



International
Labour
Organization

SAFETY
+ HEALTH
FOR ALL



ILO/Japan
Multi-bilateral
Programme

Promoting a safe and healthy working environment in Thailand and Cambodia

Cambodia Component

May/2025

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► At a glance



Partners

- Ministry of Labour and Vocational Training (MoLVT)
- Employers' organizations
- Workers' organizations



Donor

Government of Japan
(Ministry of Health, Labour and Welfare)



Duration

March 2024 – March 2027



Technical area

- Occupational Safety and Health (OSH)

Intervention area

- Enhancing stakeholder knowledge & Capacity
- Policy advice, tools & guidance
- Knowledge consolidation and awareness raising



Target beneficiaries

- OSH officials, inspectors and practitioners
- Employers and workers



Budget

Approx. US\$1.25 million (for Cambodia)

► Issues the project is tackling

According to the latest ILO estimates¹, globally, nearly three million people died of work-related accidents and diseases.² Most of these fatalities, stemmed from work-related diseases. The Asia and the Pacific region holds the highest share, contributing 63 per cent of global work-related mortality.

Psychosocial hazards are an emerging risk factor to both physical and mental health. It was estimated that globally 744,924 deaths occurred in 2016 that were attributable to exposure to long working hours². WHO estimates that 12 billion working days³ are lost every year due to poor mental health, namely, depression and anxiety, costing the global economy nearly one trillion US dollars. In Cambodia, data on occupational safety and health is limited especially as it comes to mental health at work.

Climate change poses a multidimensional challenge to occupational safety and health (OSH), including an increase of the risk to injury, disease and death of workers. Every year, an estimated 22.85 million occupational injuries and 18,970 deaths are attributable to excessive heat alone⁴. Cambodia is one of the hottest countries, experiencing an estimated average of 64 days per year with maximum temperatures exceeding 35°C⁵.

This project funded by the Japanese government⁶ under the ILO's Safety + Health for All⁷ flagship programme aims to ensure and promote a safe and healthy working environment, addressing persistent and emerging risk factors.

- 1 A call for safer and healthier working environments | International Labour Organization (ilo.org)
- 2 WHO/ILO Joint Estimates of the Work-related Burden of Disease and Injury, 2000–2016 | International Labour Organization
- 3 Mental health at work
- 4 Heat at work: Implications for safety and health | International Labour Organization
- 5 Cambodia climate risk country profile (The World Bank, 2021)
- 6 ILO/Japan Multi-bilateral Programme | International Labour Organization
- 7 Safety + Health for All | International Labour Organization (ilo.org)

► Project strategy

- Consolidate knowledge and raise awareness on the promotion of safe and healthy working environment at the sub-regional level.
- Support continuous improvement of the national occupational safety and health system in Cambodia addressing persistent and emerging physical and psychosocial risk factors.
- Support workplace level actions through enhanced capacity and strengthened workplace cooperation.

► Expected project outcomes

► Outcome 1: Knowledge to promote a safe and healthy working environment is developed and disseminated at the regional level

In line with the ILO Global strategy on OSH and the objectives of Safety + Health for All, the project will look at the interplay between occupational safety and health and the other fundamental principles and rights at work, support research on risk factors, including psychosocial hazards and excessive heat and their impacts on physical and mental health

► Outcome 2: National frameworks are conducive to the promotion of a safe and healthy work environment

Sound national policies and programmes enable governments, employers, workers and their representatives to continuously improve occupational safety and health. The project supports tripartite partners to address emerging risk factors and their safety and health outcomes, develop the collection and use of OSH data, enhance capacity and collaboration of stakeholders, and strengthen OSH inspection.

► Outcome 3: Workplace capacity is enhanced to promote a safe and healthy working environment

The project will build the capacity of constituents, including employers' and workers' organizations to improve OSH performance at the workplace level. The priority areas include risk assessment and control (including psychosocial risk), reporting, recording, and notification of occupational accidents and diseases, and OSH management system. It will also aim to improve OSH capacities in Micro, Small and Medium-sized Enterprises (MSMEs) and informal workplaces.

Group discussion to prioritize the elements of national OSH system © Sokha SEANG/ILO



► Contact details:

ILO Joint Project Office in Phnom Penh
Phnom Penh Center, 1st Floor, Building D
Conor Sothearos & Sihanouk Blvd.
Phnom Penh 12301, Cambodia
T: +855 23 220 817
E: PHNOMPENH@ilo.org
W: ilo.org/Cambodia

