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SOCIAL SECURITY SCHEME ON PENSION FOR PERSONS DEFINED BY THE PROVISIONS OF THE LABOUR LAW

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The Kingdom of Cambodia

Social Security Schemes





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Social Security Schemes





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1. NATIONAL SOCIAL SECURITY FUND

- A public entity;
- Technical tutelage of the Ministry of Labour and Vocational Training and the financial tutelage of the Ministry of Economy and Finance;
- Tripartite Governing Body.



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NSSF
Occupational Risk

NSSF
Health Care

NSSF
Pension



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2. SOCIAL SECURITY SYSTEM IN CAMBODIA

2.1. Coverage

Persons under the
Public Sector

Persons Defined by
the Provisions of the
Labour law including
Personnel serving in
the air and maritime
transportation as well
as Domestic
Workers

The
Self-Employed

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2. SOCIAL SECURITY SYSTEM IN CAMBODIA (CON'T)

2.2. Social Security Schemes



Social Security Schemes





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3. SOCIAL SECURITY SCHEME ON PENSION FOR PRIVATE SECTOR

3.1. Registration

Registered Enterprise

Occupational Risk Scheme

Health Care Scheme

Become the NSSF member in Pension Scheme automatically

Unregistered Enterprise

Shall register with NSSF in line with the applicable regulations

Become the NSSF members in Pension Scheme

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3. SOCIAL SECURITY SCHEME ON PENSION FOR PRIVATE SECTOR

3.2. Contribution

Year	Contribution Rate	Date	Worker	Employer	Ceiling Wage
First 5 years	4%	Oct.22 - Sept.27	2% (24,000 Riels) per month	2% (24,000 Riels) per month	1,200,000 Riels
Next 5 years	8%	Oct.27 - Sept.32	4% (48,000 Riels) per month	4% (48,000 Riels) per month	
10 years	10.75%	Oct.32 - Sept.42	5.375% (64,500 Riels) per month	5.375% (64,500 Riels) per month	
Next 10 years	13.5%	Oct.42 - Sept.52	6.75% (81,000 Riels) per month	6.75% (81,000 Riels) per month	
Next 10 years	16.25%	Oct.52 - Sept.62	8.125% (97,500 Riels) per month	8.125% (97,500 Riels) per month	
Contribution rate is added 2.75% in every 10 years					

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3. SOCIAL SECURITY SCHEME ON PENSION FOR PRIVATE SECTOR

Old-age pension

Invalidity pension

3.3. Benefit

Funeral grant and survivors' pension

Grandfathering old-age pension (added year of contribution)

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3. SOCIAL SECURITY SCHEME ON PENSION FOR PRIVATE SECTOR

Loses job of earnings before 60 years old and has possibility to continue to pay contributions (Person 1)

3.4. Eligibilities for Voluntary Pension Scheme

Be 60 years old and intends to continue to pay contributions in order to receive higher old-age pension than the actual one (Person 2)

Has higher income than the ceiling wage that the person concerned is imposed on contribution payment in the Mandatory Pension Scheme (Person 3)

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THANK YOU FOR YOUR ATTENTION!

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