The Work of the ILO in Cambodia
Message by Juan Somavia,
Director-General of the International Labour Office

On the occasion of the
ILO’s 90th anniversary

21 April 2009

“90 years working for social justice”

On 21 April 2009 we launch a global celebration of the ILO’s 90th anniversary.

Events around the world will bring together the ILO’s tripartite constituents —governments, workers and employers— and others who are mobilizing for decent work for all. These local dialogues will have global significance and impact.

They will draw strength from our history. They will tap the long experience, knowledge and networks of the ILO to address the challenges of today and to shape a better future.

We mark this anniversary at a time of profound economic and social upheaval. But for the ILO, crisis has historically provided a crucible for change. Emerging from the cataclysm of the First World War, the Organization was founded on the basic conviction that “universal and lasting peace can be established only if it is based on social justice”.

Through war and peace, depression and economic growth, governments, workers and employers have continued to come together in dialogue around our table of shared values: that work must be a source of dignity; that labour is not a commodity; and that poverty anywhere is a threat to prosperity everywhere.

These values and action were recognized by the Nobel Peace Prize in 1969. Those values continue to guide and define our work today.

What we are doing is more than a celebration of our past. It is a strategic opportunity to focus on the pressing priorities of people today – the need for jobs, social protection, rights at work – and to forge solutions through dialogue.

Gathering against a backdrop of rising unemployment and underemployment, business closures, deteriorating conditions of work and the undermining of respect for rights at work, along with growing inequality, poverty and insecurity, Heads of State and Government, parliamentarians, academics, members of civil society and activists will join to reaffirm the ILO’s mission—to steer a course towards social justice and a world of work based on human values.
Our values and action have set the norms for the treatment and well-being of workers—women and men—including freedom of association and the right to collective bargaining, equality of opportunity and non-discrimination, freedom from forced labour and from child labour and safe and healthy work.

These values and action have helped create sustainable enterprises that generate jobs, develop skills for all persons—wherever they live, whoever they are—and promote a movement for corporate social responsibility.

These values and action are needed more than ever to create a globalization that is fair and sustainable.

They are needed to offer voice and hope to the peoples of the world.

We offer the building blocks of the Decent Work Agenda: employment creation—including green jobs—through sustainable enterprises; solidarity in the form of social protection; upholding standards and fundamental principles and rights at work; and harnessing the creative power of dialogue and collective bargaining to find the best solutions.

These are the conditions that will enable women and men to obtain work in conditions of freedom, dignity, security and equity—in times of crisis, in recovery and beyond.

Our tripartite legacy is the foundation of our future. Above all, our agenda for the twenty-first century springs from people: fuelled with the renewable energy of the human spirit, the energy and resilience of people and their reasonable demand everywhere for a fair chance at a decent job.

So together, let us answer that legitimate demand. Together, let us make the policy choices that sustain the goal of decent work; and together, let us advance the cause of decent work for social justice and a fair globalization. That’s our mission, our mandate and our responsibility.
Preface by Mr Bill Salter
Director of the ILO Sub-regional Office for East Asia

Ninety years is a long time for any organization to be in business. For the International Labour Organization (ILO) it is even longer: with its origins in the Treaty of Versailles and the League of Nations, the ILO was the first attempt at creating a worldwide body after the unprecedented destruction of World War I. In recognition of the threat to stability of inhumane and unequal conditions of work, the ILO Constitution of 1919 states that universal and lasting peace can be established only if it is based on social justice.

The ILO was the only organization to survive the League of Nations, and joined the United Nations family as its first specialized agency in 1946, assuming its role in the international community established after World War II. Even before the war ended, the governments, trade unions and employers of Member States reaffirmed the basic principles of the Organization in the Declaration of Philadelphia of 1944: that labour is not a commodity; that freedom of expression and association are essential to sustained progress; and that poverty anywhere constitutes a danger to prosperity everywhere.

Cambodia joined the ILO in 1969, the same year that the Organization was honoured with the Nobel Peace Prize. Sadly the country was embroiled in war in Southeast Asia at this time, and would soon experience the genocidal destruction of the Khmer Rouge regime. With the end of the Cold War in the early 1990s, the UN assisted Cambodia in its transition to a democratic society, and the ILO’s work in the country began during this period. This publication discusses some of the work accomplished by the Government and people of Cambodia over these past 17 years.

The ILO’s efforts in the country go well beyond the individual projects discussed here. For example, the ILO assisted with development of the 1997 Labour Law, one of the first laws adopted by the National Assembly, and continues to provide ongoing advice on the development of new legislation and regulation in all areas of labour and employment. But the highest profile work often takes place through our projects, and we use these to tell this story.

We thank you for joining us in celebrating the ILO’s 90th anniversary, and more importantly for celebrating the achievements of the people of Cambodia. Looking back, we can see how much has been accomplished through working together, and this inspires us to achieve what still remains to be done.

Bill Salter
Director
ILO Subregional Office, Bangkok
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<td>Asian Development Bank</td>
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<tr>
<td>AIDS</td>
<td>Acquired Immune Deficiency Syndrome</td>
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<td>AGF Fund</td>
<td>Arab Gulf Programme for UN Development Organizations</td>
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<td>BFC</td>
<td>Better Factories Cambodia</td>
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<td>CAMFEBA</td>
<td>Cambodian Federation of Business Association</td>
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<td>CMDGs</td>
<td>Cambodian Millennium Development Goals</td>
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<td>DFID</td>
<td>Department of International Cooperation- United Kingdom</td>
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<td>GMAC</td>
<td>Garment Manufacturers Association of Cambodia</td>
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<td>GTZ</td>
<td>German Technical Cooperation</td>
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<td>HIV</td>
<td>Human Immune Deficiency Virus</td>
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<td>IMF</td>
<td>International Monetary Fund</td>
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<td>LBT</td>
<td>Labour Based Technology</td>
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<td>MEF</td>
<td>Ministry of Economy and Finance</td>
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<td>MIME</td>
<td>Ministry of Industry, Mine and Energy</td>
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<td>Ministry of Labour and Vocational Training</td>
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<td>MoALVY</td>
<td>Ministry of Social Affairs, Labour, Veterans and Youth</td>
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<td>MoWA</td>
<td>Ministry of Women’s Affairs</td>
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<td>MPDF/IFC</td>
<td>Mekong Private Sector Development Facility/International Finance Corporation</td>
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<td>MSME</td>
<td>Micro, Small and Medium Enterprise</td>
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<td>NGO</td>
<td>Non-Governmental Organization</td>
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<td>National Institute of Statistics</td>
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<td>National Poverty Reduction Strategy</td>
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<td>National Strategic Development Plan</td>
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<td>Occupational Safety and Health</td>
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<td>United Nations Transitional Authority in Cambodia</td>
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1. **The ILO in Cambodia**

1.1 **Promoting Decent Work**

The ILO is the United Nations agency devoted to promoting Decent Work, to reduce poverty and secure social justice, by advancing opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. For 90 years the ILO has been bringing governments, employers’ organizations and trade unions together to promote rights at work, encourage decent employment opportunities, enhance social protection and strengthen dialogue to find equitable solutions to these challenges.

Cambodia has been a Member State of the ILO since 1969, and has ratified all eight of the fundamental labour standards, and 13 ILO Conventions in total –

- (No. 4) Night Work (Women) Convention, 1919 - ratified in 1969
- (No. 6) Night Work of Young Persons (Industry) Convention, 1919 - ratified in 1969
- (No. 13) White Lead (Painting) Convention, 1921 – ratified in 1969
- (No. 29) Forced Labour Convention, 1930–Ratified in 1969
- (No. 87) Freedom of Association and Protection of the Right to Organise Convention, 1948-Ratified in 1999
- (No. 100) Equal Remuneration Convention, 1951- Ratified by Cambodia in 1999
- (No. 111) Discrimination (Employment and Occupation) Convention, 1958- Ratified in 1999
- (No. 138) Minimum Age Convention, 1973- Ratified in 1999
- (No. 182) Worst Forms of Child Labour Convention, 1999- Ratified in 2005
- (No. 122) Employment Policy Convention (1964)- Ratified in 1971

The ILO has been a partner in Cambodia’s economic and democratic development since the early 1990s. While the rate of poverty continues to decline in Cambodia, rural poverty remains obstinately high, at 35-40 per cent. Eighty-five per cent of the population is active in the informal economy, mostly in agriculture, forestry and fishing and in small and micro-enterprises, and remains subject to many decent work deficits. The formal sectors of garments and tourism are the main engines of growth: garment manufacturing accounts 85 per cent of Cambodia’s exports and in 2008 employed some 350,000 workers, mostly women.

The work of the ILO in Cambodia and around the world is structured around Decent Work Country Programmes (DWCP). DWCPs comprise four mutually supportive components:

- Upholding fundamental **rights** at work, meaning the right to join representative workers’ and employers’ associations, freedom to engage in collective bargaining and freedom from child labour, forced labour, and discrimination
- Ensuring adequate **livelihoods**, and creating more and better jobs for women and men
- Providing social protection, including the right to a safe work environment and support to cope with illness, injury, old age, economic crises and other risk factors
- Promoting social dialogue at the enterprise level and between employers, workers and government at the national level as a framework for good governance and a means to advance the Decent Work Agenda according to national needs.

"Decent work is at the heart of peace, because peace cannot be the mere absence of destruction, but rather the struggle to create a dignified and worthy life for all human beings”.

E. Oscar Arias, President of the Republic of Costa Rica, speech to the International Labour Conference, 2006

«Decent work is one of the democratic demands of people everywhere.
The Decent Work Agenda is an agenda for development that provides a sustainable route out of poverty».

H. E. Ellen Johnson Sirleaf, President of the Republic of Liberia, speech to the International Labour Conference, 2006

1.2 Cambodia’s Rectangular Strategy

At the beginning of its third term in July 2004, the Royal Government of Cambodia (RGC) adopted a comprehensive strategy for development. Called the Rectangular Strategy for Growth, Employment, Equity and Efficiency, at its core is good governance, surrounded by the four main focus areas: the enhancement of the agricultural sector; the rehabilitation and construction of physical infrastructure; private sector development and employment generation; and capacity building and human resource development. Each rectangle has four critical elements to be addressed systematically. The Rectangular Strategy guides the work of all UN agencies in Cambodia.

1.2.1 National Strategic Development Plan (NSDP)

The Cambodia National Strategic Development Plan (2006-2010) – which replaces Cambodia’s National Poverty Reduction Strategy 2003-2005 – has been formulated using the Rectangular Strategy and synthesizes various policy documents (Cambodia Millennium Development Goals, National Population Policy, etc). It was developed through extensive consultations with international organizations and national stakeholders, including the ILO.

1.2.2 United Nations Development Assistance Framework (UNDAF)

The UN Country Team has a framework for its activities in Cambodia for the period 2006-2010. The UNDAF is based on the Government’s Rectangular Strategy and focuses on the following priority areas:

- Good governance and the promotion and protection of human rights
- Agriculture and rural poverty
- Capacity building and human resources development for the social sectors
- Development of the National Strategic Development Plan.
1.2.3 The ILO’s Decent Work Country Programme

The work of the ILO in Cambodia is structured around the Decent Work Country Programme (DWCP), which provides the basis for the ILO’s contribution to the Rectangular Strategy and the National Strategic Development Framework.¹ The current DWCP (2008-2010) focuses on three priority areas, which also reflect the ILO’s commitment to the United Nations Development Assistance Framework (UNDAF):

1) Employment and skills development strategies for productive employment
2) Labour governance and rights
3) Social protection for targeted groups.

Working with its constituents (government, employers and trade union organizations) and with a variety of other partners and financial donors, the DWCP has helped protect and improve working conditions in the garment industry; assisted rural communities to build infrastructure; supported the development of an Arbitration Council to resolve labour disputes; helped make disabled workers more employable; and in numerous other ways contributed to the legal, economic and social development of Cambodia.

¹ For more information, please see:
http://www.cdc-rdb.gov.kh/cdc/7cg_meeting/position_paper_eng2004/7cg_03.htm

In post-conflict Cambodia, the ILO has found ways to generate sustainable development which the people ardently desire while rebuilding infrastructure and exemplifying the international labour standards for which the organization stands. It has created millions of days of paid employment, giving training in a host of trades, set up a thriving micro-credit institution and built rural roads and bridge.

Brian Wenk- “The Work of Giants: Rebuilding Cambodia”

2.1 Putting people to work

In response to the UN Secretary General’s call for assistance to Cambodia following the Paris Peace Talks, the ILO, as part of its initial efforts, developed an innovative Employment Generation Programme which brought together three different projects – labour-based technologies, vocational training, and enterprise development. These worked in an integrated fashion to assist the various target groups in the recovery from twenty years of conflict. All three of these early efforts have been sustained by the Cambodian people.

2.1.1 The restoration of Angkor Wat

In the early 1970s the ILO began to show the dramatic potential of infrastructure investment for sustainable employment. Over the years it has refined what it calls a labour-based approach to infrastructure works. Labour-based technologies maximize employment opportunities without compromising engineering standards, and do so at competitive rates.

In 1992 and 1993 the ILO turned to labour-based technologies (LBTs) to rehabilitate Cambodia’s secondary and rural roads. In the first phase the ILO focused in the north-west provinces, responding to a request from the United Nations High Commissioner for Refugees, whose task was to resettle people and give them access to food distribution points.

In eight years ILO infrastructure projects in Cambodia gave local workers over 3 million work days and trained hundreds of managers, contractors and government staff not only in business, accounting, language and computer skills, but also in labour-based construction and maintenance techniques. More than 540 kilometres of rural roads and 80 bridges, 439 culvert rows and 21 watergates were rehabilitated and maintained.
The ILO’s intervention in this phase focused on Siem Reap Province, where tourism holds special potential for development and poverty alleviation.

At the beginning of the ILO’s employment-generation project in 1992, most of the World Heritage site of Angkor Wat was completely covered by thick vegetation and almost completely hidden. Mindful of the importance of the Angkor monuments and their value for tourism-driven development, the ILO joined with UNESCO to spearhead a massive cleaning and restoration operation. Unskilled workers soon found hundreds of thousands of days’ employment clearing vegetation from around the monuments. Under the supervision of a Cambodian agronomist, hundreds of workers rid the ponds around the temples of weeds, algae and other overgrowth.

### 2.1.2 Irrigation of Cambodia’s cropland

In the early 1990s less than 10 per cent of Cambodia’s croplands were under irrigation. Labour-based technology served to rehabilitate 33 kilometres of secondary canals in Siem Reap province. Each kilometre generated an average 2,500 work days. The project injected more into the local economy than direct wages: it enlisted haulers to transport materials, manufacturers to make hand tools and baskets, and contractors to manufacture culverts and other structures. It gave work to equipment repair shops and service suppliers. An estimated $4,000 entered the local economy for each kilometre of canal or road completed.

### 2.2 Development of financial infrastructure

With the ILO and UNDP as godparents, ACLEDA was established in January, 1993, as a national NGO for micro and small enterprise development and credit. The history of ACLEDA dates back to the Small Enterprises and Informal Sector Promotion Project (SEISP), which can be considered ACLEDA’s parent project. At the heart of SEISP were the Local Economic Development Agencies (LEDAs) that would enable Cambodians to take advantage of economic opportunities through an integrated package of business development, training and credit.

Two factors – the expansion of its network to cover all of Cambodia’s provinces and towns and its ability to operate at a profit to ensure its sustainability – led both its board and international partners to conclude that it should be transformed into a commercial bank. With assistance from USAID,
MPDF/IFC and UNDP—to name a few—a three-year programme for transformation commenced in 1998 which culminated in the granting of a specialized banking licence in October 2000. The decision to become a bank was justified by three main reasons: 1) to be able to provide more financial services; 2) to have access to commercial sources of funding; 3) to comply with the legal requirements.

Since December 2003 the ACLEDA Bank operates as a Commercial Bank – ACLEDA Bank Plc. ACLEDA is present in more than 14 provinces, providing three kinds of loans: micro-credit loans, collateralized small-enterprise loans, and small-scale industry loans. ACLEDA also offers loans to industrial entrepreneurs. Prospective recipients of micro-loans are counselled in business practices and credit methodology. Today ACLEDA is the most active lender in Cambodia, with a loan portfolio of some $15.6 million and a total number of active borrowers of around 226,000 (88,000 of which are in the agricultural sector and 58 per cent are women).

On 12 December 2008 ACLEDA Bank Plc received an award from the National Bank of Cambodia to highlight ACLEDA’s outstanding contribution to bringing financial services to all sectors of the community throughout Cambodia.

I think that our model, to start as an NGO and become a large bank, is a successful one and sustainable. I call it inclusive finance; ACLEDA means financial access for all, not just for the rich. The long-term future for the bank looks bright and ACLEDA aims to become a regional bank: it has three branches in Lao and it aims to further expand in China, Viet Nam and Myanmar.

Mr. In Channy, ACLEDA President and CEO

2.3 Community-based training in Cambodia

Working from eight provincial training centres scattered around Cambodia, an ILO/UNDP project on vocational training for the alleviation of poverty (and its predecessor project) trained over 8,000 women and men in a diverse range of skills from 1993 through 1999. Follow-up surveys showed that over 82 per cent of the trainees had work using their new skills, and were earning on average $33 a month. Over half of the trainees were women and over one-third were women heads of household. Many were unskilled farm workers before participating in the project.

A key to the success of this project was that it did not offer pre-determined courses. Rather, the project staff worked with the local community to find out the skills in short supply locally. People with these scarce skills, recruited from those trained in the border refugee camps, were asked to help train others, but only enough to satisfy the needs of the local community. The project wanted to make sure that trainees could make a living with their new skills; any oversupply would lower their earnings.
Many of the successful courses were not typical of other ILO training programmes. For example, pig-raising and vaccination, duck-rearing and vaccination, incense stick making and vegetable growing. Duck vaccination proved particularly attractive as graduates of the course were much in demand to quell an outbreak of disease that was decimating farmers’ flocks. Hairdressing, was another winner with over 90 per cent of graduates still using the skill after a year and earning on average $65 per month.

All told, 35 different skills courses were offered. Since most of the trainees ended up as self-employed people, they all received a basic grounding in business skills. Courses were run as close as possible to the trainees’ homes in the villages at times most suitable to them. Course length varied, but usually consisted of several hours training a week over two or three months. This was particularly important to ensuring high participation by women in the programme.

An essential part of the project strategy was to build the capacity of Cambodian counterparts to implement a flexible system of skill training linked to identified employment opportunities. A total of 76 government staff received various forms of training support while working on the project. Responsibility for the provincial training centres was handed over to the Cambodian Government at the end of the project with the aim of integrating their operations into the permanent services provided by the public authorities. These provincial training centres still run successfully today, using methodologies, refined, updated, and adapted, that were first developed some 15 years ago.

A number of other countries have launched projects and programmes based on the ILO’s community-based training approach, including Azerbaijan, Bangladesh, Belarus, China, Jamaica, Kenya, Nepal, Nigeria, Pakistan, the Philippines, the Russian Federation, Sri Lanka, Tanzania, and Uganda.
3. The ILO in Cambodia since 2000: Enhancing Cambodians’ capacity for sustainable development

In line with the Rectangular Strategy and the NSDP, the ILO works in partnership with the Government of Cambodia to achieve the goal of creating productive employment opportunities, particularly in rural areas. Under the ILO’s Decent Work Programme, the largest efforts – in terms of outreach and financial investment – are found in three areas: 1) governance and social dialogue; 2) private sector development, employment opportunities and trade promotion; 3) assistance to vulnerable groups.

3.1 Governance and social dialogue: Labour law

Good governance is at the core of Cambodia’s Rectangular Strategy and the first priority of the UNDAF. The ILO’s role in this area is to promote good governance in the world of work, contributing to and helping to improve compliance with national labour laws and to guarantee effective social dialogue between the various parties involved in industrial relations.

In 1992 the UN interim administration reissued a modified version of the original Labour Code of Cambodia, which dates back to 1972. In 1994 the ILO helped formulate provisions in three areas that had received relatively scant attention: freedom of association and the exercise of trade union rights; the Labour Advisory Committee; and labour dispute resolution.

On 13 March 1997 the National Assembly adopted the Labour Law. Already before that, in 1994, the Office had drawn the attention of the Government to the need to reopen the debate on the Labour Law once organizations of employers and workers had gained sufficient strength to participate in shaping their legal environment. From the experience of the ILO in this area, process and outcome are linked – the more inclusive the process, the more appropriate and acceptable the content of the resulting law.

Since 1997 the Office has built on experience with the application of the Labour Law gained through its governance projects to assist with further refining labour law in Cambodia. The assistance has covered various areas of labour law, such as –

- defining hazardous child labour prohibited to persons younger than 18 years of age, and light work permitted to children younger than the general minimum age for admission to employment or work
- determining the representative character of workers’ organizations for the purpose of collective bargaining
- night shift work
- methods of settling individual and collective labour disputes
- employment contracts
- the right to strike.
The Labour Law was adopted long before employers’ and workers’ organizations gained their current strength. In the garment industry the Government estimates the presence of around 1,000 unions in some 400 factories. This development is prompting a new chapter in labour law reform, aimed at establishing or strengthening institutions for conducting labour relations that foster outcomes that are sustainable over a longer period of time.

### 3.1.1 Better work in garment factories

Contributing over 80 per cent of the country’s exports, garment making is Cambodia’s biggest industry and is critical to the overall economic health of the country. Started in 2001, *Better Factories Cambodia (BFC)* grew out of a trade agreement between the United States and Cambodia that exchanged higher US import quotas for better working conditions.

*Better Factories Cambodia* is a unique programme managed by the ILO and supported by the RGC, trade unions, the Garment Manufacturers Association of Cambodia (GMAC) and international buyers. It aims to improve working conditions in Cambodia’s export garment factories. BFC benefits workers, employers and their organizations and consumers in Western countries by monitoring and reporting on working conditions against national and international standards, by running unannounced visits and reporting on the findings. It further helps factories to improve working conditions and competitiveness through comprehensive training programmes and customized advisory services that sustain a transparent cycle of improvement where managers and workers together can help entrench progress made in enterprise-level business practices.

During the BFC factory visits a thorough assessment of working conditions is made based on national and international labour standards, by interviewing workers and management separately and confidentially.

Factory managers receive reports on the findings, which may include suggestions for improvement on issues as diverse as child labour, freedom of association, employee contracts, wages, working hours, workplace facilities and machine safety. After time for discussion and follow-up action, the monitors again visit the factory to check and report on progress. A global synthesis on the status of working conditions in the industry is published semi-annually. The BFC monitoring system is computerized, and factory managers and international buyers participating in the programme can access information through its management system (IMS) for monitoring and reporting on working conditions.

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2 For further information, see: http://www.betterfactories.org
Through the years a range of training opportunities and resources, available in Khmer, Chinese, and English, have been progressively offered to help the industry improve working conditions, while at the same time improving quality and productivity. BFC is now developing customized training and advisory services to cater to specific factory needs.

As a result of this unique partnership the garment industry in Cambodia witnessed tremendous growth from 2001 to 2008, from a total value of $1,330 million to over $2,921 million, and from little over 150,000 employees to nearly 350,000 at its peak in 2008. In 2008 the programme monitored working conditions in over 310 export garment factories and has provided over 9000 training days.

The Better Factories Cambodia is a unique programme that cannot be found anywhere else in the in the world. It’s a world class system that has helped Cambodia to find a niche in a very competitive market

H.E. Mr. Cham Prasidh - Senior Minister, Minister of Commerce

3.1.2 Effective labour dispute resolution

Rapid growth in garments has been mirrored in other sectors such as tourism and construction, and has been accompanied by large increase in employers and trade unions. As in many other countries undergoing rapid economic growth and industrial development, these sectors witnessed an increase in disputes and strikes between labour and management starting at the end of the 1990s. An urgent need arose to put in place legal, regulatory, institutional and capacity-building measures to prevent and resolve those disputes. The ILO has assisted the Ministry of Labour and Vocational Training (MOLVT), employers, and trade unions by providing the tools to help deal with these challenges.

The Arbitration Council represents a significant step in the development of the system of labour dispute resolution. Established by Prakas in December 2002, it is the country’s only alternative dispute institution. Since May 2003 this tripartite body has heard over 660 cases, resolving nearly 70% of them, and establishing a reputation as non-corrupt, impartial, and effective. ³

However, this is only part of the solution. Conciliation by MOLVT must also be strengthened: capacity-building measures involving training and regulatory reform have been key aspects of the ILO’s work, covering both Phnom Penh and the more industrialized provinces. Workers and employers must also have the means to resolve their problems before they become disputes. Collective bargaining is not widespread in Cambodia, but where high quality agreements exist, they are 100% effective in preventing strikes. The RGC has endorsed a strategy of spreading these good practices, and the ILO is assisting through intensive training and policy measures.

³ www.arbitrationcouncil.org
Good industrial relations are grounded in unions that can represent their members effectively. The ILO has helped the MOLVT to improve the certification of unions with Most Representative Status (MRS). These improvements resulted in a fourfold increase in MRS certifications; garment factories with an MRS union experienced 75% fewer strikes than the average across the industry. The challenge of storing all of this data will be facilitated by a database that will bring much-needed clarity into the current system.

The Arbitration Council is an important institution for Cambodia because it helps to solve the most serious of industrial disputes, collective disputes, before they have a chance to escalate, causing damage to the economy and to social harmony."

H.E. Mr. Ith Samheng – (former) Minister for Social Affairs, Labour, Vocational Training and Youth Rehabilitation

The biggest challenge ahead is to increase the Council role in strengthening peer industrial relations and to ensure long term financial sustainability.

Mr. Sok Lor, Executive Director, Arbitration Council Foundation

3.1.3 Better represented workers

It is recognised that one of the key socio-economic development engines is the strengthening of labour institutions, with particular emphasis on an effective and democratic trade union movement. Tripartite institutions will largely depend on enabling industrial relations environments for freedom of association, appropriate legislative frameworks, legitimacy and recognition of tripartite representation, and more specifically independent trade union activities.

The Cambodian free labour movement started in 1997, when the labour law was promulgated. Since then the trade union movement has suffered from a lack of experience, good management skills, and strong leadership. The multiplicity of trade unions has been a hurdle in establishing sound industrial relations and ensuring meaningful social dialogue. The ILO aims to strengthen the organizational capacity of trade unions in order to better represent their members and to contribute to national policy. This is done by (i) providing trade unions with a range of specialized training on various workplace issues, and (ii) enhancing social dialogue with the employers and the Government. In particular, training subjects include international labour standards, collective bargaining and negotiation skills, workplace cooperation, organizational leadership, and macro and micro economic monitoring. The WEP also provides support to unions by coordinating collective positions and joint campaigns on labour rights issues, gender equality, child labour, and youth employment.
This assistance has resulted in greater coordination among union federations and improved ability to formulate common positions on labour law reform, HIV/AIDS, wages and working conditions, child labour, and other important policy matters. They have also recognized the importance of democracy, independence and solidarity within their own organizations. The ILO will continue to work with the movement to improve their ability to effectively represent working men and women.

3.1.4 Eliminating the worst forms of child labour

The Cambodia Child Labour Survey (CCLS) of 2001 estimated the total population of 5-17 year olds at 4.3 million, and the number of working children 5-14 years old at 1.516 million. Almost 90 per cent of those between 5-17 years combine school and work, and most are from rural areas. Through its International Programme for the Elimination of Child Labour (IPEC) the ILO supports Cambodia in achieving its national target of reducing child labour to 8% by 2015 and the global goal of ending the worst forms of child labour by 2016, approved by Prime Minister Hun Sen in June 2008.

To this end the ILO directly targets child labour to reduce its incidence and to work on prevention and rehabilitation. This work covered over 670 villages in seven provinces and municipalities across the country, in domestic work, salt, fisheries, rubber plantations, brick making, and child porters. As a result, over 18,280 children have been either withdrawn from work and rehabilitated into schools or prevented from joining the work force and placed into schools. The families of these children have been targeted for income generation efforts, giving them special training on starting a small business and on the financial management of such small businesses.

The ILO has also supported policy and capacity development and the strengthening of institutions, tripartite partners and stakeholders to combat child labour sustainably, while promoting research studies and policy discussions to improve the knowledge base, building commitment and the mobilization of partners and stakeholders to address the problem. Special attention was paid to the special needs of working children and those at risk, especially girl child labourers.

The work proposed for the next four years will cover 15 provinces of the country and will at the same time directly target at least 12,000 children as direct beneficiaries through the provision of educational...
and non-educational services and 2,000 families of the targeted children. In order to ensure that the targeted children stop working on a sustainable basis, their families will be assisted to improve their incomes so that there is no pressure on the families to continue to use children to earn additional income.

3.2 Private sector development, employment opportunities and trade promotion

The private sector in Cambodia is made up of a large number of SMEs that provide employment opportunities for women and men. The promotion of small and medium enterprises (SMEs) is thus crucial in terms of employment and improved income generation. Working closely with the RGC, the ILO adopted well-tested tools to support the development and growth of micro, small and medium enterprises in the kingdom.

3.2.1 Micro and Small Enterprise Development

Small and medium enterprises (SMEs) are vital drivers of employment and income growth. The private sector in Cambodia is made up of a large number of SMEs; many micro in scale are belonging to the informal economy. The RGC within the Rectangular Strategy has adopted a policy that focuses on the promotion of SMEs, which the ILO is supporting through a holistic approach.

In particular it aims to support people in the rural areas of Battambang, Siem Riep and Phnom Penh, to set up and develop small business and thus generate employment for themselves and for others in their communities. Training programmes such as “Developing Small Business Associations”, “Start your own Business” have been provided to more than 500 entrepreneurs.

An important component of ILO support has been sponsoring of trade fairs or product fairs to highlight and promote Cambodian products. Five such events have been organised, visited by over 110,000 Cambodians, and continue to be sustained by local stakeholders.

The ILO has also extended its reach to farmers and artisans around Siem Reap and Phnom Penh. Skills like product design, marketing and business management were provided to Artisans Association of Cambodia (AAC) and its associate members. After an 18-month partnership with the ILO, AAC assisted its members to drastically increase the production and sale volume. A total of export sale of US $637,372 (in 2004) increased to $837,782 and $1 million respectively in 2005 and 2006. AAC members’ products are now exported for sale to 16 international markets including in the United States, Canada, Europe and Asia.
The local agricultural value chain around Siem Reap was one of the first such models in the country, while 146 farmers were trained to produce marketable vegetables and to provide regular supply to Siem Reap restaurants and hotels. While only pilot, around 70 trained farmers continue to grow and sell fresh produce to 15 of these establishments on a regular basis, adding around $30 per month to their income.

Building and strengthening organisations in the informal economy are key to sustaining impact. The ILO assisted trade unions to reach out to this underdeveloped area; as a result, beer promotion girls, motorcycle taxi and tuk-tuk drivers, vendors, home workers and farmers have been organised by such groups as Cambodian Association for Informal Economy Development (CAID) and Independent, Democratic Informal Economy Association (IDEA), which continue until today.

### 3.2.2 Better and more work for women

Despite good progress in recent years, women are still at a considerable disadvantage in the labour market due to disparities in access to the labour market and opportunities.

In 2001 in cooperation with the MoLVT and MoWA, the ILO launched a project to increase job opportunities for young women, so contributing to poverty alleviation, the socio-economic empowerment of women, and gender equality in the world of work. The project specialized in training women in their rights and in techniques for increasing their income – including better agricultural methods, handicraft production, occupational safety and health, and managing their own businesses. For women who want to run their own businesses, the project taught them basic business management skills, including product development, marketing and bookkeeping.
The initial focus was on capacity building of officials from government institutions, workers’ and employers’ organizations and NGOs on gender mainstreaming, participatory project management, and social and economic empowerment of women and their families through holistic local development and networking. One of the main results achieved was the adoption of the Gender Mainstreaming Action Plan by the Ministry of Labour and Vocational Training.

The ILO also recognizes the close links between family poverty and child labour, and therefore supports 3,000 families of working children to start or improve their household business. A random sample survey indicates that women entrepreneurs have seen their income rise by 50% as a result of this programme. It has also supported the Ministry of Industry, Mines and Energy in its implementation of its Gender Mainstreaming Action Plan (GMAP) and in the collection of sex-disaggregated data on business registration for women entrepreneurs.

I feel much more confident to manage the association now as a result of participation in two ILO WEDGE’s training workshops on Managing Small Business Associations. Compared with my situation in the past, changes within the association include the increase of clients, increase of membership, - now 135 female in total - increase in product sales, more support from local authorities, government agencies and other business associations and NGOs.

Ms. Meas Savry, Director, Khmer Women’s Handicraft Association

3.2.3 Rural development

This project extended the previous work run by the ILO and other agencies in the restoration of Angkor Wat and rural road and waterway construction mentioned above adding to this the establishment of community health centres and schools. It demonstrated (i) how the application of labour-based road works technology in maintaining public roads can increase the direct poverty reduction impact of road works and (ii) how to efficiently organise management of road maintenance funds through decentralised channels, essentially through the provincial authorities. With the initial start-up in 2006, this project provided a series of training courses to local government staff and small-scale private contractors in periodic and routine maintenance works, including key subjects such as labour-based road works technology, maintenance, quality assurance, material testing, asphalt
technology and contracts management. The training was conducted through formal classroom session as well as on-the-job training carried out on full-scale training work sites.

A central part of the project outputs was also to establish sound practices for the application of low cost bituminous surfacing of secondary and tertiary gravel roads on which traffic levels required improved surface treatments. The project introduced low-cost bituminous surface seals using innovative specifications making effective use of locally available natural gravels as aggregate instead of more expensive and scarce crushed stone which had to be transported from long distances at high costs.

3.2.4 Youth development and social dialogue

CAMFEEBA and ILO teamed up in July 2007 to improve the employment prospects of Cambodia’s young population. Working with a broad coalition of government agencies, employers, trade unions, NGOs, and universities, the initiative aims to create decent work and income opportunities for youth in Cambodia by matching training to the labour market and by strengthening the role of employers in collaboration with other stakeholders.

The result has been a strong knowledge base, with research and dissemination to key stakeholders so that they can benefit from international practices related to youth employment. An Employment Information Resources Center has been established to give young people greater access to employment-related information.

3.3 Social protection and assistance to vulnerable groups

3.3.1 Labour migration and trafficking

In the five-country Greater Mekong Subregion (GMS), trafficking in children and women is a problem of significant proportion. In Cambodia the ILO started to reach government, workers and employers’
organization in 2000. At that time the Government’s interest was limited to sexual exploitation. Through the years, its interests broadened, with an increased emphasis on internal movement and labour exploitation, as well as cross-border flows into Thailand.

The first phase covered sending areas with a programme that coupled microfinance interventions (micro business loans, rice banks, cow banks), livelihood skills training and non-formal education with awareness raising among population at risk. In Phase II the Government sought assistance on promoting safer migration and focused mostly on the tourism sector where exploitation and its potential are rife. In particular the Ministry of Tourism developed a strategic plan to promote child-safe tourism that entailed research, policy development, law reforms, and unique collaboration between ministries, and the private sector implemented workplace monitoring, awareness raising, skill training and social services for targeted groups.

As a result of ILO support the five GMS countries adopted the Guidelines for Migrant Recruitment Policy and Practice in the Greater Mekong Subregion. It also produced “Travel Smart-Work Smart”, a guidebook for Cambodian migrants in Thailand which contains useful information on labour laws and policies in Thailand. A similar guidebook aimed at potential migrants inside Cambodia’s rural sending areas was produced in 2008.

The ILO also builds the capacity of government officials to participate in international forums on labour migration and at bilateral meetings on employment cooperation with labour receiving countries, especially the implementation of the Memorandum of Understanding on Cooperation in the Employment of Workers signed between Cambodia and Thailand. The ILO advocates for improved passport procedures to encourage legal (and safer) migration from Cambodia; trains government officials, workers, and employers on migration policy and management; conducts studies on migration and the use of remittances in Cambodia; and identifies areas of improvement in regulation and enforcement.

3.3.2 Alleviating poverty through peer training for women and men with disabilities

Because of years of armed conflict, thousands of returnees from the border camps – especially from Thailand, internally displaced people, demobilized military personnel and vulnerable members of society – are among the ILO’s priority target groups. People with disabilities are among the poorest of the poor.4 The ILO has undertaken several activities and projects related to disability in Cambodia and many of the ILO’s non-disability projects also include disabled persons.

4 AbilityAsiaPacific (AbilityAP) represents the ILO’s Disability Programme in Asia and the Pacific Region. See: http://www.ilo.org/public/english/region/asro/bangkok/ability/index.htm
Based on informal and village-based apprenticeships, the ILO uses a methodology called Success Case Replication. According to this methodology, successful entrepreneurs train others to replicate their businesses by imparting practical skills in both the technical and business aspects of setting up the micro business. After training, the project provides small grants, loans and business development services to project beneficiaries so that their dreams for a better life become reality.

This grew out of earlier efforts to assist people with disabilities to enter mainstream training at provincial training centres, find jobs or start businesses after the training was complete. It also built the capacity of government personnel and trainers to address the needs of people with disabilities by providing training in disability awareness and strategies for incorporating disabled trainees into the classroom. Additionally, the project provided funds to make training centres accessible and skilled field staff to provide outreach and support services to trainees with disabilities.

3.3.3 Rights for indigenous peoples

The ILO’s Indigenous and Tribal Peoples Convention, 1989 (No. 169), is currently the only legally binding instrument that specifically aims at protecting the rights of such peoples. Experience has shown that this Convention serves as a tool for conflict prevention, poverty reduction, and good governance and dialogue.

Since 2005 the ILO has been promoting the participation and consultation of indigenous communities in decisions that affect them, with the aim of reducing poverty in a way that respects their culture, distinct way of life, tradition and customs. Working in three provinces with a large indigenous population, (Ratanakiri, Mondulkiri and Preah Vihear), the ILO builds the capacity of indigenous organizations, NGOs, government officials and other stakeholders on indigenous issues and rights. It also assists indigenous communities to register as legal entities in order to gain collective land ownership.

Working closely with the RGC and local NGOs, the project secured the first successful registration of an indigenous community, with 131 more communities recognized as qualified for potential registration. A guidebook on the process of registering indigenous communities has been developed by the Ministry of Interior, which has established bodies responsible for indigenous community registration both at national level and provincial level.
The ILO is also part of an effort to support Cambodia’s creative industries, based on existing projects and expertise in the areas of cultural preservation, trade, entrepreneurship and marketing. The programme will strengthen the outreach of existing member-based associations, such as the Artisans Association of Cambodia, to artists and producers in poor districts and ethnic communities in four provinces (Ratanakiri, Moldulkiri, Kampong Thom and Preah Vihear). Special efforts will be made to support ethnic minorities to establish fair market networks for their products.

### 3.3.4 Improving social protection and occupational safety and health

Social protection is a major pillar of the ILO’s Decent Work Agenda. It includes ways of protecting people who are most at risk of losing control over their lives, as well as ways of improving safety and health at work.

Cambodia promulgated the social security law for private-sector workers in 2002, but lacked the capacity and regulatory framework to implement it. The ILO has assisted MOLVT in drafting legislation and designing the management and administrative structures for the establishment of an employment injury insurance scheme which started operation in November 2008. It was further requested by the MOLVT, MOSVY and MOPH, to assist in the development of social security schemes, including draft legislation, financial studies and support in the implementation of such schemes, especially health insurance schemes, which has been done in collaboration with other relevant international agencies.

The ILO (IE project) provided support to expand coverage of the existing community-based health insurance scheme known as SKY managed by a French NGO called GRET. Under this scheme, families pay an average of US $3.20 per person per year in exchange for free access to participating health units at all levels (from the community health center to the district and provincial hospitals). Over 450 people have registered as members of SKY as a result of the partnership with the IEP.

The ILO has taken practical and effective approach to addressing OSH issues for formal and informal workplaces at various corresponding levels. At the workplace level, the easy-to-apply, but low-cost work improvement methods are disseminated, especially building on work improvement tools developed by ILO such as checklists, workplace visits and local good example photo sheets. At the institutional level, works to build capacity of stakeholders in disseminating the work improvement and integrating OSH inputs in public and private services for more effective dissemination. This includes provision of Training of Trainers (ToT) and integration of OSH services in agricultural extension and labour inspection services and OSH training provided by employers’ associations, trade unions, NGOs and informal economy associations. Finally at policy level, support is given to formulation of National OSH Programme and Action Plan. The First OSH Master Plan is adopted and will be launched on 28 April 2009 on the National OSH Day which has become an annual safety campaign event since 2006.

The ILO has successfully introduced the ILO participatory, action-oriented work improvement programmes in Cambodia known as WISH (Work Improvement in Safe Homes) – for home-based
workers and small businesses, WIND (Work Improvement in Neighbourhood Development) – for agricultural workers and farmers, and WISCON (Work Improvement in Small Construction Sites) – for construction and brick workers. More than 200 government inspectors, workers’ and employers’ representatives, and NGO members have been trained as participatory trainers to extend OSH protection to workplaces such as home workplaces, small construction sites, brick factories, farms, plantations and salt fields. These trainers have provided training on WISH, WIND and WISCON to more than 5,000 workers across the country.

The programmes have resulted in enormous OSH improvements and better workplace organisations within a short period of time after the training. With follow-up support and using low-cost, practical OSH improvement ideas, participants are inspired to implement improvements at their own self-help initiatives and resources. Over 60% of the participants have made improvements in the safety, health and work conditions. This was done either individually at their own home workplace and farm or collectively at their enterprise and factory with low or no cost. Improvements were observed in each course’s post-training follow-up undertaken by the trainer and included more proper storage, more effective material handling methods, organised workflow, improved workstation, healthier working environment including better lighting and ventilation, safer use of machines and hazardous substances, better work organisation, improved welfare facilities at work and home, job efficiency and enhanced productivity.

3.3.5 HIV-AIDS Workplace Education Programme

The prevalence of HIV in Cambodia is one of the highest in Asia. Despite recent declines among high-risk groups, it remains higher than in a number of neighbouring countries. The worst affected population category of 15-49 year-olds is also the working and economically-active segment of society. There is also special concern about the growing “feminization” of the epidemic, given indications that married women may now be more vulnerable to HIV transmission. The ILO has developed HIV workplace policies, conducted surveys on risk behaviour and changes in attitudes and knowledge, trained trainers to promote HIV awareness at the workplace, and held seminars for employers and
workers. It has also supported the development of national policy and enterprise-level interventions to prevent the spread of HIV and to prevent discrimination in formal enterprises, including the Prakas project “On the Creation of the HIV/AIDS Committee in Enterprises and Establishments and Managing HIV/AIDS in the Workplace” and two trade union policies.

The ILO also produced an Educational Toolkit on HIV/AIDS for workers in informal economy was produced to provide IE organizations with suitable resource materials for raising awareness and linking their members to relevant services as well as a voice and venue to report what they are doing with respect to HIV/AIDS prevention and addressing stigma and discrimination. 26 trainers and 200 peer educators used the Toolkit to train some 1500 IE workers (May 2006). The Toolkit continues to be used for peer education in IE workplaces.

**The future**

The strong partnership between the ILO and Cambodia will continue, both through the projects described above and many new ones in continuous efforts to meet the needs and goals of the people of Cambodia. At the time of writing, we recognize that the world, including Cambodia, is experiencing a grave economic crisis. The impact on labour markets, employment and income are severe.

In recognition of these trends, and in view of the ILO’s commitment engagement with the RGC over many years, the ILO has identified Cambodia as one of the priority countries for urgent measures to help mitigate some of the severest impacts on the real economy, and in particular on the vulnerable sections in the workforce. The assistance described in this booklet can be put to use in responding to this crisis. Labour-intensive works, vocational training, entrepreneurship training, and the factory-level interventions of Better Factories and others are examples for policymakers and development partners alike.

In early April 2009 the ILO fielded a multidisciplinary mission to Phnom Penh to meet government officials, social partners and development agencies to identify possible areas for ILO assistance to the RGC in responding to the crisis. A range of meetings was held with different line ministries and government bodies, a key employers’ organisation and a range of international agencies operating in the country. This will serve as the basis for an action plan to be validated and implemented rapidly in the coming months.

4. **Partners in Cambodia**

The ILO works through and in collaboration with its tripartite constituents; it goes without saying that none of the achievements described above would have been possible without their support. The Ministry of Labour and Vocational Training is the key government partner. Others include the Ministry of Commerce; Ministry of Interior; Ministry of Social Affairs, Veterans and Youth Rehabilitation; Ministry of Mines and Energy; Ministry of Women’s Affairs; Ministry of Rural
Development; Ministry of Planning; Ministry of Health; Ministry of Education; and the Ministry of Public Works and Transportation, and Ministry of Tourism.

The Cambodian Federation of Employers and Business Associations (CAMFEBA) is an autonomous and independent business association recognised by and registered with the Royal Government of Cambodia. Established in 2000, it is the largest Association in Cambodia representing employers. The ILO also works closely with the Garment Manufacturers Association in Cambodia (GMAC).

More than thirty national trade union federations work with the ILO to help build the capacity of their affiliate unions so that they are better equipped to protect and promote the interests of workers.

5. The ILO in Cambodia

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Phone: +855-23-220 817
Fax: 855-23-221536
phasis@ilo.org
www.ilo.org/asia

Table 1: ILO projects in Cambodia

<table>
<thead>
<tr>
<th>Project Acronym</th>
<th>Projects’ name</th>
<th>Funding</th>
<th>Current Period</th>
<th>Target Areas</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>APPT</td>
<td>Alleviating poverty through peer training for women and men with disabilities</td>
<td>Finland, Arab Gulf Fund</td>
<td>2002-2008</td>
<td>Siem Reap, Pursat Provinces</td>
<td>(project completed)</td>
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<tr>
<td>ISED</td>
<td>The Integrated Support to small enterprise development in Mekong Delta Countries</td>
<td>Netherlands</td>
<td>2004-2005</td>
<td>Battambang, Siem Reap, Phnom Penh</td>
<td>(project completed)</td>
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<td>NRDP</td>
<td>Northwestern Rural Development Project</td>
<td>ADB</td>
<td>2003-2006</td>
<td>4 north-west Provinces</td>
<td>(project completed)</td>
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<td>IE</td>
<td>Informal Economy, Poverty and Employment (IE) Project</td>
<td>UK (DFID)</td>
<td>2004-2006</td>
<td>Siem Reap, Phnom Penh</td>
<td>(project completed)</td>
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<tr>
<td>Project Acronym</td>
<td>Projects’ name</td>
<td>Funding</td>
<td>Current Period</td>
<td>Target Areas</td>
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<td>BFC</td>
<td>Better Factories Cambodia</td>
<td>USDOL, AFD, USAID, GMAC, RGC</td>
<td>2001- (current)</td>
<td>Export garment industries. Siem Reap, Phnom Penh, Sihanoukville</td>
<td>Better Factories Cambodia, #9, Street 322, Phnom Penh, Cambodia. Tel: +855-23-212-847, Fax: +855-23-212-903 Email: <a href="mailto:betterfactories@ilo.org">betterfactories@ilo.org</a> <a href="http://www.betterfactories.org">www.betterfactories.org</a></td>
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<td>WEDGE</td>
<td>Promoting Women’s Entrepreneurship Development and Gender Equality</td>
<td>Ireland</td>
<td>2004-2011</td>
<td>Women in poor communities and in areas with high incidence of child labour. Small cities and rural areas.</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sothearos (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>EEOW</td>
<td>Better Work for Women: Expansion of Employment opportunities for Women</td>
<td>Japan</td>
<td>2002-2006</td>
<td></td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sothearos (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>CISP</td>
<td>Creative Industries Support Programme</td>
<td>MDG- Fund (Spanish Government)</td>
<td>2009-2011</td>
<td>Ratanakiri, Mondulkiri, Kampong Thom, Preah Vihear</td>
<td>Ministry of Culture and Fine Arts No 227, Preah Norodom Blvd, Phnom Penh, CAMBODIA C/o P.O.Box: 2642 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>LDRP</td>
<td>Labour Dispute Resolution Project</td>
<td>USDOL, USAID, NZAID</td>
<td>2002-2008</td>
<td>National</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sothearos (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>IPEC</td>
<td>International Programme on the Elimination of Child Labour</td>
<td>USDOL</td>
<td>2003-2012</td>
<td>Kampot, Kampong Cham, Sihanoukville</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sothearos (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>Project Acronym</td>
<td>Projects’ name</td>
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<td>Current Period</td>
<td>Target Areas</td>
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<td>WEP</td>
<td>Workers’ Education Project</td>
<td>Denmark, Norway</td>
<td>2004-2008</td>
<td>Siem Reap, Phnom Penh, Sihanoukville</td>
<td>ILO WEP # 23 AB, St. 271, Phsar Deum Thkov, Phnom Penh, CAMBODIA C/O P.O. Box: 2642 Email: <a href="mailto:veasna.ilo@online.com.kh">veasna.ilo@online.com.kh</a></td>
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<td>TICW</td>
<td>ILO-IPEC Mekong Sub-Regional Project to combat Trafficking in Children and Women</td>
<td>UK, Japan</td>
<td>2000-2008</td>
<td>National level Sending provinces (Kampong Cham, Prey Veng, Svay Reing, Battambang and Banteay Meanchey. Receiving provinces (Phnom Penh, Siem Reap and Sihanouk Ville).</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sotheaors (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>ITP</td>
<td>Support to Indigenous Peoples</td>
<td>Denmark</td>
<td>2005-2010</td>
<td>Ratanakiri, Mondulkiri, Preah Vihear</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sotheaors (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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<td>OSH-HZ</td>
<td>Capacity Building in occupation safety and health in hazardous occupations Project</td>
<td>Republic of Korea</td>
<td>2004-2009</td>
<td>Small construction sites</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sotheaors (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
</tr>
<tr>
<td>HIV-AIDS</td>
<td>HIV-AIDS Workplace Education Programme</td>
<td>USDOL</td>
<td>2003-2006</td>
<td>Siem Reap, Phnom Penh, Sihanoukville</td>
<td>ILO Joint Projects Office Phnom Penh Centre, Building F, 2nd Floor, Sihanouk (274) and Sotheaors (3) Blvd Phnom Penh, Cambodia, P.O. Box 2642 Tel: +855-23-220 817 Email: <a href="mailto:phnompehn@ilo.org">phnompehn@ilo.org</a></td>
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</table>
Note: The ILO is a technical agency and relies on donors for support in implementing its projects. We wish to gratefully acknowledge support from the following international donors:

- Agence Francaise de Developpement (AFD)
- Asian Development Bank (ADB)
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- Embassy of Finland in Cambodia
- Government of Japan
- Government of the Republic of Korea
- Government of Norway
- Arab Gulf Programme (AGFUND)
- Irish Aid
- Government of the Netherlands
- New Zealand Agency for International Development (NZAID)
- Swedish International Development Cooperation Agency (SIDA)
- UK Department for International Development (DFID)
- UN Development Programme (UNDP)
- United States Agency for International Development (USAID)
- United States Department of Labor (USDOL)
- World Bank.
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<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td><strong>Eradicate Poverty and Hunger (*)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1* Poverty levels per cent of population – 2004</td>
<td>34.7</td>
<td>25</td>
<td>19.5</td>
</tr>
<tr>
<td>2* Poverty levels per cent of rural population – 2004</td>
<td>39.2</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3* People below food poverty line per cent – 2004</td>
<td>19.7</td>
<td>13</td>
<td>10</td>
</tr>
<tr>
<td><strong>Enhance Agricultural Production and Productivity</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4 Paddy yield per hectare (tons)</td>
<td>1.97</td>
<td>2.4</td>
<td></td>
</tr>
<tr>
<td>5 Irrigated area – including supplemental irrigate., (% of rice area)</td>
<td>20</td>
<td>25</td>
<td></td>
</tr>
<tr>
<td>6 Land Reforms: Land titles to farmers – % of total agric. land</td>
<td>12</td>
<td>24</td>
<td></td>
</tr>
<tr>
<td><strong>Improvements in Health (*)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7* Infant Mortality Rate per 1,000 live births</td>
<td>66</td>
<td>60</td>
<td>50</td>
</tr>
<tr>
<td>8* &gt; 5 Mortality Rate per 1,000 live births</td>
<td>82</td>
<td>75</td>
<td>65</td>
</tr>
<tr>
<td>9* Maternal Mortality per 100,000 live births</td>
<td>N/A</td>
<td>243</td>
<td>140</td>
</tr>
<tr>
<td>10* Births attended by skilled health personnel</td>
<td>N/A</td>
<td>70</td>
<td>80</td>
</tr>
<tr>
<td>11* HIV/AIDS prevalence, % of adults 15-49</td>
<td>1.9</td>
<td>1.9</td>
<td>1.8</td>
</tr>
<tr>
<td>12* Malaria Cases - fatality per cent</td>
<td>0.36</td>
<td>0.2</td>
<td>0.1</td>
</tr>
<tr>
<td>13* TB smear positive cases, per 100,000</td>
<td>N/A</td>
<td>214</td>
<td>135</td>
</tr>
<tr>
<td>14* Married women using modern birth spacing methods (%)</td>
<td>20.1</td>
<td>44</td>
<td>60</td>
</tr>
<tr>
<td>15* Per cent of health facilities providing RH services</td>
<td>33</td>
<td>45</td>
<td>70</td>
</tr>
<tr>
<td><strong>Improvements in Education (*)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16* Net Enrolment: Primary Schools – Total; Boys; Girls –%</td>
<td>91.9; 90.7; 93.0;</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>17* Net Enrolment: Lower Sec. Schools –Total; Boys; Girls – %</td>
<td>26.1; 24.8; 27.1;</td>
<td>75</td>
<td>100</td>
</tr>
<tr>
<td>18* Survival rate % : 1-6:</td>
<td>53.1</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>19* Survival rate % : 1-9:</td>
<td>30.18</td>
<td>76</td>
<td>100</td>
</tr>
<tr>
<td>20* 6-14 years out of school (%)</td>
<td>18.7</td>
<td>11</td>
<td>0</td>
</tr>
<tr>
<td><strong>Rural Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>21* Rural roads rehabilitated – Kms (out of total 28,000)</td>
<td>22,700</td>
<td>25,000</td>
<td>28,000</td>
</tr>
<tr>
<td>22* Safe drinking water access – % rural population</td>
<td>41.6</td>
<td>45</td>
<td>50</td>
</tr>
<tr>
<td>23* Sanitation access – % rural population</td>
<td>16.4</td>
<td>25</td>
<td>30</td>
</tr>
<tr>
<td><strong>Environmental Sustainability (*)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24* Forest Cover – % of total area</td>
<td>60</td>
<td>58</td>
<td>60</td>
</tr>
<tr>
<td>25* Fuel Wood dependency: Households – %</td>
<td>83.9</td>
<td>61</td>
<td>52</td>
</tr>
<tr>
<td>26* Access to safe water source – % of urban population</td>
<td>75.8</td>
<td>85</td>
<td>80</td>
</tr>
<tr>
<td>27* Access to improved sanitation – % of urban population</td>
<td>55</td>
<td>67</td>
<td>74</td>
</tr>
<tr>
<td><strong>Gender Equity (*)</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28* Mainstream gender in all spheres</td>
<td>To be Developed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29* Female share of wage employment – agriculture, industry, services (%)</td>
<td>52.5; 27.0;</td>
<td>50; 37</td>
<td>50; 50</td>
</tr>
<tr>
<td></td>
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</tbody>
</table>
### Major Goals: Targets/Indicators

<table>
<thead>
<tr>
<th>No.</th>
<th>Description</th>
<th>2005</th>
<th>2010</th>
<th>CMDG-2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>30*</td>
<td>Level of awareness that violence against women is a crime (%)</td>
<td>4.5</td>
<td>25</td>
<td>100</td>
</tr>
<tr>
<td>31</td>
<td>Accelerate governance reforms</td>
<td>To be Developed</td>
<td></td>
<td></td>
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<tr>
<td>32</td>
<td>Annual GDP growth at constant prices - %</td>
<td>7.0</td>
<td>6.0</td>
<td></td>
</tr>
<tr>
<td>33</td>
<td>Per capita GDP at constant prices (000 Riel)</td>
<td>1400</td>
<td>2,243</td>
<td></td>
</tr>
<tr>
<td>34</td>
<td>Rate of inflation %</td>
<td>6.2</td>
<td>3.0</td>
<td></td>
</tr>
<tr>
<td>35</td>
<td>Total Government budget revenues - % of GDP</td>
<td>11.80</td>
<td>13.80</td>
<td></td>
</tr>
<tr>
<td>36</td>
<td>Total Government budget expenditure – % of GDP</td>
<td>14.9</td>
<td>16.5</td>
<td></td>
</tr>
<tr>
<td>37</td>
<td>Annual growth in manufacturing - constant prices (%)</td>
<td>10.2</td>
<td>7.2</td>
<td></td>
</tr>
<tr>
<td>38*</td>
<td>Working children aged 5-17 years – %</td>
<td>22.3</td>
<td>10.6</td>
<td>8</td>
</tr>
<tr>
<td>39</td>
<td>Annual tourist arrivals nos – 000s</td>
<td>1,300</td>
<td>3,120</td>
<td></td>
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<tr>
<td>40*</td>
<td>Casualties (deaths and injuries) nos.</td>
<td>797</td>
<td>200</td>
<td>0</td>
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<tr>
<td>41*</td>
<td>Area affected cleared of mines and UXOs – %</td>
<td>53.0</td>
<td>77</td>
<td>100</td>
</tr>
<tr>
<td>42</td>
<td>Length of paved roads (primary &amp; secondary) out of 11,310kms</td>
<td>2,100</td>
<td>4,100</td>
<td></td>
</tr>
<tr>
<td>43*</td>
<td>Per capita use of electricity – Kwh</td>
<td>54</td>
<td>89</td>
<td></td>
</tr>
</tbody>
</table>

**Reforms**

**Sustain high Macro-Economic Growth (*)**

| 32  | Annual GDP growth at constant prices - %                                     | 7.0    | 6.0    |
| 33  | Per capita GDP at constant prices (000 Riel)                                 | 1400   | 2,243  |
| 34  | Rate of inflation %                                                          | 6.2    | 3.0    |

**Improve Budget Performance**

| 35  | Total Government budget revenues - % of GDP                                  | 11.80  | 13.80  |
| 36  | Total Government budget expenditure – % of GDP                               | 14.9   | 16.5   |

**Accelerate Industrial Growth & Employment**

| 37  | Annual growth in manufacturing - constant prices (%)                         | 10.2   | 7.2    |
| 38* | Working children aged 5-17 years – %                                        | 22.3   | 10.6   | 8         |

**Tourism**

| 39  | Annual tourist arrivals nos – 000s                                          | 1,300  | 3,120  |

**De-mining, Victim Assistance (*)**

| 40* | Casualties (deaths and injuries) nos.                                       | 797    | 200    | 0         |
| 41* | Area affected cleared of mines and UXOs – %                                 | 53.0   | 77     | 100       |

**Infrastructure**

| 42  | Length of paved roads (primary & secondary) out of 11,310kms                 | 2,100  | 4,100  |

**Energy**

| 43* | Per capita use of electricity – Kwh                                          | 54     | 89     |

**Source**: National Strategic Development Plan (2006-2010), Royal Government of Cambodia-2006.

**Cambodia Key Human Development Indicators**

According to the *Human Development Report* 2006, Cambodia ranked 136th out of 177 countries in the Human Development Index (HDI). Compared to 12 selected low- and middle-income Asian countries (including ASEAN, minus Singapore), Cambodia was only slightly better than Bangladesh, Lao PDR and Nepal which ranked below it.

The table below summarizes some key Human Development Indicators for Cambodia.

### Table 3: Cambodia – HDI values, 2006

<table>
<thead>
<tr>
<th>Indicator</th>
<th>Rank: 142</th>
<th>Age: 58.6</th>
<th>Rank: 101</th>
<th>Rate: 75.6%</th>
<th>Rank: 141</th>
<th>Rate: 58.7%</th>
<th>Rank 142</th>
<th>Amount: 1 619</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life expectancy at birth</td>
<td></td>
<td></td>
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<tr>
<td>Adult literacy rate (percent, ages 15 and above)</td>
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<tr>
<td>Combined primary, secondary and tertiary gross enrolment ratio (per cent)</td>
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<tr>
<td>GDP per capita (PPP)</td>
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