

KINGDOM OF CAMBODIA

SOCIAL SECURITY IN CAMBODIA (Employment Injury Insurance-EII)

MR. CHEAK LYMENG
Deputy Director of Policy Division
National Social Security Fund, Cambodia

Address: #3, Russian Blvd, Sangkat TeoukLaork I, Khan ToulKork, Phnom Penh, Cambodia.
Email: ch.lymeng@gmial.Com
H/P: (+855) 12 835 468

Content

- I. About Cambodia**
 - II. Social Security in Cambodia**
 - III. National Social Security Fund**
 - IV. Employment Injury Insurance**
 - V. Challenges**
 - VI. Solution**
 - VII. Future Plan**
 - VIII. Success Factors**
-

I. About Cambodia

Country overview

- Kingdom of Cambodia
- Capital city: Phnom Penh
- Land area : 181,035 sq.km
- Population : 13.4 million (census 2008)
- Currency: Riel (USD 1 = KHR 4,050)
- Population growth: 1.54% (2008 census)
- Labor Force : 7 million (2008 census)
- GDP Per cap: \$1,020 (WB-2014)
- GDP : \$16.7 billion (WB-2014)
- GDP Growth : 7.0% (WB-2014)
- Life expectancy : 72 (WB-2013)
- Infant mortality rate : 60 per 1,000 live births (2008 census)



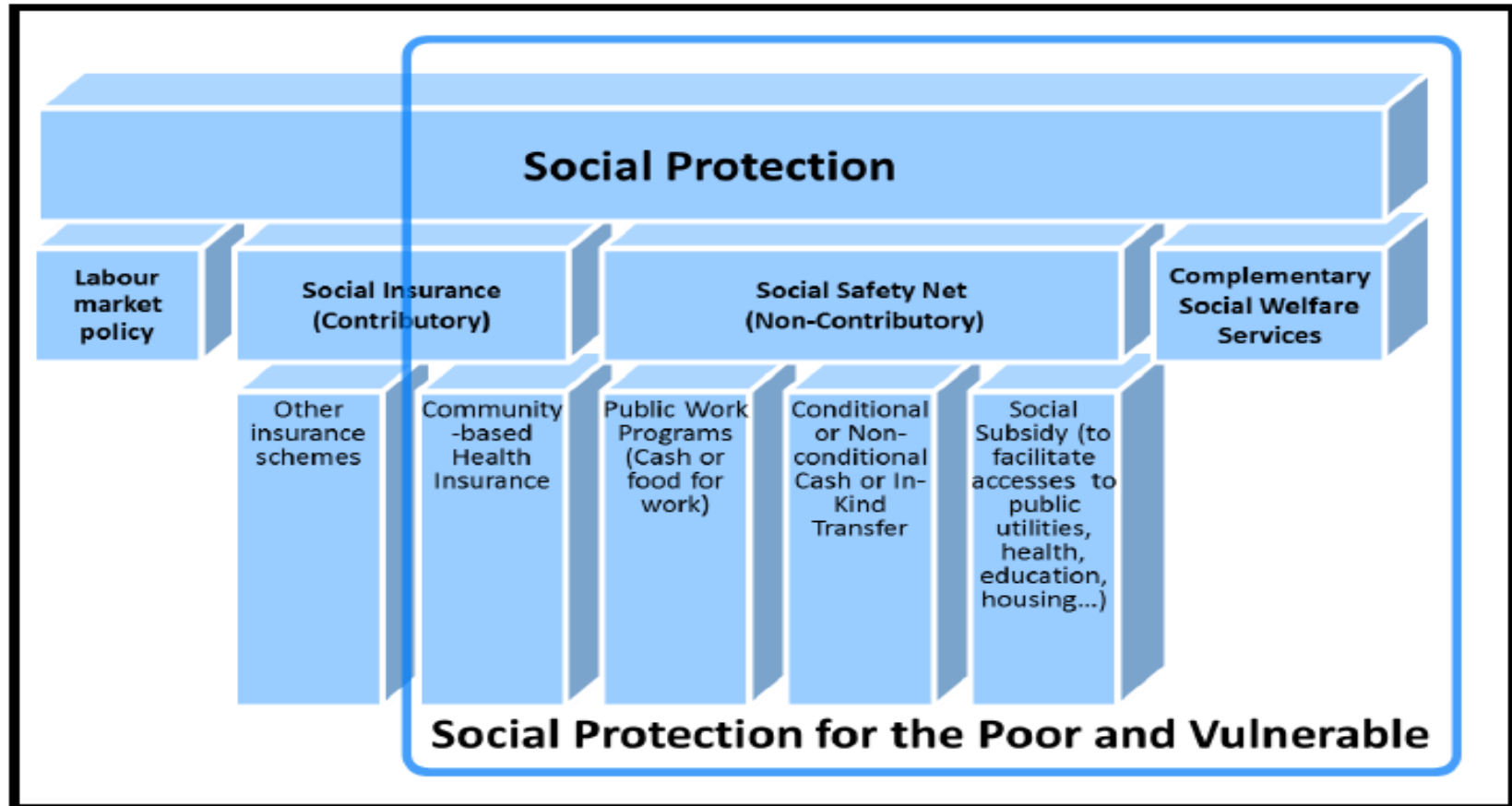
II. Social Security in Cambodia

1. Strategic Plan

- Rectangular Strategies (Phases : I, II & III)
 - National Strategic Development Plan (2014-2018)
 - National Social Protection for the Poor and Vulnerable (2011-2015)
 - Financial Sector Development Strategy (2011-2020)
 - Strategic Development Plan for Labor and Vocational Training Sector (2014-2018)
 - Social Security Strategic Development Plan for Person Defined by the Provision of Labor Law (2014-2018)
-

II. Social Security in Cambodia

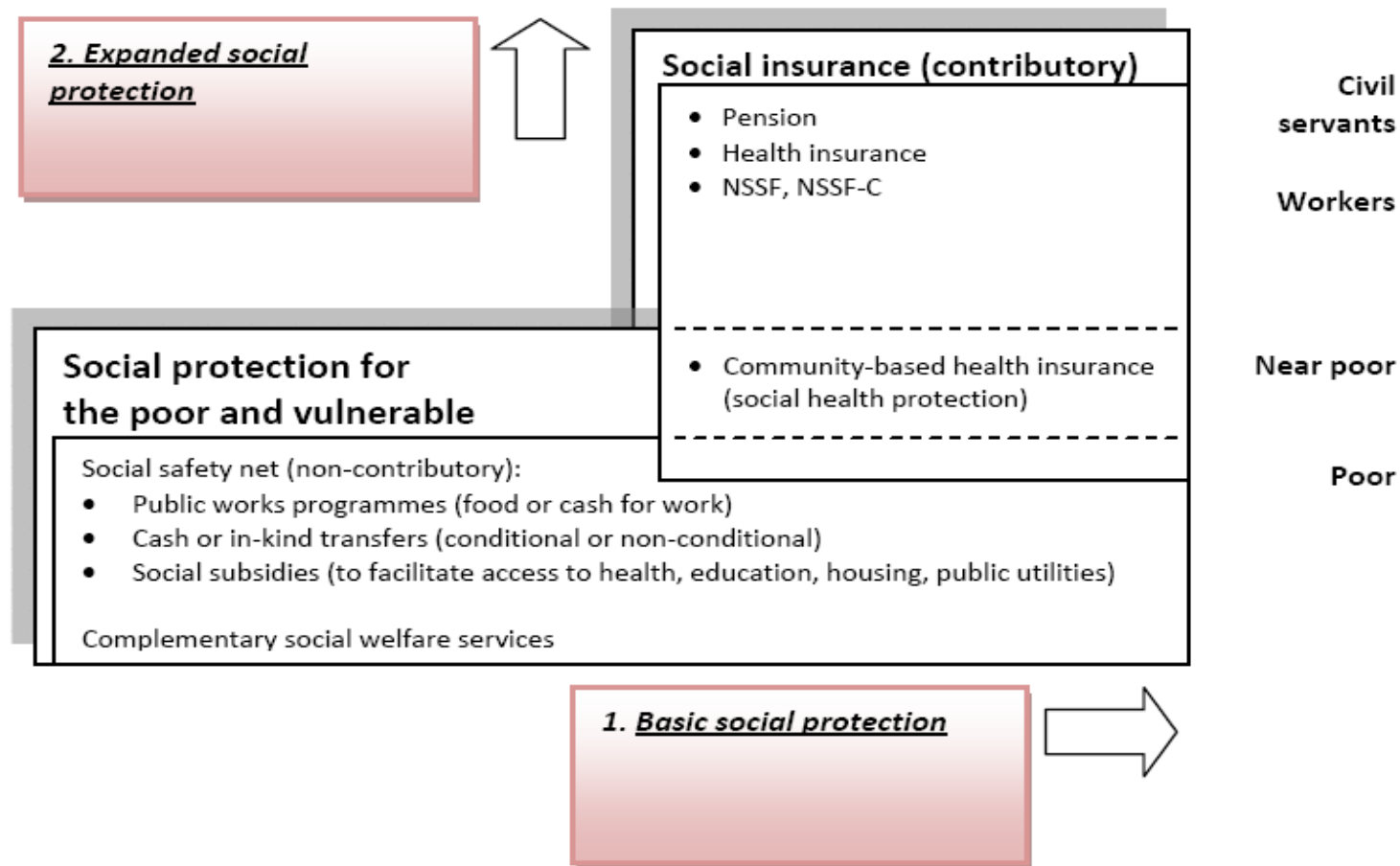
2. Scope of Social Protection



Source : National Social Protection Strategy for the Poor and Vulnerable (2011-2015)

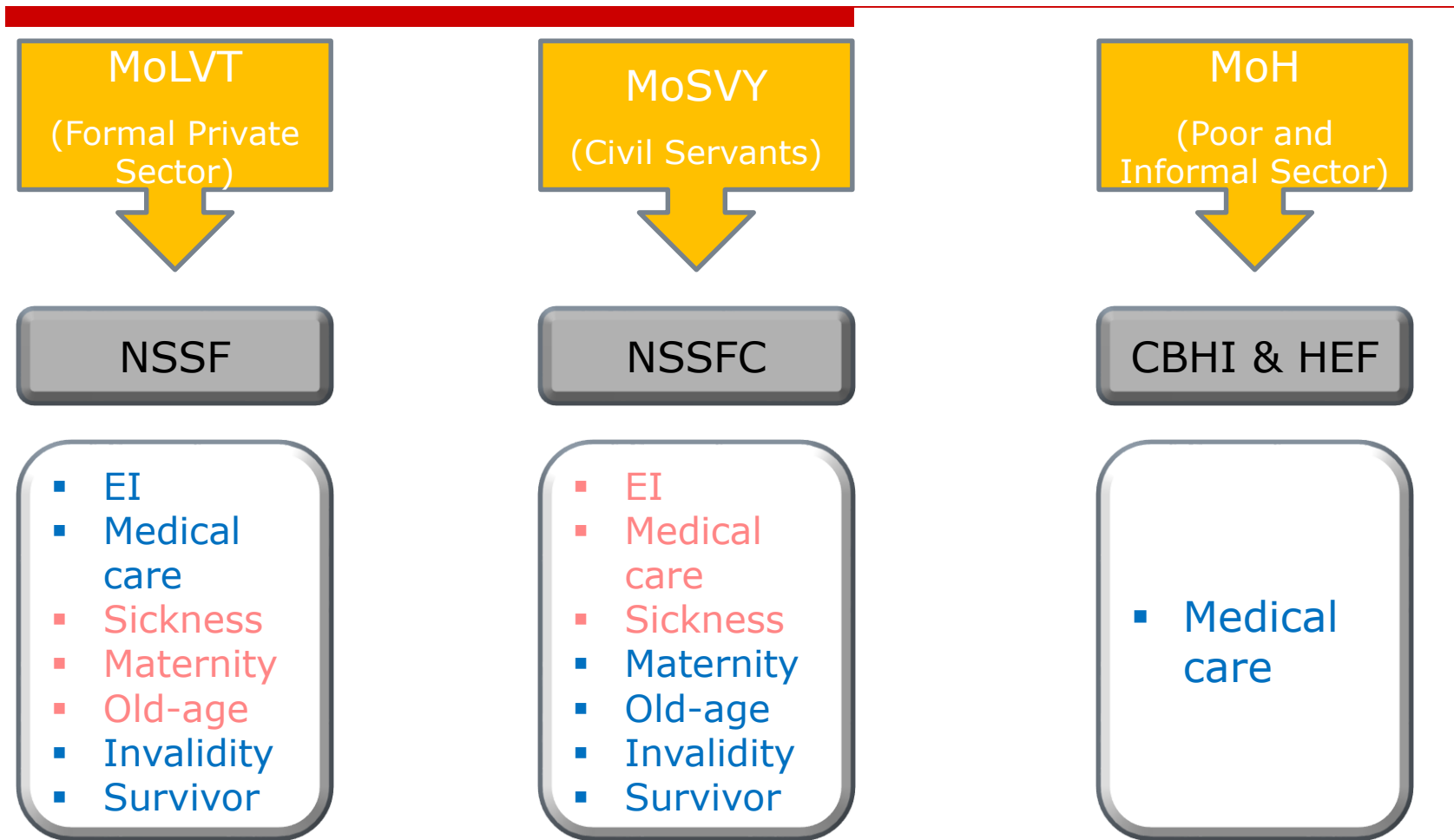
II. Social Security in Cambodia

3. Progression towards Comprehensive Social Protection



II. Social Security in Cambodia

4. Social Security Units



III. National Social Security Fund (NSSF)

1. Background

- ➔ 1955, Social Security System was established by the Royal Decrees N°55 and N°306
 - ➔ 1975, Genocidal Regime
 - ➔ 1993, Department of Social Security was established to implement social security protection for private sector workers
 - ➔ 1997, Labour Law was established
 - ➔ 2002, The first Law on Social Security Scheme for Persons Defined by the Provision of Labour Law was pass by parliament
 - ➔ 2007, NSSF was established instead of Department of Social Security
 - ➔ 2008, NSSF became functional (first step on EII)
-

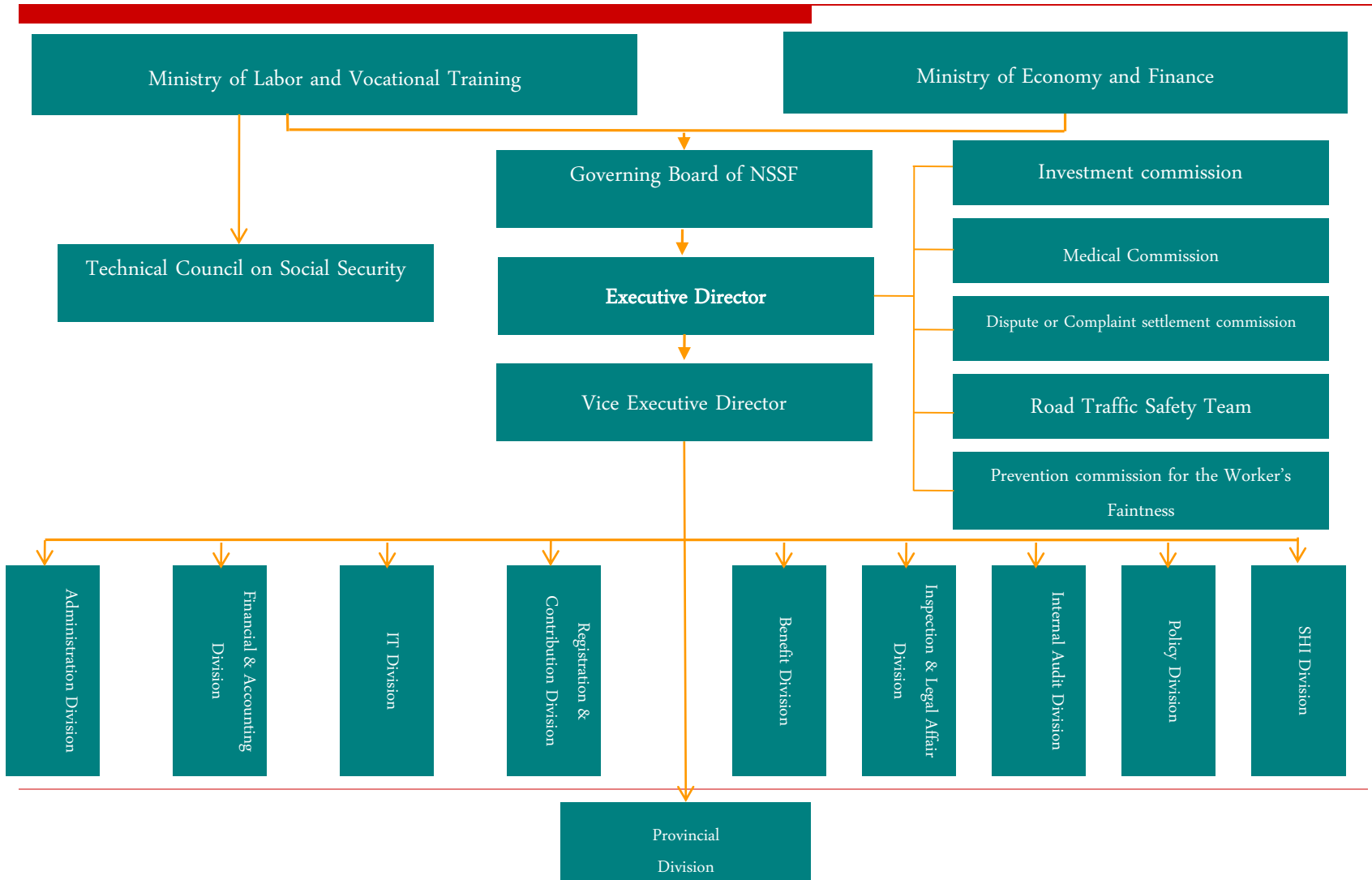
III. National Social Security Fund (NSSF)

2. About NSSF

- ➔ Public Establishment (Autonomous Unit)
 - ➔ Under the Supervision of MoLVT & MoEF
 - ➔ Tripartite Governing Board
 - ➔ Manage and Administer the Social Security Scheme for Worker in Private Sector
 - . Employment Injury Insurance
 - . Health Care
 - . Pension and Others...
-

III. National Social Security Fund (NSSF)

3. Organizational Structure



IV. Employment Injury Insurance (EII)

1. EII Definition

Employment Injury Insurance is a compulsory social insurance covering all employees defined by the provisions of the Labor Law.

EII covers:

- ➔ Accident at work
 - ➔ Commuting Accident
 - ➔ Occupational disease
-

IV. Employment Injury Insurance (EII)

2. Members and Coverage

- Total staff: 457 (185 government officials)
- 24 branch offices
- 92 Public Hospitals and 01 Private Clinic
- Members : 7041 enterprises & 10,021,588 employees by 2014
- 1 Call Center & (Hot line 24h/day)
- Hotline: 1286



IV. Employment Injury Insurance (EII)

3. Steps of Action



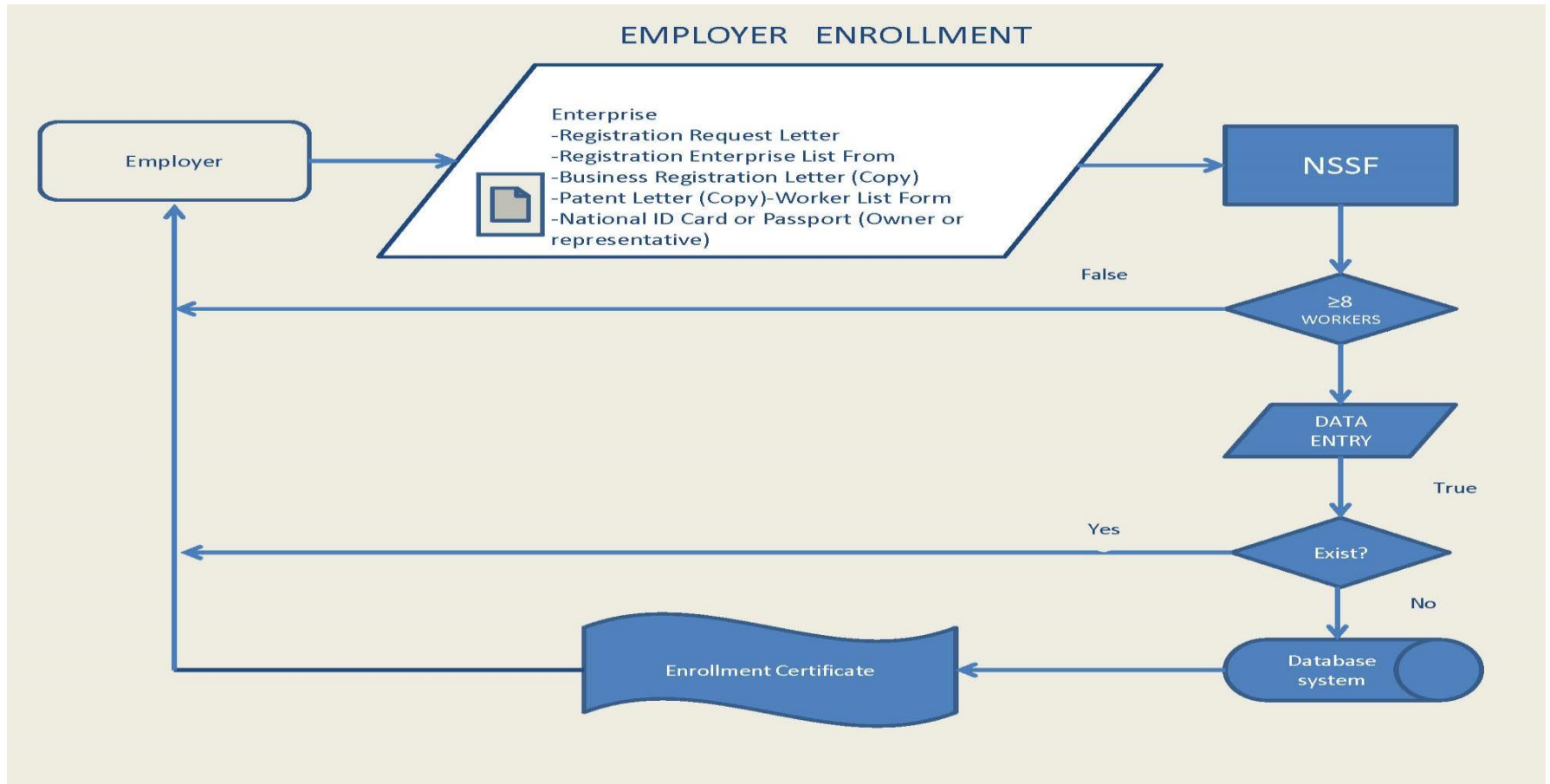
IV. Employment Injury Insurance (EII)

4. Registration and Contribution Procedure

- ➔ Every employer or owner of enterprises/ establishments under the Social Security Law employed from 8 employees have a compulsory to register and pay contributions for occupational risks to NSSF. Employers have to register within 45 days after the date of opening enterprise.
 - ➔ Contribution rate for occupational risks is an agreeable rate which is determined by 0.8% percent of average wage in the level of monthly wage of workers. Monthly contribution payment is on the 15th of the next month at the latest.
 - ➔ Determination of Contribution Rate start from 200,000 riel up to 1,000,001 riel of monthly average Wage.
-

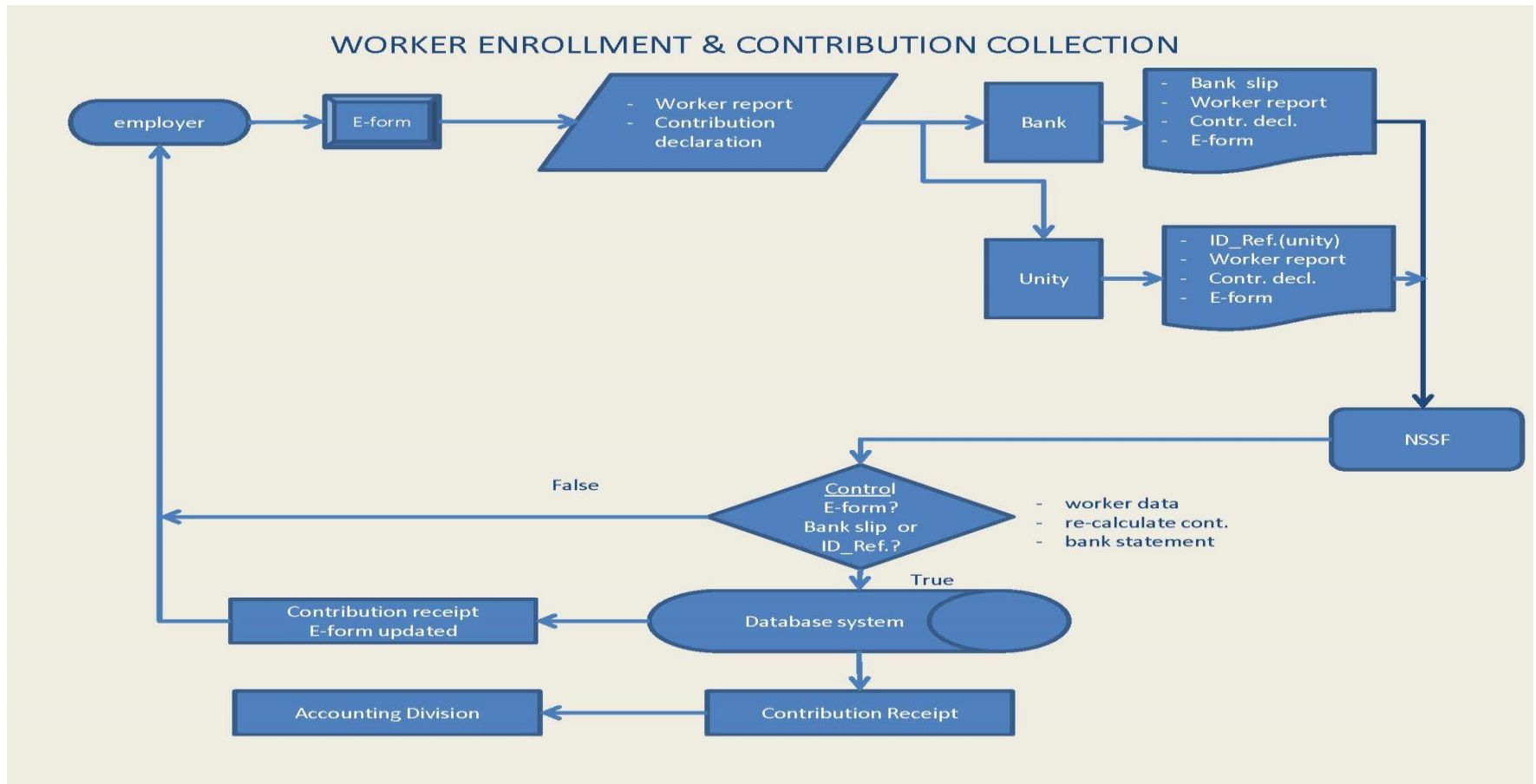
IV. Employment Injury Insurance (EII)

5. Registration Process



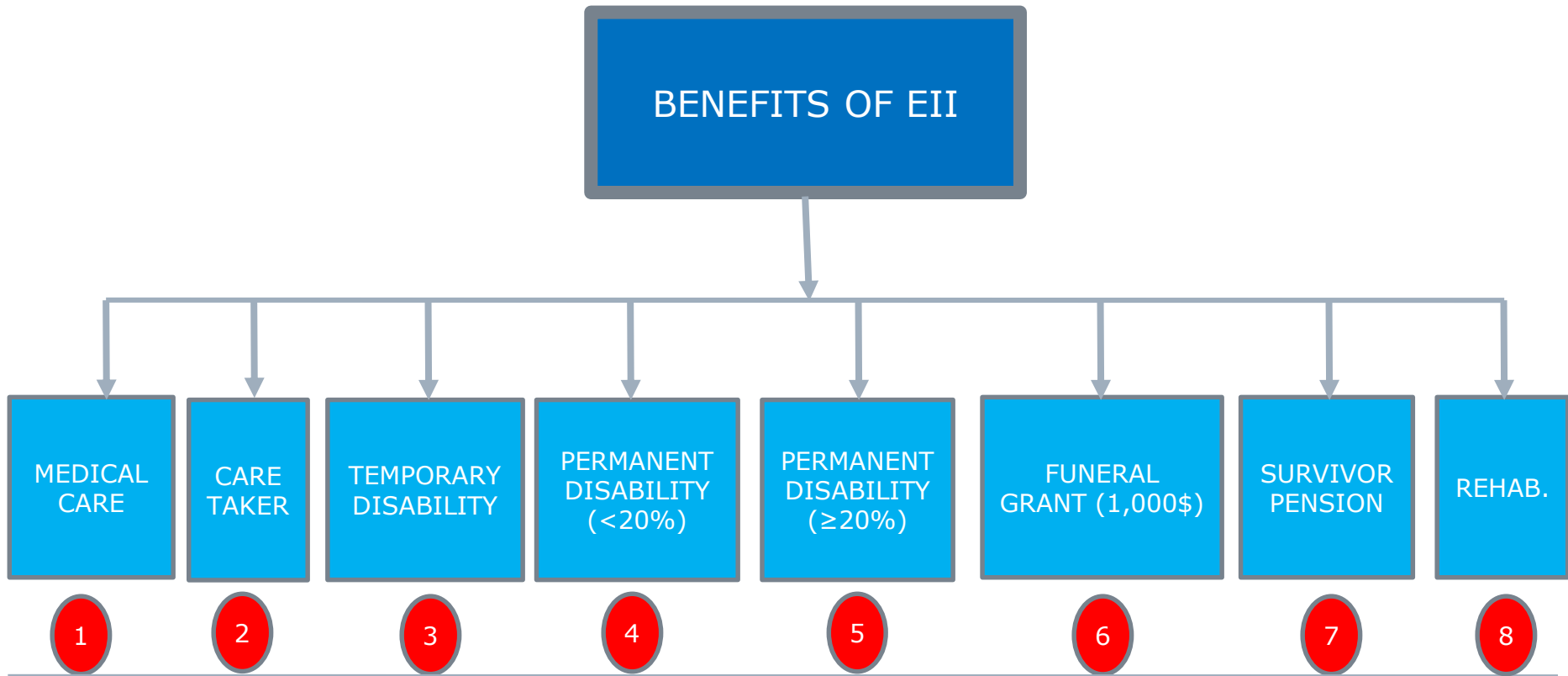
IV. Employment Injury Insurance (EII)

6. Contribution Collection Process



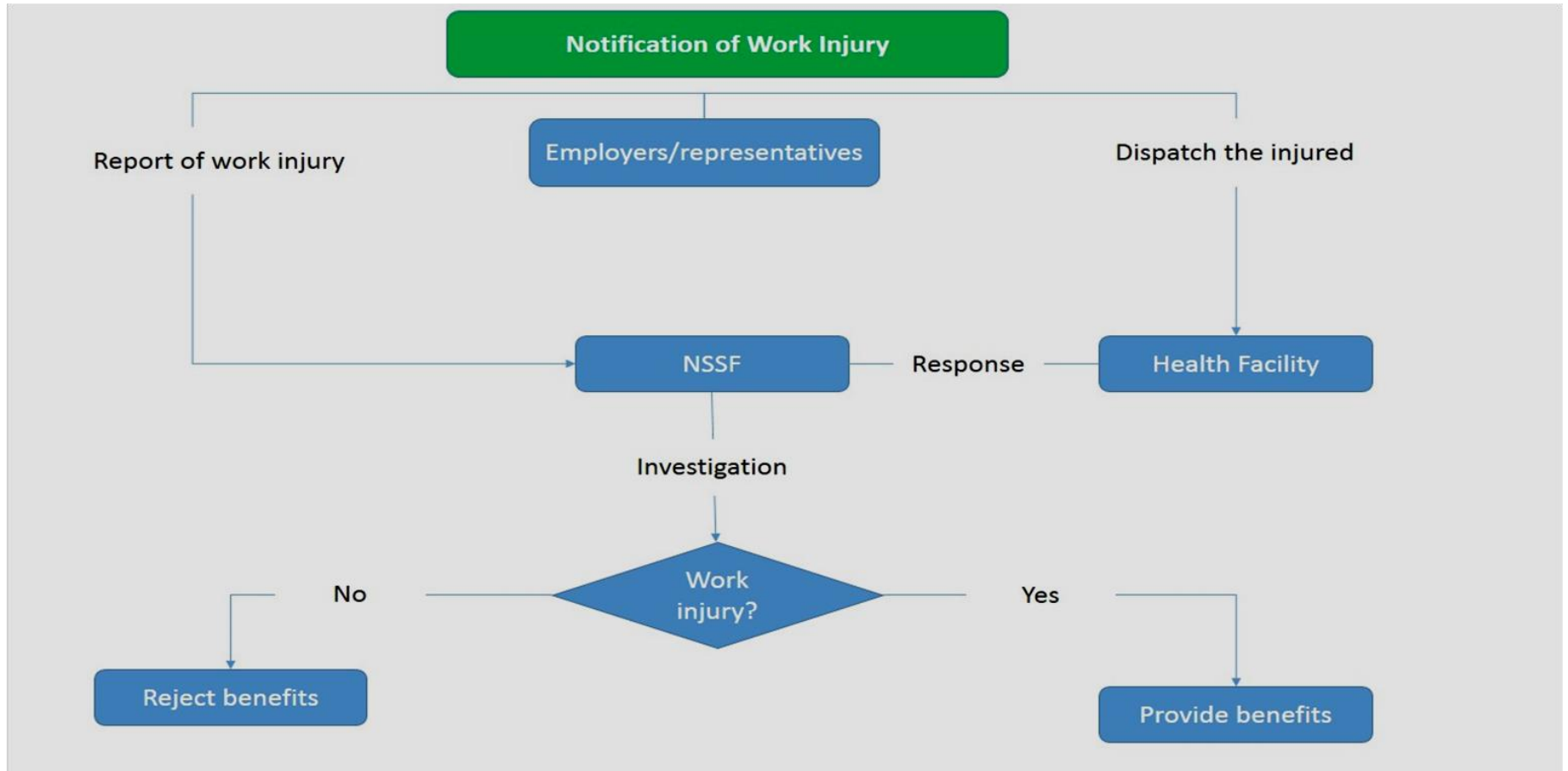
IV. Employment Injury Insurance (EII)

7. Benefits



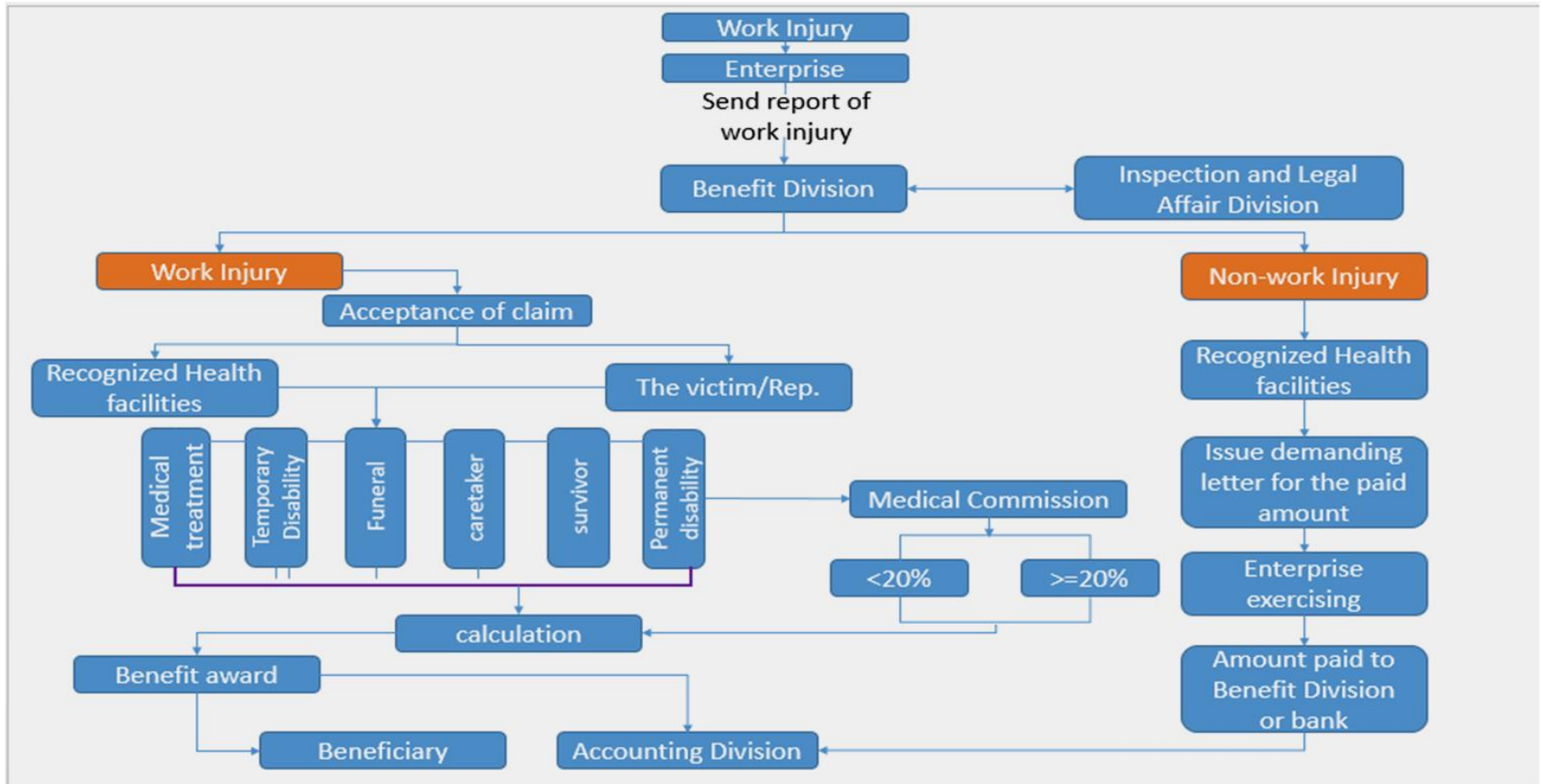
IV. Employment Injury Insurance (EII)

8. Notification of Work Injury



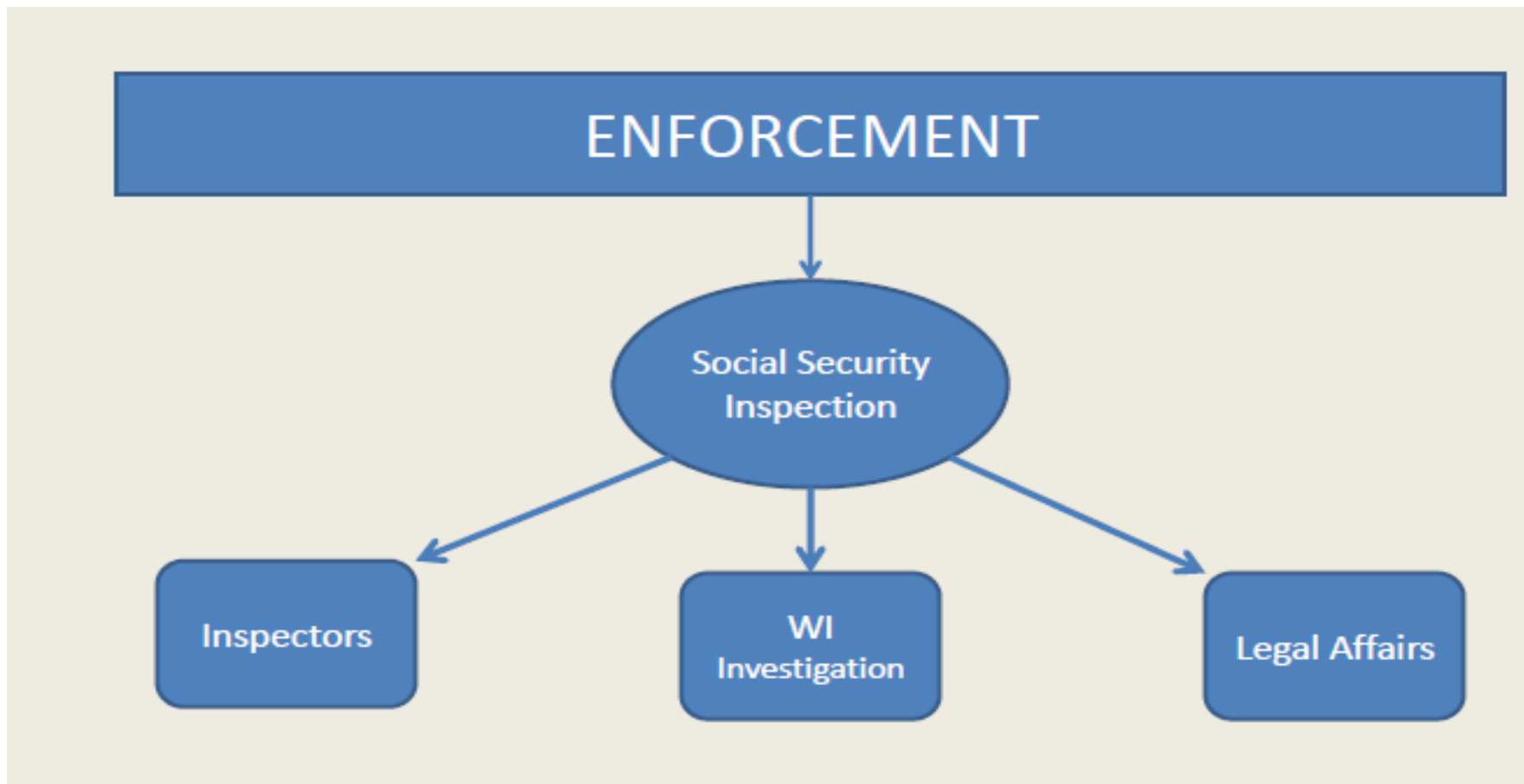
IV. Employment Injury Insurance (EII)

9. Claim Process



IV. Employment Injury Insurance (EII)

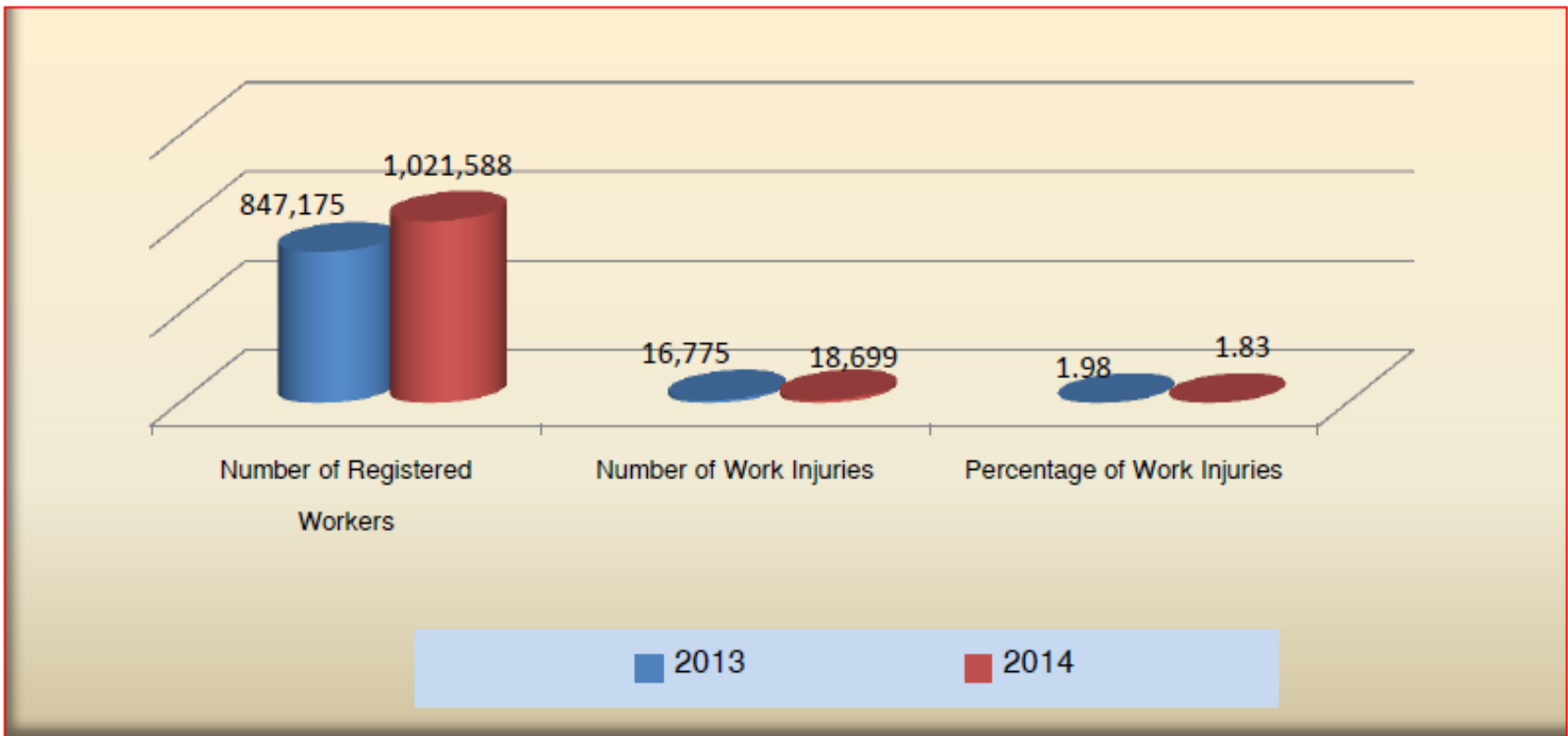
10. Law Enforcement



IV. Employment Injury Insurance (EII)

11. Registered Workers Compare to Work Injury

Registered Workers and Work Injuries between 2013 and 2014



IV. Employment Injury Insurance (EII)

12. Financial Management

SOURCE OF FUND

- Initial fund given by the Government for the establishment of the NSSF
- Contribution from the NSSF's members
- Fine from late payment of contribution or submission of payroll list as well as its interest
- Profit from Bank interest

EXPENDITURE

- Expense on benefits for members
- Expense on administration
- Expense on prevention and dissemination

V. Challenges

From Enterprise Side

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

From Worker Side

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

V. Challenges

From Provider Side

- Quality of the medical treatment and care service provision is limited
 - Service provision without the respect of the principles of the Ministry of Health, the medical principles, unnecessary medical services, cost exaggeration, and difficulty in claiming the medical documents
 - Impolite manner of medical doctors
-

VI. Solutions

- To disseminate and explain to the owners of enterprises/establishments, local trade unions and workers to understand the implementation of the policy of the Social Security Schemes especially the Employment Injury Insurance and Health Care which is launching in 2015
- To place NSSF's agents to facilitate with the recognized health facilities in order to provide better services.
- To take administrative measures on enterprises/establishments which do not comply with the law
- To train the human resources, develop the information technology systems, improve the formality and working procedures, and develop the complaint system both in hardware and software
- To modify the Hot Line management system
- To set up the notifying system of qualified contribution payment period and contribution payment mechanism via smart phone (ACLEDA Unity)
- To develop the mechanism of demanding work injury report from enterprises/establishments and health facilities
- To inform enterprises/establishments and workers about the result of work injury investigation in order that they can apply for benefits as soon as possible
- To have the workers registered again
- To facilitate with recognized health facilities to provide better services and have meetings to deal with the challenges

VII. Future Plan

- **Strengthen and Expand Employment Injury Insurance .**
 - **Social Health Insurance (2016)**
 - **Pension Scheme (2017)**
-

VIII. Success Factors

- Government Political Strategic Plan
 - Good Governance
 - Strong Participation from Officials and Employees of NSSF
 - Good Cooperation from Relevant Parties/Institutions
 - Good Cooperation from Employers and Workers
-

R-KUN

THANK YOU
