

Cambodia (January - March 2017)

Key partners	Ministry of Labour and Vocational Training (MOLVT) Department of Labour and Vocational Training (PDOLVT), Kampong Cham, Prey Veng, Battambang 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
Focal point	Mr Veth Vorn, National Project Coordinator, vorn@ilo.org , +855 12 777264

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 even fewer women workers) use regular channels to migrate, instead relying on social networks and unlicensed brokers to cross the border and seek employment.

In 2010, the Republic of Korea became the second most popular destination for regular Cambodian migrant workers. 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 governments of Qatar and Kuwait were signed in 2011 and 2009 respectively. So far 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 on recruitment agencies sending domestic workers to Malaysia that had been in place since 2011. Despite discussion, sending did not recommence in 2016. 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. 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.

While the Cambodian Government has not put a formal ban on recruiting and sending Cambodians overseas to work in fishing, the Government has made several statements indicating that they do not support regular migration into the fishing industry. In response to the 2016 request from the President of the Cambodian Human Rights Committee (CHRC) to the Royal Thai Government (in 2016) to protect the rights of fishers, the National Human Rights Commission of Thailand indicated they would undertake further measures to protect workers in the sector.

The Policy on Labour Migration for Cambodia and Action Plan (2015-2018) outlines the Government's commitment to harness labour migration for development. Goals include skills development, promoting productive use of remittances and supporting successful return and reintegration.

Cambodia at a glance

 Population: 14.9 million

 Labour Force: 7.0 million

Migration to Thailand

117,424 MOU migrant workers

111,493 registered migrants completing nationality verification

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

461,851 migrants registered at one-stop service centres

Source: Office of Foreign Workers Administration, Department of Employment, Ministry of Labour, Thailand (July 2015)

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

Republic of Korea (2007-2015): 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 (January – March 2017)

- The Cambodia Migration team participated in the TRIANGLE in ASEAN project team meeting in Bangkok on 18-19 January, presenting key challenges and achievements in 2016 and the workplan for 2017.
- On 1 – 2 February, a training course on Dispute Resolution of Migrant Worker Grievances was held in Siem Reap. This revised training course incorporated a number of suggestions for improvement based on participant feedback from the pilot course delivered in late December 2016. Participants comprised officials from the MOLVT and 12 PDOLVTs, MRC staff, representatives from the Manpower Association of Cambodia (MAC), trade unions (NACC), civil society organisations (Youth Council of Cambodia, Oxfam) and international NGOs (UN Women, and IOM), with a total of 47 participants (W10; M37) attending. The number of women had increased from two in the previous course in December, to ten, as a result of increased efforts to encourage women's participation. The higher number of women participants and their active contribution had a marked impact, with gender perspectives being reflected in how subject matter was interpreted.
- On 16 February, a half-day Project Advisory Committee (PAC) meeting jointly convened by TRIANGLE in ASEAN and the MOLVT was held in Phnom Penh, with 38 participants (W9; M29) attending. The purpose of the meeting was twofold; to reflect on key achievements of TRIANGLE in ASEAN activities by implementing partners over the past year and to give tripartite plus partners and key stakeholders the opportunity to input into and endorse the 2017 workplan.
- From 21-24 February, the National Project Coordinator visited Oddor Meanchay to present information on safe migration materials; labour migration policy/legislation and MRC management at a training workshop convened by YCC. The workshop was in preparation for the establishment of a MRC based on the TRIANGLE in ASEAN model, with financial support from Oxfam. 36 participants (W16; M20) attended the workshop including PDOLVT staff, district/ commune officials, representatives from the IOM, Provincial Committee on Counter-Trafficking and three local NGOs.
- On 10 March, TRIANGLE in ASEAN staff went to Kampong Cham province to attend a consultation meeting convened by the PDOLVT-Kampong Cham with provincial stakeholders to develop an action plan for the implementation of the labour migration policy in 2017-2018. The presence of TRIANGLE in ASEAN was requested to provide an overview and input into

the discussion, as well as observe the proceedings. Key priorities identified included a stronger emphasis on law enforcement in relation to private recruitment agencies and improved methods for disseminating more information on safe migration in the grassroots level.

Key Developments

On 24 February, the Annual Meeting of the National Committee for Counter-Trafficking in Persons (NCCT) was held at the Ministry of the Interior in Phnom Penh. The purpose of this event which received widespread media coverage was to disseminate the 2016 NCCT Report and plan of action for 2017. The meeting was attended by TRIANGLE in ASEAN along with a high number of government representatives, police and anti-trafficking officials. Agenda items included a presentation by the Ministry of Foreign Affairs & International Cooperation on the challenges of diplomatic mission intervention pertaining to cases of fishing and repatriation of migrant workers, and a presentation by the MOLVT on managing, sending and regularising undocumented migrant workers working in Thailand and other destination countries. The NCCT 2016 Report made specific reference to the contribution of TRIANGLE in ASEAN in building the capacity of PDOLVT labour officials and other service providers to support migrant workers and acknowledged the technical assistance provided by the programme to reduce labour exploitation and abuse.

Upcoming Activities and Key Dates (April – June 2017)

Date	Event	Location	Attendees	Purpose
April	Mission	Kampong Thom, and Kampot	PDOLVT directors & heads of employment in Kampong Cham and Kampot province, TRIANGLE in ASEAN staff	To discuss with PDOLVT and identify key areas for intervention to ensure that programs and approaches related to labour migration are shared amongst stakeholders, with the goal of streamlining interventions
May	Consultation	Phnom Penh	ACRA, TRIANGLE in ASEAN staff	To conduct initial consultation with ACRA to review or adopt a Code of Conduct (COC) in line with international standards, using the VAMAS model and monitoring system as a reference
May	Labour Migration Forum	Phnom Penh	UN agencies, civil society, labour migration stakeholders	To ensure that programs and approaches related to labour migration are shared among stakeholders, with the ultimate goal of streamlining interventions
June	Combined Launch of 3 Research Reports	Phnom Penh	MOLVT, PDOLVTs, labour migration stakeholders, civil society organizations and TRIANGLE in ASEAN	To hold a launch of three recent regional research reports - the combined ILO/ IOM Baseline Survey and Access to Justice for Migrant Workers Study, and the ILO and UN Women report, <i>'Protected or put in harm's way? Bans and restrictions on</i>

			implementing partners	women's labour migration in ASEAN countries'.
June	Training	Phnom Penh	All implementing partner focal points from MOLVT, PDOLVTs, MRCs staff.	To strengthen the capacity and competency of project implementing partners in result-based management and reporting (M&E)

Media Coverage

Date	Title	Media source
4 January	Garment workers strike after leader fired for founding union	The Phnom Penh Post
17 January	ILO warns of BREXIT threat to garments	The Cambodia Daily
13 February	Panel points out labour shortcomings in study	The Phnom Penh Post
7 March	Disabled women fired at factory	The Phnom Penh Post

The **TRIANGLE in ASEAN** programme extends the cooperation between the **International Labour Organization (ILO)**, the **Australian Department of Foreign Affairs and Trade** and **Global Affairs Canada** on protecting migrant workers and enhancing development opportunities. **TRIANGLE in ASEAN** 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 in ASEAN** aims to shape labour migration opportunities to support inclusive and sustainable growth in the ASEAN Economic Community. **TRIANGLE in ASEAN** engages institutionally with **ASEAN** and focuses on delivering in six countries (**Cambodia, Lao PDR, Malaysia, Myanmar, Thailand, and Viet Nam**).