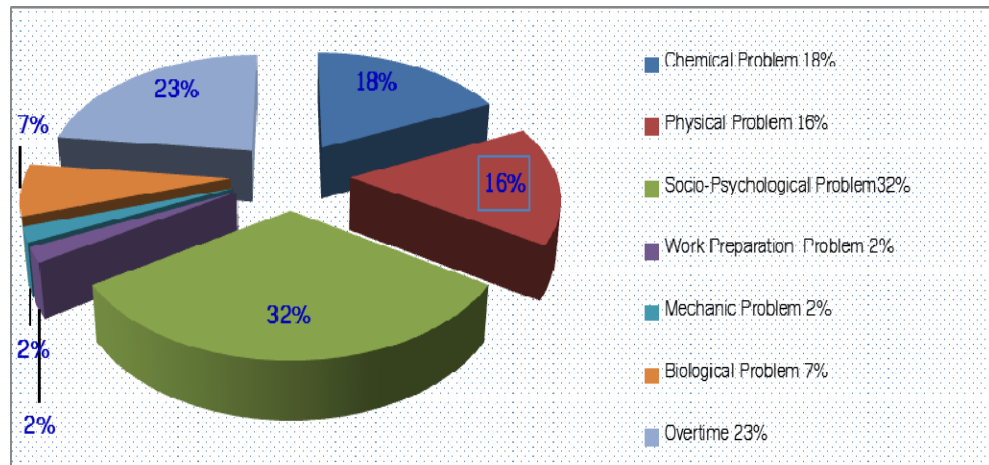
No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
27		<b>STARLIGHT APPAREL MANUFACTURING CO.,LTD</b> -Garment Product (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	1093				
28		<b>CAMBO UNISOLL LTD</b> - Garment Product (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	1853				
29		<b>CAM TAEKANG SPORTECH CO.,LTD</b> - Various Products (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	733				

No.	Date of Accident	Garment and Footwear Factory	Total of Workers	Victim	%	Causes and Conclusion	State of Accident
30		<b>NEW ASCENT INTERNATIONAL GARMENT LIMITED</b> -Garment Product (7NG Development Zone, Building No. 13, National Road No.8, Vihear Sour Commune, Khsarch Kandal, Kandal Province)	1307				
31	07/12/2015	<b>CERIE (CAMBODIA) Garment Co., LTD.</b> -Underwear and Bra product - National Road No. 4, Cham Bork Village, Vor Sor Commune, Samrorng Tong District, Kampong Speu Province	700	46	16	- Emission of pesticide into the production building - Stressful and fearful - Overtime work	- Dizzy - Chest tremor - Fearful - Numbness in the limbsto jelly
	08/12/2015			72			
32	14/12/2015	<b>RICOTEX INDUSTRIAL CO.,LTD</b> - Garment Product - National Road No. 3, SvayTearb Village, Ang Porpel Commune, Kong Pisey District, Kampong Speu Province	1405	27	4.6	- Emission of pesticide into the compound of the factory - Stressful and fearful	- Dizzy - Chest tremor - Numbness in the limbs
	16/12/2015			38			
<b>Total of 32 factories</b>			<b>45,259</b>	<b>1,806</b>	<b>3.9%</b>		

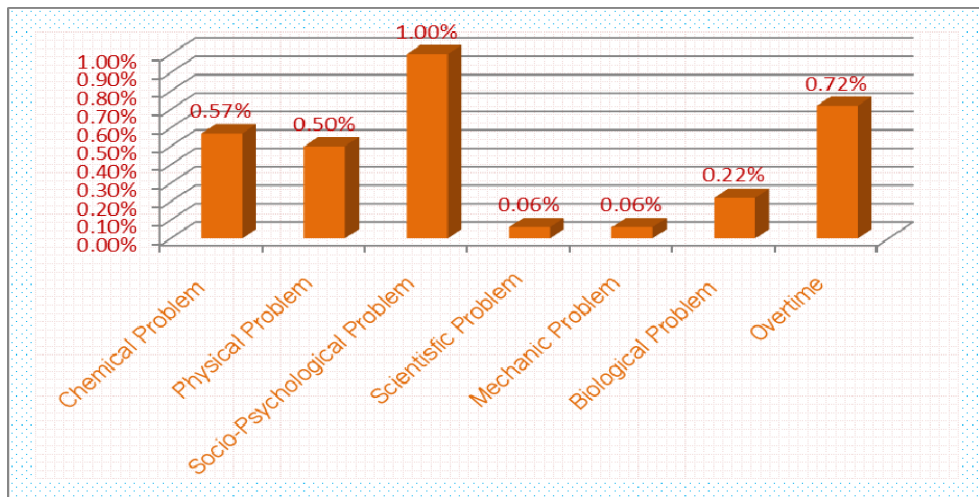
## 2. Data Analysis of Workers' Faintness in 2015

### 2.1 Causes of workers' faintness

#### ✓ Causes of the workers' faintness in 32 garment and footwear factories

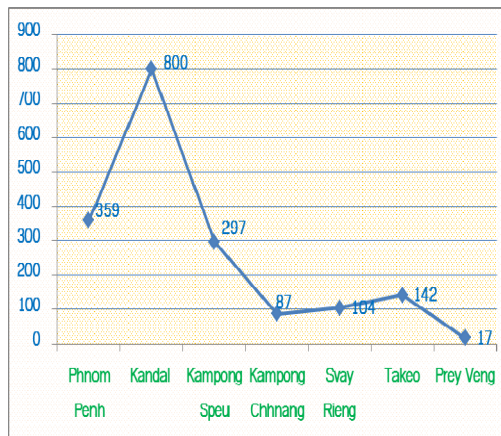


#### ✓ Causes of the workers' faintness in 32 factories compared to 1,088 garment and footwear factories registered in NSSF

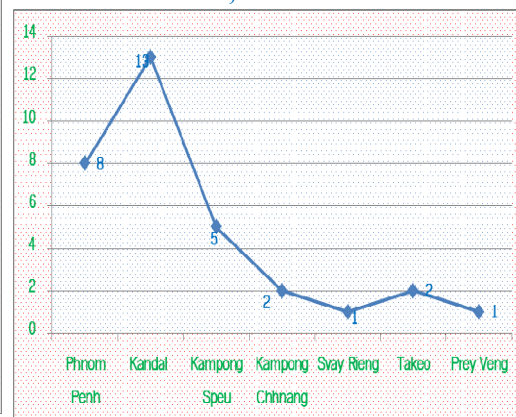


### 2.2 Factories and workers' faintness in capital/provinces

#### - Number of factories with workers' faintness among 32 factories and



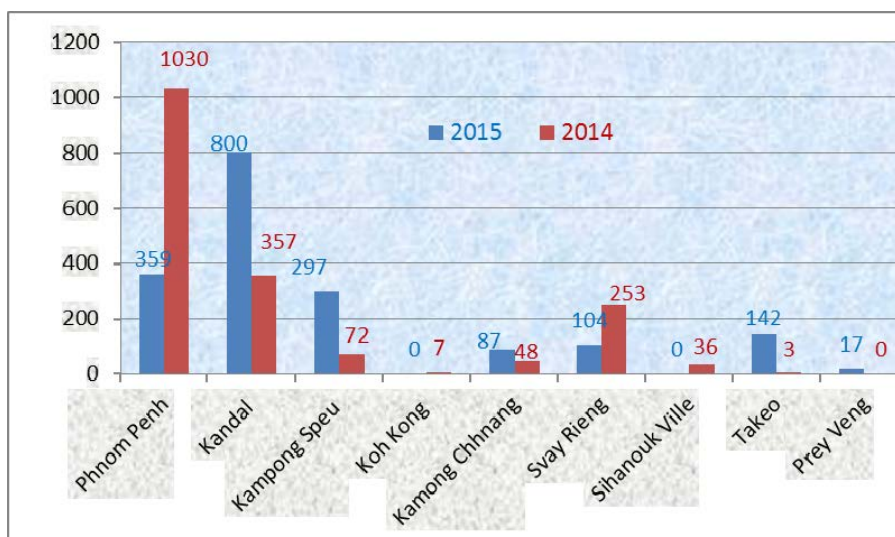
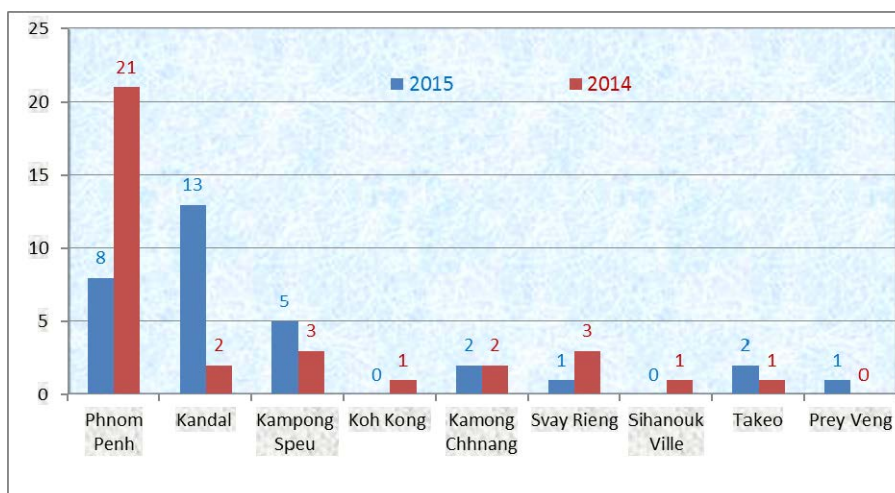
#### - Number of 1,806 faint workers



### 3. Data Update

#### 3.1 Data of factory and faint worker in 2014 and 2015

No.	Capital/Province	2015		2014		%	
		Factory	Worker	Factory	Worker	Factory	Worker
	<b>Total</b>	<b>32</b>	<b>1,806</b>	<b>34</b>	<b>1,806</b>	<b>-5.8</b>	<b>0</b>
1	Phnom Penh	8	359	21	1030	-61	-65
2	Kandal	13	800	2	357	550	124
3	Kampong Speu	5	297	3	72	66	312
4	Koh Kong	-	-	1	7	-	-
5	Kampong Chhnang	2	87	2	48	0	81
6	Svay Rieng	1	104	3	253	-66	312
7	Sihanouk Ville	-	-	1	36	-	-
8	Takeo	2	142	1	3	100	4,633
9	Prey Veng	1	17	-	-	-	-

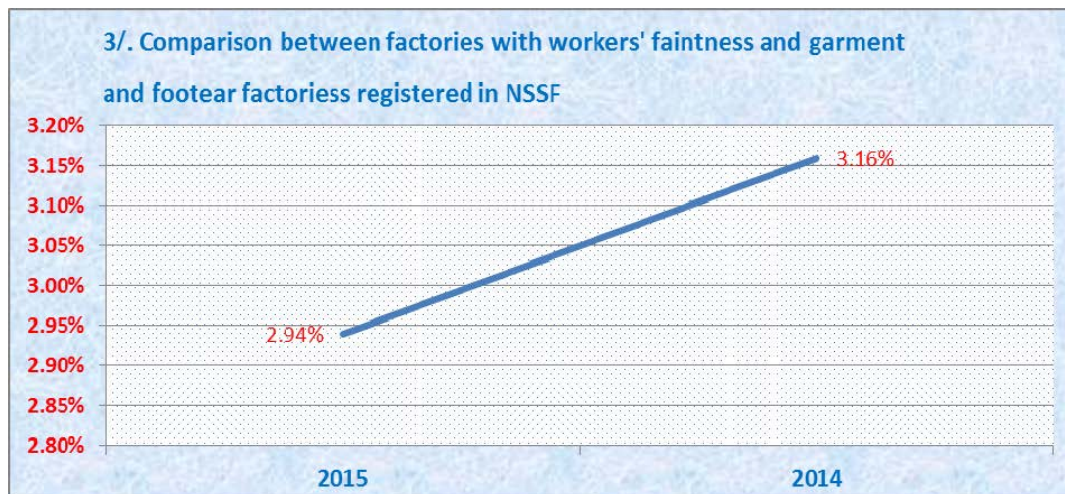
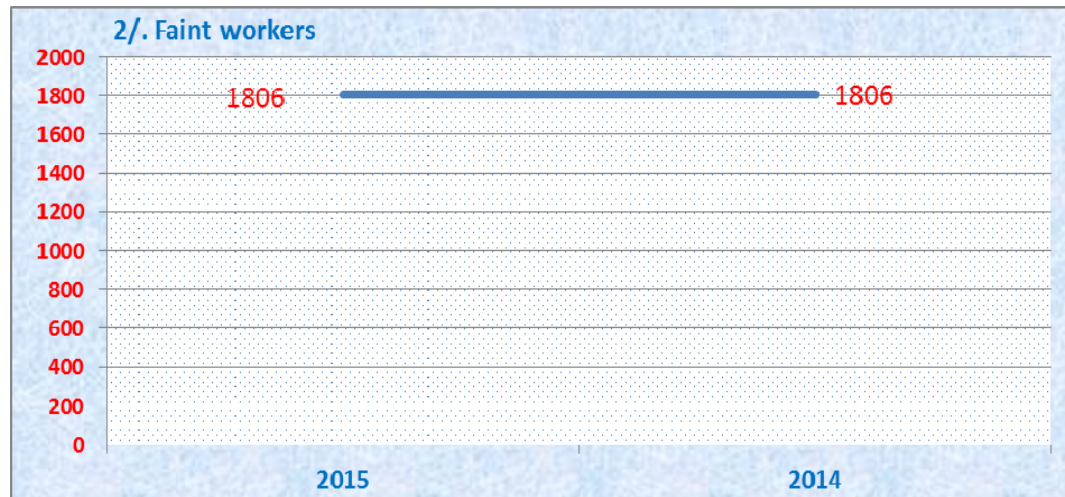


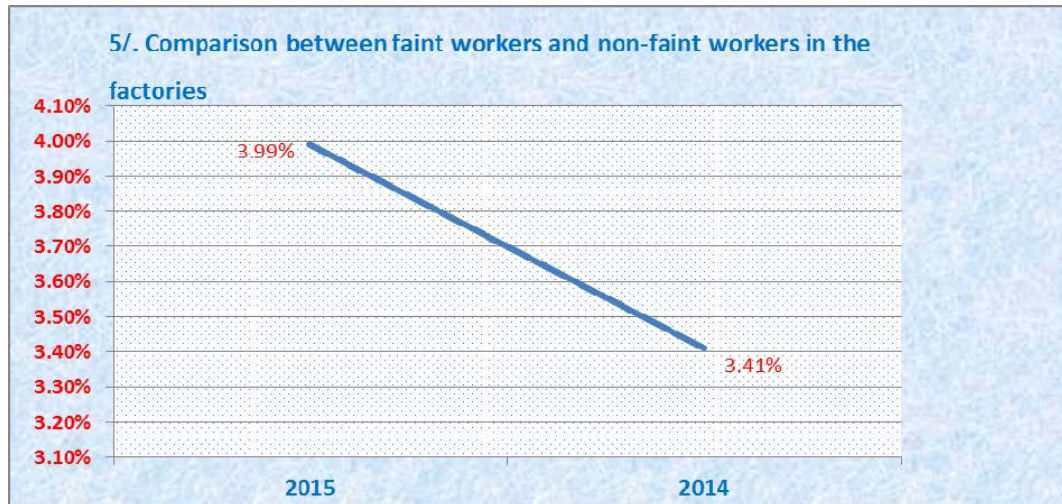
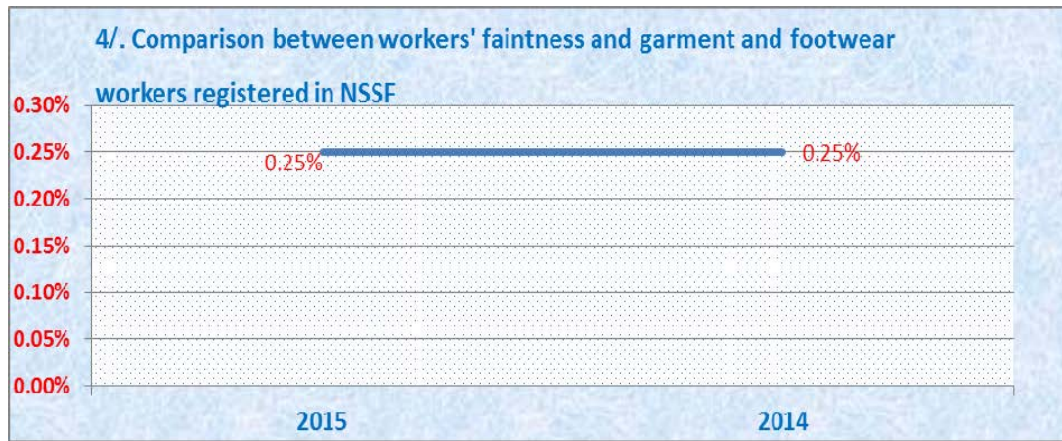
#### 3.2 Data of workers' faintness in 2014 and 2015

No.	Description	2015	2014	%
1	Factory suffered from faintness	32	34	-5.88
2	Workers' faintness	1,806	1,806	0
3	Workers, didn't faint in factory, met the faintness	45,259	52,883	-14.4



4	Garment and footwear factory registered in NSSF	1,088	1,075	1.2
5	Garment and footwear factory registered in NSSF	715,640	699,158	2.34
6	Comparison between No. 1 and 4	2.94%	3.16%	-6.96
7	Comparison between No. 2 and 5	0.25%	0.25%	0
8	Comparison between No. 2 and 3	3.99%	3.41%	17





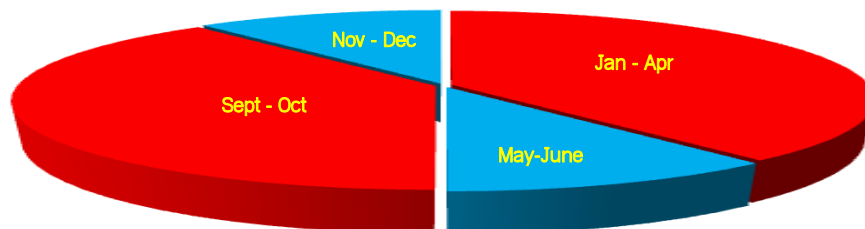
**3.3 Data of enterprises with workers' faintness in 2014 reoccured in 2015**

No.	Year	Factory with Workers' Faintness			Faint Worker		
		Non-Faint Worker	Factory's Faintness reoccured in 2015	Total	Non-Faint Worker	Workers' Faintness reoccured in 2015	Total
1	2015	32			1,806		
2	2014	31	3	34	1,642	164	1,806

In 2015, there are 03 factories with 164 workers used to faint in 2014.

**4. Cycle of Workers' Faintness**

★ **Graphic of Workers' Faintness (Two cycles)**





### ❖ Cycle 1

■ From January to April is the season when the factories receive new order of commodities

( to increase manufacturing production)

- Increase overtime works so as to leave some times for workers to take longer holiday during Khmer New Year.
- It is summer and resting period (sleep) is short.

■ From May to June, there is a rare case of workers' faintness..

### ❖ Cycle 2

■ From September to October, is the season when the factories receive more order of commodities

(Increase the manufacturing production)

- Increase overtime work in order to leave some times for workers to take longer holiday during Phchum Ben's Day.
- It is rainy season which people need to do farming and the period of rest (sleep) is short.

■ From November to December there is a rare case of workers' faintness.

## 5. Case Study and Prevention of Workers' Faintness

Mass Psychogenic illness is a kind of diseases refers to Mass Hysteria illness, this illness was discovered over the past 600 years. It was a rare disease during the case study and this disease occurred in some industries in England, France, Germany, Italy, Russia, America, and Singapore...etc.

Mass Psychogenic illness = "MPI"

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

When people in the group consider revising that they are infected with dangerous disease i.e a kind of virus or toxin produced by microbes, their symptoms can be headache, dizziness, vomit, hard breathing, fatigue and faintness. If many people in the group start to feel sick simultaneously, we can assume that they could have Mass Psychogenic illness. Such illness mostly happens on school kids and workers. Sometimes, Mass Psychogenic illness is also called "Mass Hysteria" or "Epidemic Hysteria".

a. In 1999, there was an outbreak of MPI in Secondary students of Belgium in which 122 victims were sent to the hospital. Most of them were female.

- The preliminary assumption was because of Coca Cola poisoning.
- After Independent examination at laboratory on the Coca Cola product, it showed that there was no chemical substances causing symptom in relation to the MPI.
- Health experts concluded that it was the spread of the MPI.

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

- Workers were fearful and bewildered
- Workers felt cold (body)
- Workers felt numb
- Worker started to faint
- Most illnesses happened on women

c. In 1979 there was an outbreak of MPI at footwear factory of the United State, Department of Health of the United State conducted an investigation on the factory:

- 50-75 workers, who were infected with such illness, were questioned.
- The result shown that workers had symptom such as: headache, dizziness, vomit, suffocation, and exhausted feeling with the strange smell in the workplace.
- The causes of such illness resulted from the fact that the surrounding environment was full of stress tasks and complication in life (life stress).

**The spread of such MPI would be relieved within one week.**

✓ **Causes of MPI Outbreak**

When some personnels were diagnosed with symptom of headache, dizziness, vomit, oppression, and exhausted feelings, co-workers who stay near the victims think that they are infected and they have the same symptom as the victim as follows:

- Mass fainting
- Stress in life and job
- Emission of foul smell
- Emission of toxic substance
- Bad environment
- Fire (smoke)
- Toxic substances
- Lack of oxygen etc...

✓ **Symptom**

- Headache, dizziness, vomits (belch), stomachache, cough, exhaustion, and sleepiness.
- Hot/sore throat, gasping for breath or oppression, hot in the eyes, and suffocation.

✓ **Solution**

- Evacuate people from pandemic scene
- Take good care of patient with the examination from the general practitioner and tell the patients that they don't have any serious illness.
- Take care and evacuate people who feel sick to stay away from the chaos site
- Separate patients and non-patient away from each other.
- Separate a large group of people to small groups (to avoid congregation)
  - Examine the causes of the illness with appropriate technique at the pandemic site.
- Try to convince workers to believe that the pandemic site is safe and they can return to work normally (after finishing the inspection)
- Diagnose on the kind of illnesses and other related symptoms
- Examine the degree of oxygen and the surrounding environment
- Examine chemical substances which can affect health
- Try to find the first affected victim in the pandemic scene
- Reduce any unnecessary treatments

Reference:

[http://en.m.wikipedia.org/wiki/mass\\_psychogenic\\_illness](http://en.m.wikipedia.org/wiki/mass_psychogenic_illness)

**6. Dissemination**

The dissemination has been implemented since semester II in 2012 under the expenditure management of NSSF under the tutelage of the Ministry of Labour and Vocational Training, with the aim to prevent work injury by promoting the working conditions, hygiene, work safety, and particularly workers' faintness. In such dissemination meeting, the commission for TPFWI had related documents as follows:

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

**Hygiene and Work Safety Conditions**

- ✓ **Weman and men who consume lots of energies include farmers, peasants, and athletes.**

## 2400 Calories a day

No.	Type of Food	Calory	Description
1	Cooked 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)

### Remark:

- A spoonful of rice approximately 60 g
- A spoonful of sticky-rice equal to two rice spoonful
- A spoonful of Khmer-noodle equal to 60 g
- A slice of bread equal to 30 g
- A spoonful of vegetable equal to 40 g
- A spoonful of soup equal to 15 g
- A section of fruit is considered equally to one banana, one orange, 4 rambutans, half of one gava, and papaya and pineapple (cut equally into 6 slices)

### ✓ **First-aid before referring the victims to health facility (minor injury)**

#### 1. Checking the breath

- Check promptly on the breath of the victims to see if they are still breathing from the nose and mouth or not.
- If the victims lose consciousness with the body lying down face up, she/he can be suffocated because their tongue rolls into the throat making them difficult to breathe.
- Therefore, if the victims lose consciousness, we shall put them to lie down on one side with face down and be careful if there is injury on the neck of the victim

#### 2. Artificial breath (no breath)

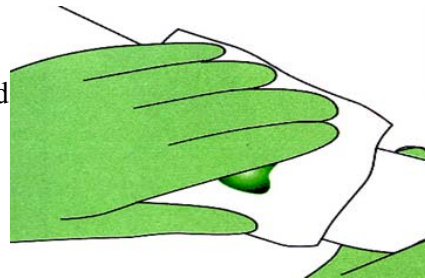
- If the victim only falls down, we need to support the victim's neck with one hand and the other hand presses the forehead.
- Pull the victim's head backwards as firmly as possible
- Hold the victim's nose with your hand or clog the victim's nose and do the artificial breath through mouth to mouth air inflation into the victim's mouth.

- Check victim's chest and if you see a sign of beating, it means that the lung starts to absorb air.
- Continue puffing in and out like that through mouth to mouth every 5 minutes.
- Continue doing such artificial breathe support until the victim starts to breathe or general practitioners arrive.



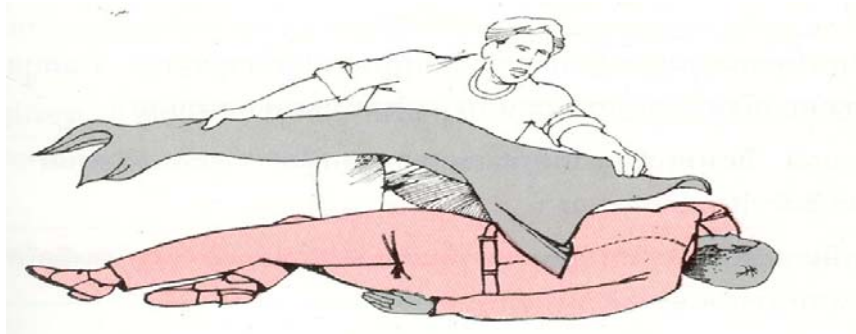
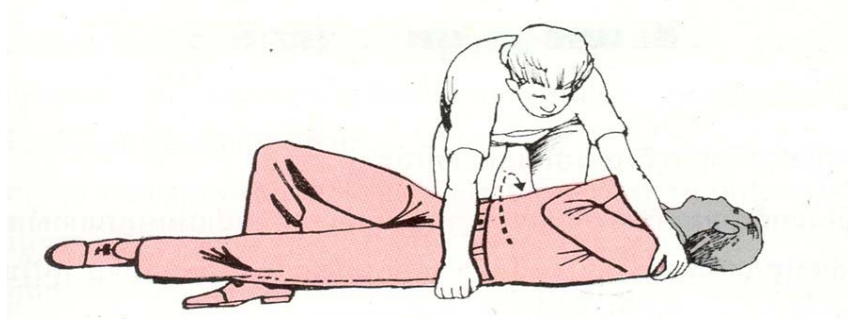
### 3. Clotting the blood flow

- If the victim is bleeding, try to clot the blood by covering the wound and stretch the victim's limbs straight.



### 4. Heart Attack Prevention

- Frightfulness resulted from serious accident can lead to death; however, we can prevent it as follows:
  - First of all, we need to check whether the victim is still breathing or not
  - Next, we need to prevent panic feeling by laying the victim to sleep on one side
  - Loosen the tight clothes
  - Blanket the victims
  - Don't give anything to the victims to drink at all unless there is order from the general practitioner.
  - Protect the victims from sunrise exposure
  - Dampen the victims' lips and tongue if necessary.



#### 5. Wound, Cut, Laceration

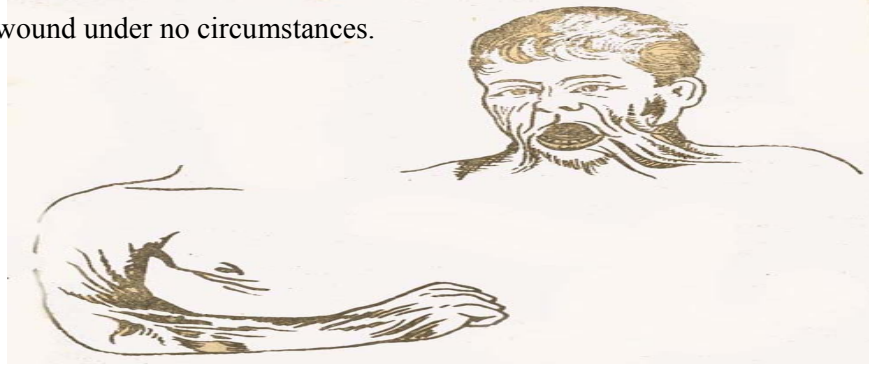
- Most wounds are resulted from accident from a cut and laceration
- If got minor cut and laceration, first of all, to try clot the blood and then clean the wound carefully. After the wound is cleaned, try to bandage the wound with clean gauze.
- Usually, for deep cut and serious wound, there shall be general practitioner to treat it; in such case, the immediate action is just only lay the victim down at the suitable place and then bandage the wound.



#### 6. Getting burned

- If the clothes of one person is burning, the best way to extinguish the fire is to let the victim roll down on the floor or be covered in the blanket.
- After extinguishing the fire, pour the cold water on the burned parts of body and cover the burning wound and then send the victim to the hospital promptly.

- Do not use powder, butter, cream, alcohol, iodine, or other similar substances to smear on the wound at all. Do not poke the blister on the wound under no circumstances.



#### 7. Wound resulted from acidic substance

- If any person spills the acid or alkaline substance on your skin, try to clean it with water instantly. Such wound affected by the acid or alkaline substance are worse than what you can see.



- Therefore, even if the wound doesn't look serious, you must go to see the doctor under no circumstances.
- Chemical substances such as acid or potash liquid can get you burnt easily and worsen the wound.
- If such liquid splashes into the eyes or on your body, you must clean it with water instantly by using the shower water at the nearest worksite.

#### 8. Eye injury

- Dust in the eyes is usually pain. if tiny scrap gets into your eyes, it get stuck on the surface of the eye, so you can take it out immediately by cleaning hands with water and then touch slightly with your finger tip or use the wet cotton or the clean handkerchief.

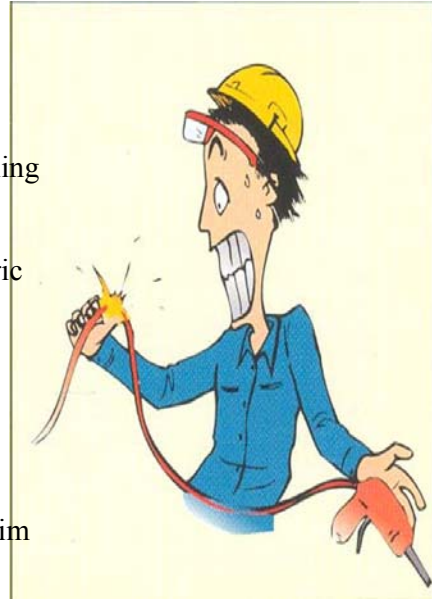


- Acidic alkaline substance in the eyes can be painful. You must clean your eyes with water instantly at least every 10 minute. After cleaning , you must go to see the general practitioner promptly.



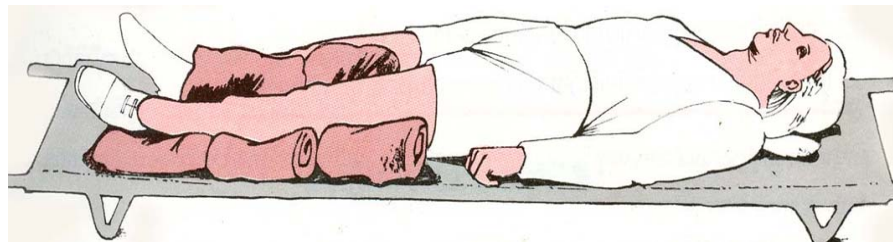
## 9. Wound from electric shock

- Electric shock impacts on the heart and results in death. The victim who gets electric shock also suffer from falling off the scaffolding ladder or high place.
- If the victim still get touch to the electric devices, you must turn off the switch or electricity source instantly. If you cannot turn off, try to use long clean dry sticks with no transmission of electric current so as to take the victim away from the shocking scene.



- When taking the victim away from the shocking place, you need to massage the lung and heart if necessary. Don't waste time in taking the victims to other places because in principle, we cannot treat the wound caused by electric shock.

## 10. Breaking, spraining, and limbs dislocation

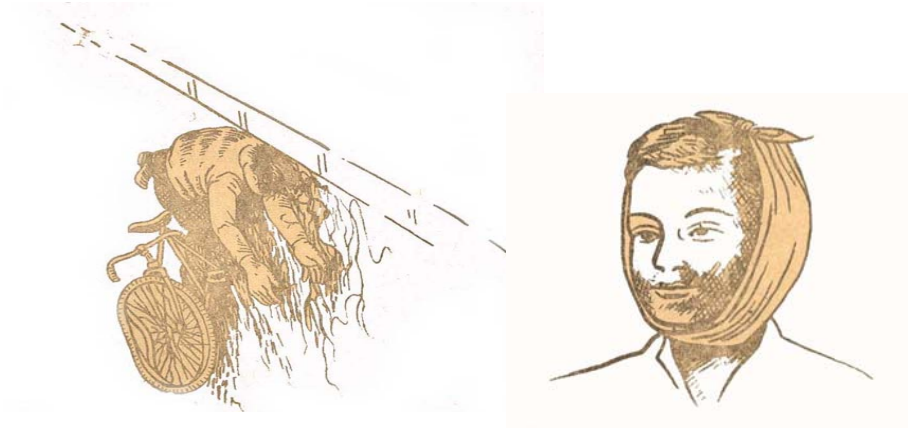


- In case of suspicion of fracture on any limbs, the victim shall be put in only one place without moving so as to protect the broken bone from getting worse and also to reduce the pain. Get the broken bone splinted with two wooden sticks or roll the newspapers around the exterior clothes and roll one more layer of cloth round it. The splint or the support 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 put the cotton fiber in between the splinting devices and limb.
- In the case of the broken arm or leg, please don't make the wound become worse by tightening the broken bone. The following pictures show how to lift up and lay down the victim with broken bone appropriately.



- The broken leg must be splinted by blanket both sides to reduce the movement of the broken place. Every workplace and company shall plan and organize the transportation to the hospital as soon as possible and cure all the wounds occurred unexpectedly.

#### 11. Wound on skull and spine



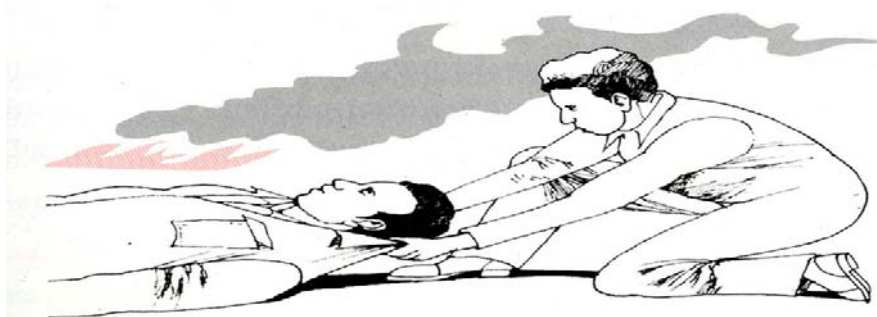
- The serious crash on skull can lead to unconsciousness and spine wound.
- If any victim is still breathing and conscious don't let the victim move, except for the need of ventilation.
- In such case, be careful not to injure the backbone by laying the victim to sleep on his side and face down.
- In this stance, you must prevent the blood from oozing out of the wound into the mouth or throat that could radiate into the lung pipe.
- Don't plug the cotton fiber in the victim's nose to prevent unstoppable bleeding. When there is bleeding in the ears, please do not clean that blood at all. If the victim was unconscious and had his jaw locked, please don't try to pry his/her mouth open.
- 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 which can block the respiration.
- When it is suspicious that the victim's backbone or hip bone is broken, only the trained personnel can lift up the victim.

#### 12. Wound on the abdomen

- If the wound on abdomen resulted from the crash or something falling on them...etc, the victim shall be sent to the hospital promptly.
- It is forbidden to allow the victim to eat or drink anything..

- 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 injured victim is awaiting the ambulance, we shall put the victim in the safe place and the most appropriate way to lift up the victim is to use stretcher or one big blanket to carry them.
- With a view to quickly rescuing the victim from the scene in case of fire accident, the best solution is to take the victim out by pulling their clothes.
- If you stay alone, you need to ask your friend a favor to take the victim away from the accident scene. The following description is the best and most convenient solution to be used.

### ✓ Fire

1. The main terminology used in the law (Law on Fire Protection and Extinguishment)
  - Fire refers to the uncontrollable burning that resulted in death, and destroys property and environment.
  - Fire prevention refers to the organization of implementing other conditions and measures with a view to ensure safety from the fire.
  - Fire Protection and extinguishment system refer to the technical equipment in and/or out of the objectives and measures to prevent, extinguish, and rescue.
  - Solutions refer to firefighting truck, tools, and materials used for prevention and extinguishment.
  - Combustible or explosive-vulnerable place refers to the place which stores the combustible or explosive-vulnerable and combustible substances.

- Combustible or explosive-vulnerable substance refers to liquid, solid, gas, chemicals, goods, or raw material that are easily burnt or exploded.
- Firefighting refers to the extinguishment and prevention of widespread fire by using fire brigade, extinguishment methods, and other measures.
- Firefighting area refers to the burning site or burning prone where the authorities are operating extinguishment.
- Target refers to any places and means of transportation that are prone to fire.

## 2. The causes of frequent fire

- Anyone who works in relation to fire such as: chef, welder or people whose job is involved with combustible substances, throwing the cigarette butt freely, connecting the electric wire unsuitably to the standard which lead to short-circuit and pose the spark or splashes the spark from the electric cabin... etc.
- Natural problems including forest and dry-leaves exposing to the extreme hot sun, lightning, natural phenomena and volcano eruption... etc.

## 3. Fire extinguisher

### **A. Dry chemical fire extinguishers is 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 touch each other which makes the electricity work normally).
  - A.2. Fire extinguisher with ammonium phosphate is effective 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 there is a spreading fire more 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 CO<sub>2</sub> have stronger bursting force than the water. Once spraying, it dries immediately. It is used to extinguish fire on the electronic apparatus for Class B and C. Such fire extinguisher can reduce the oxygen. It shall not be 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 aluminium powder.
- b. Dry powder with copper substance can reduce the heat of the burning things to extinguish the fire instantly. It is used for flammable things like lithium.

**C.** Class K fire extinguisher with oil, frying oil...

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: Combustible 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.** Fire prevention measures when there are fire extinguishers:

a. Prevention measures

- Factory shall test all workers at least once a year on evacuation action out of the factory urgently when hearing the emergency alarm.
- Teach all workers on how to use the fire extinguisher when there is the normal fire, so they can use it.
- Supervisors or people in charge shall know how to use the fire extinguisher and evacuate the workers from the factory when there is fire.
- Teach all workers to know causes of the fire and the combustible substances

b. Where to check

- Is there any notice posted conspicuously at workplace and necessary dissemination procedures to be carried out when there is fire?
- Do the workers understand and know how to implement the procedures that have been taught?
- Does the factory test what have been taught periodically?
- Are there enough doors and convenience for evacuating?
- Are the evacuations doors have signs or light signal?
- Are the fire extinguishers put in each department or groups for firefighting on combustible materials?
- Are there enough fire extinguishers?
- Are there any notice signs showing where the fire extinguishers are kept?
- Is the fire extinguisher which is kept next to the wall easy to access or take out to use?
- Are the fire extinguishers tested for its functionality?
- Are the fire extinguishers checked or kept well?
- Is there the map showing where the fire extinguishers are kept?
- Does the fire extinguisher have colors showing which type it is?
- Check the combustible substances and put them aside and distant from other materials.
- Reduce the combustible substances in working hour.
- Workplaces shall be cleaned nicely all the time, particularly the combustible places because, fire always occurs at the same spot.
- Is there any evacuation plan to leave the factory floor by floor?

5. Procedures to be implemented promptly when there is fire

- What should we do when there is fire?
- Do not panic, run around, or scream in chaos.
- Immediately, press the fire alarm nearby (red bell).
- Call to the fire station by telling your name and location precisely. If possible, please also tell about the causes of the fire, things that are being burned? Small or big size? Does it spread fast?
- If the fire is in small size, you can extinguish it instantly without calling the fire station. If you have already used up one fire extinguisher and the fire still can't be extinguished, you must call the fire station immediately

- Leave the building instantly through the safe signs and the doors nearby. If possible, close the burning room before leaving

#### 6. Activities when hearing the emergency bell ringing

- Don't be panic or run around in chaos which can startle everyone.
- Walk out instantly through the doors nearby by taking the important things along and follow through the safe signs without running around in chaos. If you stay on the upper floor, you must go down the stairs; do not go down the escalator and close the burning doors tightly before leaving if possible
- Follow what firefighters tell
- When hearing the alarm bell, make sure that it is really the fire alarm ring. Then, follow the procedures that have been tested by leaving instantly through the elevator or escalator
- Walk in line, do not run or scramble to the front. Try to walk in order, if possible, you must close the burning doors before leaving
- While walking, if fireballs falling in front of you, you must detour through other lane instantly
- When leaving out of the building, you must walk away from the building by keeping space for the people come after you.
- If you can rescue, please rescue the disable or the injured
- Don't return to the building under no circumstances, unless there is permission from firefighters.
- When you no longer hear the alarming bell, do not return to the building whatsoever.



- Poster of Three Kinds of Food
- ★ Picture of Three Kinds of Food



- Slogan

★ Slogan Poster

ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ  
**អនុវត្តច្បាប់ស្តីពីរបបសន្តិសុខសង្គមរបស់ប្រទេសកម្ពុជា**  
**គោលនយោបាយ កាត់បន្ថយភាពក្រីក្ររបស់រាជរដ្ឋាភិបាល**  
 មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

ក្រសួងការងារ និងបណ្តុះបណ្តាលវិជ្ជាជីវៈ  
**គោរពច្បាប់ស្តីពីការងារ និងអនុសញ្ញាអន្តរជាតិ**  
**ខាងការងារដើម្បីរក្សាភិក្ខុនាមអំពីបងកូនឈ្មោះ**  
 មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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**សហគ្រាស គ្រឹះស្ថាន ជាឆ្នាំឈាមរបស់**  
**កម្ពុជានិយោជិត និងនិយោជក**  
 មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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**មានវិនិយោគ គឺមានការងារធ្វើ**  
**និងមានវិវត្តភាពកម្រៃទឹក**  
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**ខិតខំបង្កើនផលិតភាពការងារ គុណភាព**  
**ផលិតផល ថែទាំសុខភាព ដើម្បីរួម**  
**បំណែកអភិវឌ្ឍន៍ប្រទេសជាតិ**  
 មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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**អ្នកដំណើរដើម្បីវិវត្តលើអ្នកបើកបរ**  
 មេឡាវ៉ាតិបេបសន្តិសុខសង្គម

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**បើកបរប្រហែសម្បូរវិនិច្ឆ័យ**  
**ធ្វើឱ្យទុក្ខសោកម្បូរវិនិច្ឆ័យ**  
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**សុខភាពកម្មករនិយោជិតល្អ**  
**ផលិតភាពការងារល្អ**  
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**កម្មករនិយោជិតត្រូវប្រើសម្រាប់បង្ហាញដើម្បីដំណើរ**  
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**រស់នៅស្អាត ហូបចុកស្អាត**  
**ដឹកស្អាត សុខភាពល្អ**  
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**លក្ខខណ្ឌការងារល្អ សុខភាពកម្មករ**  
**និយោជិតល្អ ផលិតកម្មល្អ**  
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**ថ្ងៃនេះ នឹងថ្ងៃស្អាតកុំឱ្យមានគ្រោះថ្នាក់ចរាចរណ៍**  
 មេឡាវ៉ាតិបេបសន្តិសុខសង្គម





- Educational Spot on:

- The benefit of Social Security Schemes
- Three kinds of diet
- Working overtime
- Prevention of road traffic accident of the workers
- Technical Inspection on Vehicles
- The importance of driving licence
- First-aid

✓ **Dissemination Meeting in 2015**

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 2014 and Action Plans in 2015 were encouraged by Executive Director of NSSF for the implementation of work injury prevention project. 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 to gain awareness of working conditions, hygiene and work safety (prevention of workers's faintness), benefits of the implementation of social security schemes and prevention of road traffic accident of workers and work injury, particularly in contribution to reduction of workers' faintness at nearly zero percentage.

Although there were an increase of 1,088 garment and footwear factories with up to 715,640 workers which is in line with the increase of factory in 2015 there were still 32 factories with 1,806 workers suffered from the workers' faintness.

According to the analysis, it showed that among the seven issues, the issue of chemical, physic, psychological, and overtime works are the causes of workers' faintness, especially psychological problem occurred mostly.

Meanwhile, the dissemination in 2015 have been organized for 90 times equal to 90 factories with 33,450 workers (employer/representative of employer/admin, representative of trade union, personnel delegate, team leader, workers, practitioner of infirmary, and factory security guards), which had detail locations and date as follows:

No.	Date of Dissemination Meeting	Name and Address of Garment and Footwear Factory	Dissemination Subject	Other
1	31/01/2015	<b>HENIEMO (CAMBODIA) HOME TEXTILE Co., Ltd</b> - Matress Product - Sihanouk Ville Special Economic Zone, Phou Theoung Village, Bit Trang Commune, Prey Noub District, Sihanouk Ville	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
2	07/02/2015	<b>JTH TEXTILE (CAMBODIA) INC</b> - Garment Product - National Road No. 4, Sangkat Kam Boul, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
3	13/02/2015	<b>Tak Fook (CAMBODIA) Garment Ltd</b> - Garment Product - National Road No. 5, Spearn Pou Village, Sethie Commune, Samakie Meanchey District, Kampong Chhnang	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
4	06/03/15 8:00-10:30 a.m.	<b>GingKo (CAMBODIA) CO.,LTD</b> - Garment Product - Prey Pdao Village, Chrok Mates Commune, Bavet Town, Svay Rieng	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
5	06/03/15 1:00-3:30 p.m.	<b>TOWA Industry (Cambodia) Co., Ltd</b> - Garment Product - Sangkat Bartie, Bavet Town, Svay Rieng	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
6	07/03/15	<b>You Li international (Cambodia) Garments Co., Ltd</b>	Hygiene and work safety conditions	

	8:00-10:30 a.m.	<ul style="list-style-type: none"> <li>- Garment Product</li> <li>- Ang Kunh Village, Sangkat Ang Kunh, Bavet Town, Svay Rieng Province</li> </ul>	<ul style="list-style-type: none"> <li>Working conditions</li> <li>Benefits of social security schemes</li> <li>Travelling safety of worker</li> </ul>	
7	19/03/15 9:00-11:30 a.m.	<b>T &amp; K Garment Industry Co.,Ltd</b> <ul style="list-style-type: none"> <li>- Garment Product</li> <li>- Toul Pongro Village, Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh</li> </ul>	<ul style="list-style-type: none"> <li>Hygiene and work safety conditions</li> <li>Working conditions</li> <li>Benefits of social security schemes</li> <li>Travelling safety of worker</li> </ul>	
8	19/03/15 1:00–3:30 p.m.	<b>Din Han Enterprise Co.,Ltd</b> <ul style="list-style-type: none"> <li>- Garment</li> <li>- St. Doung Ngearb 2, Sangkat Dam Nakthom 3, Khan Meanchey, Phnom Penh</li> </ul>	<ul style="list-style-type: none"> <li>Hygiene and work safety conditions</li> <li>Working conditions</li> <li>Benefits of social security schemes</li> <li>Travelling safety of worker</li> </ul>	
9	21/03/15 2:00–4:00 p.m.	<b>EINS (Cambodia) Co., Ltd</b> <ul style="list-style-type: none"> <li>- Garment Product</li> <li>- Kbal Damrie Village, Sangkat Ka Karb, Khan Ka Karb, Phnom Penh</li> </ul>	<ul style="list-style-type: none"> <li>Hygiene and work safety conditions</li> <li>Working conditions</li> <li>Benefits of social security schemes</li> <li>Travelling safety of worker</li> </ul>	
10	25/03/15 8:00-10:30 a.m.	<b>META BIOMED (CAMBODIA) CO., LTD</b> <ul style="list-style-type: none"> <li>- Garment Product</li> <li>- Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh</li> </ul>	<ul style="list-style-type: none"> <li>Hygiene and work safety conditions</li> <li>Working conditions</li> <li>Benefits of social security schemes</li> <li>Travelling safety of worker</li> </ul>	
11	25/03/15 1:00–3:30 p.m.	<b>PAPILLION TEXTILE (CAMBODIA) CO., LTD</b> <ul style="list-style-type: none"> <li>- Garment Product</li> <li>- VATTANAK II Industry Park</li> </ul>	<ul style="list-style-type: none"> <li>Hygiene and work safety conditions</li> <li>Working conditions</li> </ul>	

			Benefits of social security schemes	
			Travelling safety of worker	
12	26/03/15 8:00-10:30 a.m.	<b>SMART PEA 1 GARMENT LTD</b> - Garment Product - Sangkat Tek Thla, Khan Sen Sok, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
13	26/03/15 1:00-3:30 p.m.	<b>NYAN KIDS (CAMBODIA) LTD</b> - Garment Product - National Road No. 4, Sangkat Kamboul, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
14	30/03/15 8:00-10:30 a.m.	<b>Long Lead (Cambodia)</b> - Garment Product - Road National No. 5, Sethie Commune, Samakie Meanchey Commune, Kampong Chhnang	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
15	30/03/15 1:00-3:30 p.m.	<b>M &amp; V International Manufacturing Ltd</b> - Garment Product - Trapang Cheksar Village, Kampong Chhnang Commune, Kampong Chhnang	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
16	31/03/15 8:00-10:30 a.m.	<b>LeadWind Shoes (CAMBODIA) Co., Ltd</b> - Garment Product - Khan Choum Chao, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	



			Benefits of social security schemes	
			Travelling safety of worker	
17	31/03/15 1:00–3:30 p.m.	<b>SMART PEA GARMENT LTD</b> - Garment Product - Sangkat Khmuonh, Khan Sen Sok, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
18	06/04/15 8:00–10:30 a.m.	<b>KENNETEX INTERNATIONAL (CAMBODIA) CO.,LTD</b> - Garment Product - Sangkat Stung Meanchey, Khan Meanchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
19	06/04/15 1:00–3:30 p.m.	<b>CHOUNG HAO GARMENT CO., LTD</b> - Garment Product - St. Monyreit, Sangkat Stung Meanchey, Khan Meanchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
20	07/04/15 8:00–10:30 a.m.	<b>YING DONG SHOES CO., LTD</b> - Footwear Product - National Road No. 4, Sangkat Dongkor, Khan Dongkor, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
21	24/04/15 8:00–10:30 a.m.	<b>Win Tai Sock Manufacture Ltd</b> - Footwear Product - Batie Commune, Pot Sor District, Takeo	Hygiene and work safety conditions	
			Working conditions	

			Benefits of social security schemes	
			Travelling safety of worker	
22	24/04/15 2:00–4:00 p.m.	<b>NISHIKU ENTERPRISE CO., LTD</b> - Footwear Product - Batie Commune, Pot Sor District, Takeo	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
23	08/05/15 8:00–10:30 a.m.	<b>HAITAN GARMENT (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
24	08/05/15 1:00–3:30 p.m.	<b>ZHENG YONG GARMENT FACTORY CO., LTD</b> - Footwear Product - Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
25	09/05/15 8:00–10:30 a.m.	<b>GOLDEN PROSPER FOOTWEAR CO., LTD</b> - Footwear Product - National Road No. 4, Sangkat Kon Touk, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
26	09/05/15 1:00–3:30 p.m.	<b>K.A.M GARMENT CO., LTD</b> - Footwear Product - Street Veng Sreng, Sangkat Pou Senchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
27	22/05/15 8:00–10:30 a.m.	<b>C SQUARE GARMENT FINISHING CO., LTD</b> - Laundry - National Road No. 6A, Sangkat Prek Leap, Khan Chroy	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	

		Chongva, Phnom Penh	Travelling safety of worker	
28	23/05/15 8:00-10:30 a.m.	<b>BODYKIDS FASHION WEAR CO., LTD</b> - Garment Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
29	23/05/15 1:00–3:30 p.m.	<b>CAM FOREVER CO., LTD</b> - Garment Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
30	28/05/15 8:00-10:30 a.m.	<b>DongBu Summit (CAMBODIA) CO., LTD</b> - Garment Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
31	30/05/15 8:00-10:30 a.m.	<b>WINMAG SHOES MANUFACTURING CO., LTD</b> - Footwear Product - Tram Kork District, Takeo	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
32	30/05/15 1:00–3:30 p.m.	<b>KUAN TECH (CAMBODIA) COPERATION CO.,LTD</b> - Footwear Product - Chom Pol Village, Po Pel Commune, Tram Kork District, Takeo	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
33	05/06/15 8:00-10:30 a.m.	<b>GDM ENTERPRISE CO., LTD</b> - Garment Product - Sangkat Choumchao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
34	06/06/15 8:00-10:30 a.m.	<b>SCANDINAVIAN TEXTILE (CAMBODIA) CO., LTD</b> - Footwear Product	Hygiene and work safety conditions Working conditions	



		- Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Benefits of social security schemes	
			Travelling safety of worker	
35	06/06/15 1:00–3:30 p.m.	<b>QUICKSEW(CAMBODIA) LTD</b> - Footwear Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
36	11/06/15 8:00-10:30 a.m.	<b>NEX-T APPAREL (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
37	12/06/15 8:00–10:30 a.m.	<b>NANTAI GARMENT FACTORY (CAMBODIA) LIMITED</b> - Footwear Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
38	12/06/15 1:00–3:30 p.m.	<b>YUAN QUAN SHOES CO., LTD</b> - Footwear Product - Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
39	13/06/15 1:00–3:30 p.m.	<b>GALEY GLOBAL (CAMBODIA) CO.,LTD</b> - Footwear Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
40	15/06/15 8:00-10:30 a.m.	<b>CHU HSING GARMENT (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
41	19/06/15	<b>NAN KUANG GARMENT (CAMBODIA) CO., LTD</b>	Hygiene and work safety conditions	

	8:00-10:30 a.m.	- Footwear Product - Sangkat Stung Meangchey, Khan Mean Chey, Phnom Penh	Working conditions Benefits of social security schemes Travelling safety of worker	
42	20/06/15 8:00-10:30 a.m.	<b>HAI XIN WANDOU GARMENT INTERNATIONAL CO., LTD</b> - Footwear Product - Sangkat Toul Sangke, Khan Russey Keo, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
43	26/06/15 8:00-10:30 a.m.	<b>SPLENDOR INDUSTRY CO., LTD</b> - Footwear Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
44	26/06/15 1:00-3:30 p.m.	<b>CINKAMP APPAREL CORP</b> - Footwear Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
45	03/07/15 8:00-10:30 a.m.	<b>HAND SEVEN APPAREL CO., LTD</b> - Footwear Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
46	03/07/15 1:00-3:30 p.m.	<b>COLUMBUS APPAREL (CAMBODIA) INC</b> - Footwear Product - Street Tra Duok, Sangkat Poug Tek, Khan Dongkor, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
47	04/07/15 8:00-10:30 a.m.	<b>LEAN GLOBAL TEXTILE (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
48	04/07/15 1:00-3:30 p.m.	<b>SIXPLUS INDUSTRY CO., LTD</b> - Footwear Product - National Road No. 6, Prek Anh Chanh Commune, Muk Kampoul District, Kandal	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
49	11/07/15 8:00-10:30 a.m.	<b>HI-TECH APPAREL (CAMBODIA) CO., LTD</b> - Footwear Product - Nimet Commune, Or Chrao District, Banteay Meanchey	Hygiene and work safety conditions Working conditions Benefits of social security schemes	

		(Chay Chay Special Economic Zone)	Travelling safety of worker	
50	17/07/15 8:00-10:30 a.m.	<b>HO HSIN TAI LIMITED</b> - Footwear Product - Sangkat Choumchao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
51	17/07/15 1:00–3:30 p.m.	<b>AKEENTEX PTE. LTD</b> - Footwear Product - Sangkat Stung Mean Chey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
52	18/07/15 8:00-10:30 a.m.	<b>SMART SHIRTS GARMENTS MANUFACTURING (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
53	18/07/15 1:00–3:30 p.m.	<b>YU DA GARMENT INDUSTRY (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Choumchao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
54	24/07/15 8:00-10:30 a.m.	<b>PEACE GLORY (CAMBODIA) MANUFACTURING CO., LTD</b> - Footwear Product - Sangkat Choumchao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
55	24/07/15 1:00–3:30 p.m.	<b>MENG IENG GARMENT FACTORY LTD</b> - Footwear Product - Sangkat Boeung Kork 1, Khan Toul Kork, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
56	25/07/15 8:30-11:00 a.m.	<b>SUMI (CAMBODIA) WIRING SYSTEMS CO., LTD</b> - Footwear Product - Sangkat Kon Touk, Khan Pou Senchey, Phnom Penh, (Special Economic Zone)	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
57	25/07/15 1:00–3:30 p.m.	<b>RELIABLE SOURCE INDUSTRIAL (CAMBODIA) CO., LTD</b> - Footwear Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
58	31/07/15	<b>TANAWAY LEATHER GOODS MANUFACTURER</b>	Hygiene and work safety conditions	

	8:00-10:30 a.m.	<b>CO., LTD</b> - Footwear Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Working conditions Benefits of social security schemes Travelling safety of worker	
59	31/07/15 1:00–3:30 p.m.	<b>SEDUNO INVESTMENT CAMBO FASHION CO., LTD</b> - Footwear Product - Sangkat Dongkor, Khan Dongkor, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
60	01/08/15 8:00-10:30 a.m.	<b>YUAN DA RONG FONG (CAMBODIA) TEXTILE CO., LTD</b> - Garment Product - Roka Krao Commune, Doun Keo District, Takeo	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
61	01/08/15 1:00–3:30 p.m.	<b>VONAMMY (CAMBODIA) GARMENT CO., LTD</b> - Garment Product - Sophie Commune, Bartie, Takeo	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
62	07/08/15 8:00-10:30 a.m.	<b>CAN SPORTS SHOES CO., LTD</b> - Garment Product - Sethie Commune, Samakie Meanchey Distict, Kampong Chhnang	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
63	07/08/15 1:00–3:30 p.m.	<b>CHIARE KONG CHHANG</b> - Textile Product - Sangkat Kampong Chhnang, Kampong Chhnang Town, Kampong Chhnang	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
64	08/08/15 8:00-10:30 a.m.	<b>NEW MINGDA (CAMBODIA) CO., LTD</b> - Garment Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
65	08/08/15 1:00–3:30 a.m.	<b>QUALITY TEXTILES CO., LTD</b> - Footwear Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
66	14/08/15 8:00-10:30 a.m.	<b>KAMCHAY MEAR (CAMBODIA) CO., LTD</b> - Textile Product - Smoung Khang Chergn Village, Kamchay Mear District,	Hygiene and work safety conditions Working conditions Benefits of social security schemes	

		Prey Veng	Travelling safety of worker	
67	14/08/15 1:00–3:30 p.m.	<b>CRISTAL MARTIN (CAMBODIA) Co., Ltd</b> - Garment Product - Sangkat Choum Chao, Khan Poun Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
68	15/08/15 8:00–10:30 a.m.	<b>THE ONE (CAMBODIA) INDUSTRIES CO.,LTD</b> - Garment Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
69	15/08/15 1:00–3:30 p.m.	<b>SAE HAN INTERNATIONAL (CAMBODIA) Co., Ltd</b> - Garment Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
70	21/08/15 8:00-10:30 a.m.	<b>CN PROSPEROUS GARMENT (CAMBODIA) CO., LTD</b> - Garment Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
71	21/08/15 1:00–3:30 p.m.	<b>SOUTHLAND (CAMBODIA) CO.,LTD</b> - Hat and Trouser Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
72	22/08/15 8:00-10:30 a.m.	<b>DAYUP GLOBAL CO., LTD</b> - Garment Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
73	22/08/15 1:00–3:30 p.m.	<b>QUINT MAJOR INDUSTRIAL CO.,LTD</b> - Garment Product - Ang Snuol District, Kandal	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
74	24/08/15 8:00-10:30 a.m.	<b>CANTERAN APPAREL (CAMBODIA) CO., LTD</b> - Garment Product - Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
75	29/08/15	<b>MIKASA SPORTS (CAMBODIA) CO., LTD</b>	Hygiene and work safety conditions	

	8:00-10:30 a.m.	- Soccer Product - Mundal Seyma District, Koh Kong	Working conditions Benefits of social security schemes Travelling safety of worker	
76	29/08/15 1:00–3:30 p.m.	<b>KKN APPAREL CO., LTD</b> - Garment Product - Mundal Seyma District, Koh Kong	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
77	31/08/15 1:00-3:30 p.m.	<b>ZEGNA-DAIDONG (CAMBODIA) ELECTRONICS CO., LTD</b> - Phone Scratchcard Product - Ang Snuol District, Kandal	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
78	04/09/15 8:00-10:30 a.m.	<b>ARTNATURE (CAMBODIA) INC</b> - Fake Hair Product - Phnom Penh Special Economic Zone, St. National No. 4	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
79	04/09/15 1:00–3:30 p.m.	<b>SAN FONG INTERNATIONAL CO., LTD</b> - Garment Product - Sangkat Phnom Penh Thmey, Khan Sen Sok, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
80	05/09/15 8:00-10:30 a.m.	<b>INKYUNG WONDANG APPAREL CO., LTD</b> - Garment Product - Sangkat Phnom Penh Thmey, Khan Sen Sok, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
81	05/09/15 1:00–3:30 p.m.	<b>TINO BELLINI INDUSTRY INC</b> - Garment Product - Sangkat Stung Meanchey, Khan Mean Chey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
82	11/09/15 8:00-10:30 a.m.	<b>HENG SHING (CAMBODIA) GARMENT MANUFACTURING LTD</b> - Footwear Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions Working conditions Benefits of social security schemes Travelling safety of worker	
83	11/09/15 1:00–3:30 p.m.	<b>WIN SHINGTEX (CAMBODIA) CO., LTD</b> - Footwear	Hygiene and work safety conditions Working conditions Benefits of social security schemes	

		- Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Travelling safety of worker	
84	12/09/15 8:00-10:30 a.m.	<b>TENG XUN LIMITED</b> - Garment - St. 41, Sen Die Commune, Sam Rongtong District, Kampong Speu	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
85	12/09/15 1:00–3:30 p.m.	<b>WINNING DRAGON LEATHER WARE (CAMBODIA) Co., Ltd</b> - Bag Product - St. 41, Doun Keo Village, Sen Die Commune, Sam Rongtong District, Kampong Speu	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
86	18/09/15 1:00–3:30 p.m.	<b>AURORA APPAREL (CAMBODIA) CO., LTD</b> - Garment Product - Sangkat Choum Chao, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
87	19/09/15 8:00-10:30 a.m.	<b>VAST APPAREL (CAMBODIA) LTD</b> - Garment Product - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
88	19/09/15 1:00–3:30 p.m.	<b>YORKMARS (CAMBODIA) GARMENT MFG CO., LTD</b> - Garment - Sangkat Ka Karb, Khan Pou Senchey, Phnom Penh	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
89	26/09/15 8:00-10:30 a.m.	<b>NAKAYAMA (CAMBODIA) CO., LTD</b> - Kid Garment Product - Bavet Town, Svay Rieng	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
90	26/09/15 1:00–3:30 p.m.	<b>SHEICO (CAMBODIA) CO., LTD</b> - Bikecycle Product - Bavet Town, Svay Rieng	Hygiene and work safety conditions	
			Working conditions	
			Benefits of social security schemes	
			Travelling safety of worker	
<b>Total</b>		<b>90 factories</b>	<b>13,450 participate</b>	



### ❖ Collective data analysis between 2014 and 2015

No.	Description	2015	2014	%
1	Time (s)	90	19	373
2	Number of factory	90	27	233
3	Number of participant	13,450	3,100	333

## B. CHALLENGES

### ❖ workers' factor

- Working overtime exceeding what is stated in the guidelines of the Ministry weakens their health
- Eating undernourished food, lack of hygiene, and sometimes failing to eat food
- Inadequate rest
- Feeling stress out

### ❖ Employers' factor

- Some factories refused to cooperate in reporting the exact number of workers to NSSF.
- Some factories make the workers work overtime which is in contrast with the guidelines of the Ministry.
- Some factories are hot and stuffy.
- Negligence in periodically medical check-up and work safety from employer
- Employers make improvement on the measures of TPFWI too late.

### ❖ Ministry's Factor

- The preparation to disseminate and examine working conditions, hygiene, and work safety in the garment and footwear factories has not yet respond to the amount of the operating factories currently.
- The dissemination of 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 comprehensive yet.

## C. SETTLEMENTS

### ❖ Facing problems

- Order the factory suffering from the work injury to suspend its operation temporarily.
- Designate the competent officials to rescue and investigate the workers' situation at the scene on time and periodically until the situation at the workplace back to normal.
- Provide treatment free of charge to the victims through NSSF
- Take measures to improve technical conditions which are found inappropriate
- Designate officials to inspect the situation of factory prior to renewing the operation

### ❖ Strategies

- The Ministry has established Team for the Prevention of Faintness and Work Injury whose main responsibilities is to study and determine precisely the causes of faintness in the workplace and take preventive measures duly in order to assure the workers' well-being.
- The Ministry has further strengthened the implementation of Law and Regulations coming into force, particularly for the garment and footwear sector which has more workers than other sectors do.

- Organize dissemination campaign to the employers and workers to take an awareness of working conditions, hygiene, work safety, health care, and environmental protection at the workplace.
- The Ministry requested that the factories forming a commission for health and work safety in the workplace.

#### **D. Action Plans**

- Prepare internal meeting for TPFWI.
- Conduct field investigation at the factories or enterprises/establishments with workers' faintness.
- Study the causes of workers' faintness.
- Prepare dissemination at the factories or enterprises/establishments.
- Prepare documents for dissemination.
- Implement other duties assigned by the leaders.

#### **E. Conclusion**

In 2015, TPFWI implemented rigorously in serving the workers with high willingness through mediation, inspection, investigation, and finding obvious causes with a view to taking measures on the factories or enterprises/establishments to get them make improvements right on the target and on time.

Meanwhile, TPFWI has been preparing campaign to disseminate strategies in the workplace in capital/provinces on working places, hygiene, work safety (prevention of workers' faintness), benefits of the implementation of social security schemes, and prevention of road traffic accident in terms of prevention and protection of occupational risk (work-injury). In this meeting, TPFWI gave the presentation and hand out lesson documents to workers, leaflet, pure drinking water, bread, and allowance. Moreover, teamwork has posted slogan, food poster, and emergency number: 1286 as well.

In the above meaning, TPFWI and NSSF strongly hope that the dissemination will contribute to the workers and employers' practice thoroughly which is very helpful in assuring "Harmony in workplace to be better, particularly the workers' faintness will be extensively reduced".

#### **★ Reference**

- Labour Law
- Law on the Social Security Schemes for Persons Defined by the Provisions of the Labour Law
- Decision on the Nomination of the Members of Team for Prevention of Faintness and Work Injury of Workers
- Action Plan for TPFWI in 2015
- Report of TPFWI 2014 and action plans 2015
- Record of the Factory Inspection of TPFWI in 2014-2015

## ★ Contact

### 1. NSSF

- **Desk number:** 023 882 434 / 023 998 418  
023 998 417 / 023 998 419
- **Fax:** 023 882 623
- **Website:** [www.nssf.gov.kh](http://www.nssf.gov.kh)
- **Facebook Page:** facebook.com/nssfpage
- **E-mail:** [info@nssf.gov.kh](mailto:info@nssf.gov.kh)
- **Hotline:** **1286**

### 2. Phone Number of TPFWI Secretariate

- **TPFWI**  
012 898 785 / 012 983 710 / 012 224 222  
012 579 411 / 012 988 418 / 012 502 149
- **TPFWI Secretariate**  
012 790 712 / 012 903 928  
070 881 222 / 088 877 67 67