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## Recommendations from Cambodia National Tripartite Preparatory Workshop

### 15th ASEAN Forum on Migrant Labour

#### “Resumption of Labour Migration and Regional Cooperation”

18 August 2022

#### Sub theme 1 “Economic Recovery and Labour Migration”

1. Sending countries in ASEAN and authorities, including the Cambodian Government ministries, Ministry of Labour and Vocational Training and its National Employment Agency Job Centre, as well as Migrant Worker Resource Centres, trade unions, and other stakeholders, should continue holding **entrepreneurship learning and job matching events** regularly throughout the country to promote job and employment opportunities for migrant workers, potential migrant workers, returnees and their family members. The events should include counselling, mentoring and coaching.
2. The Royal Government of Cambodia, governments in destinations, private recruitment agencies and stakeholders should strengthen implementation of **recruitment policy and guidelines that address the required skills for workers** with an aim to meet the diversifying labour market demand, and to ensure non-discrimination and inclusiveness in migration pathways.
3. Technical and financial supports should be considered and allocated for local authorities in Cambodia to strengthen their role and responsibility in **data management**, identifying and collecting accurate data on inflows and outflows of migrant workers. Training is needed for relevant officials, ministries, and institutions on how to record migration and administrative data.
4. Sending countries and receiving countries should consider developing or reviewing existing **bilateral agreements/MOUs** in order to ensure gender-responsiveness and full rights protection, namely that the agreements include health care and treatment including for sexual and reproductive health, COVID-19 vaccinations, social services, protection from violence and harassment, prevention of forced labour and human trafficking, decent and safe workplaces and accommodation, especially for women migrant workers.



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5. The Royal Government of Cambodia and governments in receiving countries should facilitate **bilateral and multilateral stakeholder dialogues to identify key challenges faced in migration pathways** for migrant workers, as well as opportunities for enhancing/and adopting systems and processes that reduce time, cost and complication in the regular labour migration process.
6. The Royal Government of Cambodia should **simplify rules and procedures for regular labour migration** and raise awareness of it for migrant workers, employers, and operations officials from agencies in advance of reopening for international labour migration in the post-pandemic period.
7. Private recruitment agencies should establish a **guideline on actions to be taken in future pandemics or similar crises**, to be included in the pre-departure training orientation/training package delivered to migrants.
8. Authorities in receiving countries should reopen labour migration corridors for employment in the 'new normal' and should work closely with sending countries to **coordinate on labour market demand** with relation to migrant workers (quotas, occupations, sectors, skills needed).

## **Sub theme 2 "Rights protection to maximize development impacts of labour migration"**

9. The Royal Government of Cambodia, Ministry of Labour and Vocational Training should establish a **clear and transparent list and schedule of recruitment fees and related costs** for migration.
10. Employers and/or private recruitment agencies should be responsible for covering **COVID-19 related costs**, regardless of migrants' nationality or migration status, and ensure migrants have access to COVID-19 testing, treatment and vaccinations.
11. The Royal Government of Cambodia, Ministry of Labour and Vocational Training and countries of destination should promote **fair and ethical recruitment** practices including the zero-fee recruitment principles of the ILO and employer-paid principles per IOM IRIS.



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12. Employers and Private recruitment agencies should **not discriminate in the recruitment process** on the basis of gender identity, sexual orientation, disability, ethnicity, age, pregnancy or marriage status, among other factors, and ensure fair treatment.
13. The Royal Government of Cambodia and governments in destination should work together to **monitor the recruitment process** including non-deduction of recruitment fees at any stage of migration and rights to hold their personal documents.
14. The Royal Government of Cambodia should encourage micro-finance institutions to offer **low-interest rate loans** for workers migrating for international employment.
15. The Cambodian Ministry of Labour and Vocational Training, Ministry of Women's Affairs, and other stakeholders should consider improvements to **gender-responsive social protection policy and programmes** that increase social and economic development, benefits to workers, and promote decent work opportunities for migrant workers and members of their families.
16. Greater attention should be paid to migrant communities in need of access to **basic needs, health care, social support services and training opportunities** through multi-stakeholder collaboration, coordinated service provision and inclusion of diverse migrant workers, such as women, LGBTIQI+ and migrants with disability, among others.
17. The Royal Government of Cambodia, Micro Finance, Private Recruitment Agencies, MRCs, civil society, and other stakeholders should further promote knowledge and practices of **financial literacy/finance basics** for migrant workers, especially for women migrant workers before their migration and post-arrival orientation on financial basics, and investing in a small business this includes promote remittances, and promote the use of SaverAsia Mobile App.
18. The Royal Government of Cambodia, through the Ministry of Labour and Vocational Training and other stakeholders should work with the authorities in the countries of destination to ensure that migrant workers access **equal pay and benefits** regardless of gender and on par with non-migrant workers in receiving countries, including access to social security benefits, working hour limits, wages, overtime, severance, sick payment, and the ability to hold their own documents, among others, in accordance with provisions in national laws and regulations.



19. ASEAN Member States, especially Cambodia and with Thailand, should establish **agreements on portability of social security benefits** for migrant workers, and ensure the system is beneficial for all migrant workers.
20. The Royal Government of Cambodia should ensure effective access for migrant workers to the **Complaint Receiving Mechanism for Migrant Workers**, providing timely and gender-responsive intervention and supports through phone or online, respecting migrant workers' consent, privacy and confidentiality and ensuring they have *de facto* access to remedy and justice.
21. Governments in countries of destination should consider **allowing migrant workers to establish unions** and exercise their rights to freedom of association which enhance their ability to claim due labour rights protection, among other union benefits such as peer-to-peer and social support for the members.