Kingdom of Cambodia
Nation Religion King

Ministry of Labour and Vocational Training
No. 037/14 K.B/Kr.K

Phnom Penh, 21 February 2014

Prakas
On
Establishment of Single Labour Inspector Team

Minister of Labour and Vocational Training

- Having seen the Constitution of the Kingdom of Cambodia
- Having seen Royal Code No. NS/RKT/O913/903 dated 24 September 2013 on Nomination of the Royal Government of the Kingdom of Cambodia
- Having seen Royal Code No. 02/NS/94 dated 20 July 1994 promulgating the Law on Organization and Functioning of the Council of Ministers
- Having seen Royal Code No. NS/RKM/0105/003 dated 17 January 2005 promulgating the Law on Establishment of the Ministry of Labour and Vocational Training
- Having seen Royal Code No. Ch.S/RKM/0397/01 dated 13 March 1997 promulgating the Labour Law
- Having seen Royal Code No. NS/RKM/0902/018 dated 25 September 2002 promulgating the Law on Social Security Scheme for Persons Covered by the Labour Law.
- Having seen Sub-decree No. 52 OrNKr.BK dated 01 April 2005 on Organization and Functioning of the Ministry of Labour and Vocational Training
- Having seen Sub-decree No. 16 OrNKr. BK dated 02 March 2007 on Establishment of National Social Security Fund
- According to necessity of the Ministry

Decide

Article 1
A Single Labour Inspector Team shall be established under the supervision of the Ministry of Labour and Vocational Training to carry out visits according to their role and duty at enterprises/establishments in the Kingdom of Cambodia as stated in Article 1 of the Labour Law.

Article 2
The composition of the Single Labour Inspector Team shall include:

1-	Officer of Labour Inspection Department	1 person
2-	Officer of Occupational Health Department	1 person
3-	Officer of Department of Occupation and Manual Work	1 person
4-	Officer of Labour Dispute Department	1 person
5-	Officer of Child Labour Department	1 person
6-	Officer of National Social Security Fund	1 person
7-	Officer of Department of Job Market Information	1 person
8-	Officer of Committee for Resolution of Strike and Demonstration	1 person

Article 3
The Single Labour Inspection Team shall have a role and duty as follows:
- Inspect the implementation of the law and regulations related to the Labour Law.
- Inspect the implementation of the law and regulations related to the general conditions of labour and labour security.
- Inspect the implementation of the law and regulations related to livelihood conditions of workers/employees

- Inspect regulations related to working conditions and protection of workers/employees during the time they perform their work.
- Firmly inspect the implementation of the Labour Law, labour-related regulation and international conventions on labour to ensure the rights and interests of workers/employees in accordance with the law.
- Inspect the implementation of formalities on enterprises/establishments
- Inspect manual work of foreigners and Cambodian workers (complaint on staff, complaint on staff movement and request for quota)
- Inspect payroll of workers/employees and number of workers/employees
- Inspect the implementation of labour law, especially all Prakases related to hygiene conditions and workplace safety.
- Inspect, analyze and improve hygiene conditions, work safety for workers/employees in the workplace in order to reduce work-related accidents, infectious diseases, fainting and occupational disease.
- Inspect labour regulations related to hygiene conditions, work safety in preventing occupational risk in the workplace.
- Inspect the creation of enterprise physicians as well as condition and mission
- Inspect and encourage aptitude checkup for workers/employees and on health of workers/employees that is affected or is broken due to performing their occupation.
- Encourage the creation of working group on AIDs or AID committee and Workplace Safety Committee.
- Encourage education on hygiene and labour security techniques for workers/employees, shop steward and union.
- Inspect manual work of foreigners who perform their occupations in the Kingdom of Cambodia
- Inspect employment card and work permit of foreign workers
- Inspect employment card and work permit of Cambodian workers
- Inspect the issuance of work permit and employment card and work visa for Cambodian workers and foreign workers
- Inspect the implementation of professional organizations
- Inspect the implementation of shop steward
- Inspect the registration of workers/employees, shop steward, CBA and representation of professional organization
- Meet with workers/employees, shop steward and union leaders
- Conciliate labour dispute or NSSF complaint
- Inspect child labour
- Inspect the implementation of workers/employees under 18 years of age
- Inspect the elimination of the worst form of child labour and other forms of child labour
- Inspect the conditions of occupation for minor (age 15 to 18 for woman and child)
- Ensure the implementation of Social Security Scheme for persons covered by the labour law and other regulations related to Social Security Scheme
- Give notice and technical advice for employers and workers/employees who are members of NSSF on the best way to effectively respect the law and other regulations related to NSSF.
- Provide authorities with information on indecent act or abuses related to hygiene measures and workers/employees security
- Inspect and instruct enterprises/establishments to register with the National Social Security Fund
- Inspect the payroll of workers/employees and the number of workers/employees.
- Inspect the monthly contribution fees of members of NSSF.
- Inspect the case of enterprise failing to pay fine over the failure to pay contribution fee for occupational risk and other things stipulated in the law.
- Inspect enterprises or workers/employees faking documents to claim benefits from NSSF
- Inspect enterprise providing inappropriate data on workers/employees
- Observe work-related accident or occupational disease
- Investigate the situation of the dependents or clearly determine the situation of the copyright holder

- Inspect the case of employer improperly deducting contribution fee from the workers/employees in order to place it in the pension scheme by deducting wages.
- Inspect the obligations of apprenticeship
- Research, collect data, educate, resolve, and disseminate the principle and decision of the Royal Government and Ministry.

Article 4
Any provision contrary to this Prakas shall be abrogated.

Article 5
This Prakas shall take effect from the date of signature.

Minister
(signed and stamped)
Ith Sam Heng

CC:
- Office of the Council of Ministers
- Minister of Interior
- Council for the Development of Cambodia
- Ministry of Commerce
- Ministry of Economy and Finance
- Ministry of Tourism
- Ministry of Health
- Ministry of Land Management, Urban Planning and Construction
- All Municipal and Provincial Governors "for information and cooperation"
- All Municipal and Provincial Departments of Labour and Vocational Training "for information and implementation"
- Archives