

Cambodia (July - September 2016)

Key partners	Ministry of Labour and Vocational Training (MOLVT) Cambodian Confederation of Trade Unions (CCTU) Cambodian Labour Confederation (CLC) National Union Alliance Chambers Cambodia (NACC) Association of Cambodian Recruitment Agencies (ACRA) National Employment Agency (NEA) Legal Support for Children and Women (LSCW) Phnom Srey Organization for Development (PSOD)
Target sites	Kampong Cham, Prey Veng, Battambang and Phnom Penh
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Background information

With 300,000 young Cambodians entering the labour market each year and no nationally set minimum wage, many Cambodian workers go abroad seeking employment opportunities and higher wages. The primary destination country for Cambodian migrant workers is Thailand, with workers commonly migrating into the fishing, agriculture, livestock, construction, manufacturing and service sectors, including domestic work. Only a small minority of these workers (and ever fewer women workers) use regular channels to migrate, instead relying on social networks and unlicensed brokers to cross the border and seek employment. Thai Government data shows that between July and October 2014, following a mass exodus of Cambodian workers from Thailand, 693,630 Cambodian migrant workers and 42,395 dependents without legal documents registered at One-Stop Service Centers for temporary amnesty from deportation.

Since 2010, the Republic of Korea has become the second most popular destination for regular Cambodian migrant workers, with workers migrating into manufacturing, agriculture, fishing and construction sectors. Cambodia also has a Memorandum of Understanding (MOU) with Japan, but far fewer migrants travel there for work, likely due to the technical requirements of the Industrial Training Program and Technical Internship Program. MOUs with the State of Qatar and the Government of the State of Kuwait were signed in 2011 and 2009 respectively; as yet, no Cambodian migrant workers have been sent through these channels. As of December 2015, 400 Cambodian domestic workers had been deployed through private recruitment agencies (PRAs) to Singapore as part of a pilot project to see if this is a viable migration option in the future.

In December 2015, a new MOU and agreement on labour cooperation was signed between Cambodia and Thailand. December 2015 also saw Cambodia and Malaysia signing two MOUs for sending general workers and domestic workers to Malaysia, lifting the suspension of recruitment agencies sending domestic workers to Malaysia that had been in place since 2011. However, sending of migrant workers has not resumed yet. An agreement on the recruitment of domestic workers and general workers was also signed with Saudi Arabia in February 2016 but no timeline has been set for implementation.

Cambodian women migrant workers tend to migrate into low-skilled jobs in construction, agriculture, manufacturing, entertainment, hospitality and domestic work industries. Reports of abuse and exploitation of domestic workers have been recorded in all countries where Cambodian domestic workers are employed. With ageing populations in Thailand, Malaysia and Singapore, demand for household and caregiving services in the region is expected to continue to grow. At the same time, countries like Indonesia and the Philippines that have traditionally deployed large numbers of domestic workers are looking to reduce the number migrating abroad to work in the sector.

Cambodia at a glance

 Population: 14.9 million

 Labour Force: 7.0 million

Migration to Thailand

140,074 MOU migrant workers

Source: Office of Foreign Workers Administration, Department of Employment, Ministry of Labour, Thailand (August 2016)

472,197 migrants registered at one-stop service centers

Source: Office of Foreign Workers Administration, Department of Employment, Ministry of Labour, Thailand (August 2016)

106,054 Registered migrants completing nationality verification

Source: Office of Foreign Workers Administration, Department of Employment, Ministry of Labour, Thailand (August 2016)

Migration to Malaysia

8,548 regular migrant workers (October 2015)

Source: Immigration Department, Ministry of Home Affairs, Malaysia

Workers migrating through official channels:

- Thailand (2006-2016): 116,000 (W43,950:M72,050)
- Malaysia (1998-2016): 46,452 (W40,011:M6,441)
- Korea (2007-1/12/2015): 43,571 (W8,319:M35,252)
- Japan (2007-2016): 2,383 (W1,461:M922)
- Singapore (2013-2015): 400 (W400)

Source: Department of Employment and Manpower, Ministry of Labour and Vocational Training, Cambodia (January 2016)

Main activities (July – September 2016)

- On 26 August, three DFAT officials joined a field visit to the Migrant Worker Resource Centre (MRC) in Kampong Cham province. Together with the TRIANGLE II National Project Coordinator, they observed the activities carried out by Phnom Srey Organization for Development (PSOD), Kampong Cham MRC, the Provincial Department of Labour and Vocational Training (PDOVLT), and local commune leaders. They also received a presentation by community members on the process for regular migration.
- On 1 September, the ILO provided support to the Ministry of Labour and Vocational Training (MOLVT) for a workshop to review the implementation of the Labour Migration Policy and to develop an Action Plan for 2016-2017. During the meeting, 65 tripartite plus participants (W29:M36) discussed progress and defined priorities for 2017, with a particular emphasis on cooperation and monitoring and evaluation of policy implementation.
- On 6 September, the ILO provided support to the Cambodia National Preparatory Workshop for the 9th ASEAN Forum on Migrant Labour (AFML). During the meeting, tripartite stakeholders shared information on the implementation of the 8th AFML recommendations, discussed the theme of social protection and developed recommendations to share during the Forum in November.
- As part of ongoing efforts to increase access to justice for migrant workers, partner organizations received complaints from a total of 254 migrant workers and members of their families (W169:M85), including cases related to non-payment of wages, withholding of legal documents, forced labour, human trafficking, missing persons and access to social security benefits. Complaints are resolved through the MOLVT process, with assistance from TRIANGLE II partners.
- In September, as part of the ILO-UN Women project on 'Preventing the exploitation of women migrant workers in ASEAN,' the ILO contracted an independent researcher to carry out a study of the 'Effects of policies restricting women's labour migration in ASEAN'. The aim of the study is to determine the effectiveness of migration restrictions in preventing exploitation of women.

Key developments

- Oxfam and Youth Star Cambodia are exploring the possibility of replicating the MRC model in Oddar Meanchey

Province. The proposed MRC would also expand upon the services delivered to migrants by linking them with enterprise development training and the Oxfam Savings for Change programme.

Upcoming activities and key dates (October – December 2016)

Date	Event	Location	Attendees	Purpose
14 Oct	Forum to Address Labour Migration and Human Trafficking	Phnom Penh	UN agencies, NGOs, labour migration stakeholders	To ensure that programs related to labour migration are coordinated between stakeholders, with the goal of streamlining interventions
19-20 Oct	Training on ethical recruitment and gender-sensitive protection of women migrant workers (UN Women Collaboration)	Phnom Penh	Recruitment agencies	To support recruitment agencies in assessing progress on ethical recruitment and prepare action plans for revising internal policies and processes to make further progress.
Oct	Launch of the action plan 2017 of Labour Migration Policy	Phnom Penh	Tripartite plus labour migration stakeholders	To enhance the implementation of the Labour Migration Policy based upon the priorities identified by stakeholders.
Oct	Feasibility study on the establishment of a new MRC in Oddar Meanchey province	Battambang	Tripartite plus labour migration stakeholders	To visit the MRC operated by NEA in Battambang for the purpose of assessing the feasibility of replicating the model in Oddar Meanchey
18 Dec	Report launch for the assessment of the complaint mechanism	Phnom Penh	Tripartite plus labour migration stakeholders	To share findings from the evaluation of the complaint mechanism and provide an evidence-base for further improvements.

Media

Date	Title	Media source
31 Aug 2016	<u>Garment factory data revised</u>	Phnom Penh Post
15 Sept 2016	<u>No Movement on Day 1 of Garment Wage Talks</u>	The Cambodia Daily

The **TRIANGLE II** project extends the cooperation between the **International Labour Organization (ILO)** and **Australian Department of Foreign Affairs and Trade** on protecting migrant workers and enhancing development opportunities. **TRIANGLE II** aims to ensure that the benefits of labour migration are equally realised by men and women migrant workers; employers and governments. In shifting emphasis towards leveraging the development potential of migration, **TRIANGLE II** aims to shape labour migration opportunities to support inclusive and sustainable growth in the ASEAN Economic Community. **TRIANGLE II** focuses on delivering in six countries (**Cambodia, Lao PDR, Malaysia, Myanmar, Thailand, and Viet Nam**) and engages institutionally with **ASEAN**.