

Cambodia (April – June 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
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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 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
W:43,950; M:72,050

Malaysia (1998-2016): 46,452
W:40,011; M:6,441

Republic of Korea (2007-2015):
43,571

W:8,319; M:35,252

Japan (2007-2016): 2,383
W:1,461; M:922

Singapore (2013-2015): 400
(W:400)

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

Main Activities (April – June 2017)

- On 8-9 May, ILO staff went on a study tour to Battambang province to explore good practices, lessons learned, challenges and achievements of the Migrant Worker Resource Centre (MRC) service model operated by the National Employment Agency (NEA) Job Centre. This evidence gathering included discussion of complaint resolution processes and outcomes, capacity building and strategies for engagement and coordination with provincial stakeholders, reporting on safe migration activities and financial accountability obligations.
- On 24- 26 May, ILO staff went to Kampong Cham and Kampong Thom province. With the expansion of TRIANGLE in ASEAN into Kampong Thom province, the primary purpose of the mission was to introduce the programme to the new implementing partners and provide an orientation to core functions and practice frameworks. In addition to visiting MRC staff in Kampong Thom, ILO staff attended a meeting with senior officials from the the Provincial Department of Labour and Vocational Training (PDOLVT)-Kampong Thom to discuss labour migration issues and emerging trends and explore opportunities to increase cooperation amongst provincial stakeholders. ILO staff also attended a presentation given by the PDOLVT-Kampong Cham to the PDOLVT-Kampong Thom on their experiences of implementing the programme to date, key interventions, lessons learned and challenges. As a direct outcome of this activity, it is anticipated that an implementation agreement will be developed between the ILO and PDOLVT-Kampong Thom.
- On 27- 29 June, ILO staff undertook a mission to Kampot. The primary purpose of the mission was to monitor the outreach activities carried out by the new Kampot MRC, and introduce the project to senior officials at PDOLVT-Kampot and to provide an orientation to core functions, practice frameworks, and identified priorities. In addition to visiting staff at the MRC office in Kampot, ILO staff also attended a presentation given by the PDOLVT-Prey Veng to the PDOLVT-Kampot on their experiences of implementing the project, key interventions, lessons learned and challenges. As a direct outcome of this activity, it is anticipated that an implementation agreement will be developed between the ILO and the PDOLVT in Kampot.
- On 7-8 April, the International Organization for Migration (IOM) convened a MRC Exchange Workshop in Sihanoukville which was attended by 25 participants from the Department of Immigration, Counter-Trafficking Police, the Social Welfare Office, NGOs, MRC staff and the ILO. ILO staff delivered a presentation. The purpose of the workshop was for MRCs

supported through the TRIANGLE in ASEAN project and MRCs supported by the IOM project to share information with one another about their respective approaches to assisting migrant workers; their practice frameworks and core activities, with the view to this interaction fostering a collaborative exchange of ideas about how to enhance and improve service provision for prospective, current and returned migrant workers.

Key Developments

Following the Dispute Resolution of Migrant Worker Grievances Training Course developed and delivered by ILO staff in Sihanoukville in late December 2016 and Siem Reap in early 2017, IOM has fully endorsed and adopted this training curriculum. Recently the IOM delivered the Dispute Resolution Training Course to MOLVT officials and staff from their MRC in Banteay Meanchey, which is testament to the effectiveness and quality of this ILO product as a training tool.

The ILO’s MRC model developed is partially adopted by IOM into their Standard Operating Procedure (SOP). With the aims to operationalize and synthesize services of IOM for client service provision, dissemination of information, and outreaches in their target areas for women and men migrant workers and members of their families, the SOP intended to increase the delivery, effectiveness and efficiency of services for migrants, returnees and potential migrants at Poi Pet Transit Centre.

Upcoming Activities and Key Dates (July – Sept 2017)

Date	Event	Location	Partners	Purpose
July	Presentation of ILO/ IOM Baseline Survey Study at 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.
July ongoing	Development of Gender-Communication Product	Phnom Penh, and some target provinces	TRIANGLE in ASEAN staff, partners, and migrant workers/domestic workers	To raise awareness gender-sensitivity and experience of women migrant workers.
August ongoing	Consultation to review or adopt a Code of Conduct (COC)	Phnom Penh	ACRA, TRIANGLE in ASEAN staff	To conduct a formal 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 source of reference, following the drafting of a concept note and signing of a service agreement with the ILO.
August	Consultation on 10 th ASEAN Forum on Labour Migration (AFML)	Siem Reap	TRIANGLE in ASEAN staff and officials from MOLVT, trade union representatives,	To conduct tripartite plus stakeholders consultation prior to the 10 th AFML.

			CSOs, UN agencies, CAMFEBA, ACRA	
September	Training Course on Promotion of Gender Equality & Women's Empowerment	Phnom Penh	TRIANGLE in ASEAN staff and all implementing partners	To create awareness on the gender dimension, responsiveness to specific needs and empowerment for women migrant workers and the challenges involved.
4-8 September	Presentation of the results of the survey conducted by Association of Private Recruitment Agencies (ACRA)	Phnom Penh	ACRA representatives, its members and TRIANGLE in ASEAN staff	To present the findings of the survey with members and non-members over the SWOT analysis and the data management.

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
16 June	Report Finds Major Flaws With Malaysian Maids Ban	The Cambodia Daily

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**).