



International  
Labour  
Organization



# The Work of the ILO in Cambodia



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# PREFACE

The International Labour Organization has been a partner in Cambodia's economic and democratic recovery since the early 1990s. It supports its tripartite constituents – Government, Workers' Organizations and Employers' Organizations – in their efforts to create more and better jobs for women and men, to improve the effectiveness of social dialogue between employers and workers, and to improve social protection and equity for all Cambodians in a growing economy.

This report was prepared to show how the ILO's vision of social justice and technical expertise are translated into a **Decent Work Country Programme** that contributes to Cambodia's development goals. Working with the tripartite partners and a variety of financial donors, this programme of work is recognized for helping the garment industry protect its 200,000 jobs by demonstrating to international buyers that workplaces comply with national labour law, for supporting the development of a credible Labour Arbitration Council that has reduced industrial strife by providing ways for disputes to be resolved peacefully, for reducing child labour in the most hazardous and exploitative types of workplaces; for enabling rural communities to participate in planning local investments and gaining both long-term transportation and other infrastructure assets as well as immediate jobs; and for helping employment and social protection policies meet the needs of disabled workers, women and men in the informal economy, and persons eager to start their own small businesses.

The Royal Government of Cambodia has ratified all eight of the International Labour Conventions embodying the fundamental principles and rights at work: freedom of association, elimination of forced labour, effective abolition of child labour and elimination of discrimination in respect of employment and occupation. Through research, policy advice and a wide variety of technical assistance projects, the ILO's **Decent Work Country Programme** supports the Government and the Social Partners to put these commitments in action.

However, in recent years the ILO's Committee on Freedom of Association has identified protection for trade union leaders and members in Cambodia as a matter of urgent concern. Committed to protecting human rights in the world of work, the ILO joins with other UN agencies to help the Royal Government of Cambodia reach its priority targets in the areas of good governance and promotion of human rights.

The work highlighted in this report demonstrates the importance and results of partnership with the Ministry of Labour and Vocational Training, the Cambodian Federation of Employers and Business Associations and the national trade union confederations. It is published with thanks to them, to the dedicated staff of the ILO working in Cambodia, and to ILO partners among other ministries, donor agencies and UN organizations.

Christine Evans-Klock  
Director, ILO Subregional Office for East Asia

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# I. The ILO in Cambodia

The ILO was established in 1919, and is part of the United Nations family. It is a social justice organization with a practical approach to reducing poverty centred on the world of work. For over 85 years, the ILO has been bringing governments, employers' organizations and trade unions together to debate social and labour issues within its unique tripartite structure. This tripartite approach is fundamental to all the work and activities undertaken by the ILO wherever it operates.

## The decent work agenda

The International Labour Organization (ILO) works in Cambodia and around the world to promote **decent work** – productive work in conditions of freedom, equity, security and human dignity. Decent work is a broad concept which includes...

- upholding the fundamental **rights** at work;
- ensuring adequate **livelihoods**, and 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; and

### The four pillars supporting decent work

Rights	Jobs	Social protection	Social dialogue
<p>The ILO believes that people who work have basic rights to ensure human dignity and empower workers to raise standards of living and expand opportunity.</p> <p>Fundamental rights at work include the right to freedom of association and to bargain wages and conditions collectively. They also include the right to freedom from forced labour (slavery), the right to freedom from child labour, and the right to equal opportunity without discrimination on the grounds of sex, race or disability.</p> <p>The founding principle of the ILO since 1919 is that <i>labour is not a commodity</i>.</p>	<p>The ILO promotes more and better jobs for women and men in the belief that both the quantity and quality of jobs are critical to poverty reduction, improved well-being and sustainable social and economic development.</p> <p>The ILO works to ensure that employment is in decent jobs – in compliance with national labour laws, under good working conditions and with fair access to training, employment services, enterprise development and job opportunities for all.</p>	<p>The ILO works to improve social security for those who are at work, seeking work or unable to work. This includes provisions for sick leave, health insurance and pensions.</p> <p>The ILO seeks to reduce work-related injuries and disease through the promotion of occupational safety and health.</p> <p>In line with national priorities, the ILO works to reduce HIV-AIDS at the workplace, and to make social security and safe work systems more effective.</p>	<p>The ILO helps governments, employers and workers discuss and find ways to work together and cope effectively with disputes. Social dialogue provides a strong framework for good governance.</p> <p>In this way the Decent Work Agenda can be progressed according to national needs and international standards.</p> <p>The ILO works to strengthen government ministries, employers' organizations and workers' representatives. It helps workers' and employers' organizations to improve their abilities to represent their members and to engage in social dialogue effectively.</p>

## International labour standards

As part of its work at the global level, the ILO brings together governments and the social partners – employers’ and workers’ representatives – to develop international standards on decent work issues. These Conventions and Recommendations must be ratified by national governments before they take effect. Membership of the ILO means that the country automatically is committed to the so-called core labour standards that define the most basic labour rights and freedoms – the freedom to form unions and bargain collectively, freedom from slavery, elimination of child labour, and freedom from discrimination at work. Cambodia has been a member State of the ILO since 1969. It has ratified all 8 of the core labour standards and a number of other key ILO conventions.

### Principal Conventions ratified and in force

Fundamental Labour Right	Convention number, title, and year adopted by the ILO	Year ratified by Cambodia
Freedom of association	No. 98 Right to Organise and Collective Bargaining Convention (1949)	1999
	No. 87 Freedom of Association and Protection of the Right to Organise Convention (1948)	1999
Freedom from forced labour	No. 29. Forced Labour Convention (1930)	1969
	No. 105. Abolition of Forced Labour Convention (1957)	1999
Freedom from child labour	No. 138 Minimum Age Convention (1973) <i>Minimum age specified: 15 years</i>	1999
	No. 182 Worst Forms of Child Labour Convention (1999)	
Freedom from discrimination	No. 100 Equal Remuneration Convention (1951)	1999
	No. 111 Discrimination (Employment and Occupation) Convention (1958)	1999
Other key conventions	No. 122 Employment Policy Convention (1964)	1971
	No. 150 Labour Administration Convention (1978)	1999

## Work with the social partners

In Cambodia, the Cambodian Federation of Employers and Business Associations (CAMFEBA) and the national trade union confederations are the social partners that work with the ILO and the Royal Cambodian Government to ensure that employers’ and workers’ perspectives and concerns are addressed in all aspects of the ILO’s work in the country.

CAMFEBA was inaugurated in July 2000. In its short existence it has grown to an organization representing 7 key industry associations plus 22 individual employer members. The ILO works with CAMFEBA to 1) build and enhance its capacity to represent members in a variety of tripartite forums and be an effective advocate for employer interests, and 2) develop and deliver services for members so that employers can better manage their enterprises and improve productivity, competitiveness and industrial relations.

The fifteen recognised national trade union federations in Cambodia 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 and their families. This includes negotiations and collective bargaining at the enterprise level and participation in national level discussions. The first post-war trade unions were set up in 1996. Following the enactment of the labour law in 1997 an increasing number of unions and federations have been established. Union membership has grown and trade unions represent workers in a wide variety of industries, especially in the garment and hotel industries.

A **Bipartite Council** was established in July 2004 with the ILO support to provide a forum for representatives of CAMFEBA and national trade union federations to discuss issues of mutual interest and concern in a non-adversarial setting.

## II. The beginning of ILO work in Cambodia – contributions to reconstruction

**T**he story of how the ILO came to Cambodia to restore livelihoods in the early 1990s has been beautifully documented in the book *“The Work of Giants – Rebuilding Cambodia,”* written by Brian Wenk with photographs by Nick Rain, published by the ILO in 2002. Much of the ILO’s ongoing work today is grounded in this early experience. The following excerpts from Mr. Wenk’s book recap this story:

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

*Over the years, the ILO has refined a labour-based approach to infrastructure works. Labour-based technology (LBT) maximizes employment opportunities without compromising engineering standards and does so at competitive rates. In 1992, the ILO turned to LBTs to rehabilitate Cambodia’s secondary and rural roads. Work began in the north-west provinces in response to a request from the United Nations High Commissioner for Refugees. Training for engineers, technicians and supervisors began in refugee camps along the border.*

*Equipment-based technologies typically allocate 80-85% of budget to (mostly imported) equipment, with labour expenses making up no more than one-fifth of the total. With LBT, labour accounts for up to 40%. Within 8 years, ILO infrastructure projects in Cambodia gave local workers over 3 million workdays’ direct paid employment and trained hundreds of managers, contractors and government staff in business, accounting, language and computer skills on top of labour-based construction and maintenance techniques. More than 540 kilometres of rural roads and 80 bridges were rehabilitated and maintained. The Ministry of Rural Development has made LBT its method of choice for rural development.*



*In Siem Reap province, tourism holds special potential for poverty alleviation. Mindful of the importance of the Angkor monuments and their value for tourism-driven development, the ILO joined with UNESCO to spearhead a massive clearing and restoration operation. Unskilled workers soon found hundreds of thousands of days’ employment clearing vegetation from around the monuments. Hundreds of workers rid the ponds around the temples of weeds and algae and revived the drainage system. To conserve soils and enhance the site they planted 10,000 tropical hardwoods in 1994 alone.*

*LBT served to rehabilitate 33 kilometres of secondary canals in Siem Reap province. Each kilometre generated an average 2,500 workdays. It injected much more into the local economy than direct wages: it enlisted hauliers to transport materials, manufacturers to make hand tools and baskets, and contractors to fabricate 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.*



*School-goers are another winner. The largest single group of road users in the vicinity of Puok market are the teachers and pupils of the three nearby schools. Puok High School draws pupils from 12 towns in the district. Over 90% of them pedal to school on their own bicycles.*

*Markets are a good place to see the benefits of infrastructure development. The market town of Puok, 20 kilometres west of the city of Siem Reap, has four roads leading to the town: three rural roads – rehabilitated using LBT – and the main national road. Today the market at Puok is surpassed only by the urban market at Siem Reap.*

*To be able to sustain the growth made possible by better infrastructure, people need business acumen and capital. That is why two other important ingredients in the ILO's initial employment programme – alongside infrastructure development – were training and micro-credit.*

*In a bid to help bring work to thousands of returnees, displaced people, demobilized military personnel, women and men, the ILO organized vocational training courses in several provinces. The courses ranged from car repair to wood carving, from hair-dressing to masonry, from sewing to furniture making – along with training in accounting, entrepreneurship, computers and language. About 80% of trainees found or created jobs using their new skills.*

*More widely known as a standard-setting body than as a road-builder, the ILO had to look no further than its own conventions for the fundamental principles behind its employment-generation programmes. The ILO's 376 Conventions and Recommendations constitute a unique body of international law that stands*

*behind its goal of **decent work**. Decent work is freely chosen, non-discriminatory and safe. It is remunerated fairly and includes health coverage and other social benefits.*

*International labour standards spell out a range of work-related rights and duties and offer guidelines for good practice. They seek to wipe out child labour, forced labour and discrimination in the workplace. They champion freedom of association. They promote small business development, worker training, occupational safety and health and the special interests of women workers. Adopted by the international community of workers, employers and governments, ILO labour standards reflect the conviction that poverty, and widespread unemployment and under-employment are a permanent threat to stability, peace and general well-being.*

*In keeping with the premise “no child labour”, workers must be over 18 to be eligible. Applicants have to produce ID cards as proof of age and domicile. Only people from within the vicinity of construction sites are taken on as labourers. Half the workforce must be women. Upon recruitment, workers indicate the method of payment they prefer: cash at competitive rates in the local labour market or a 50/50 mix of cash and food. The World Food Programme, under a collaborative arrangement with the ILO, has provided the food under these schemes in the form of rice, fish, oil and salt.*

*The profusion of landmines has put the proportion of physically disabled people in Cambodia among the highest in the world. The ILO began addressing their needs by identifying*



*specially adapted, commercially available – and affordable – farming and road-building tools in keeping with its mission to integrate disabled workers in to the mainstream labour market. Of the workers involved in clearing vegetation in and around Angkor Wat, some 10% were technically disabled. But thanks to special tools or duties they have been “enabled”.*

*After rural roads, bridges and irrigation schemes are built, someone has to maintain them. To help local populations maintain village roads, the ILO set up a system of “length persons”. Each length person is responsible for approximately 1 kilometre of roadway. Paid on a task basis, these women and men usually live and work close to the section of road assigned to them. Road maintenance committees have been established to look after lower-order rural roads to help decentralize maintenance efforts and root them in the communities linked by ILO-built roads.*

*Safety for workers and safety for environment go hand in hand. Workers disentangling networks of roots, breaking up vegetation and cleaning sandstone have the assurance that the techniques they use and any chemicals issued to them are both environmentally sound and safe for use.*

*Human rights, sadly, are often left for people to preach and breach: something for activists to espouse and others to ignore. Many of Cambodia’s rural entrepreneurs, workers and officials first heard of and experienced international labour standards, including proper safety procedures, in ILO-organized programmes. When they in turn go to train their neighbours, standards are a big part of each lesson. What they all experienced when they were most in need is a respect for human rights and human dignity. And that respect, coupled with a lot of hard work and intelligence, is rebuilding Cambodia.*

### Cambodia Key Human Development Indicators









UNDP Human Development Index: 130 out of 177 countries					
Population (2004 est.)	Income per person (2003 est.)	Household income distribution (1997 est.)	HIV/AIDS (2003 est.)	Labour force (2003)	Literacy age 15+ (2002 est.)
13.4 million	\$321 (raw)	lowest 10%: 2.9%	adult rate: 2.6%	agriculture 75%	total: 69.4%
median age 19.5 years	\$1,900 (Purchasing power parity)	highest 10%: 33.8%	people living with HIV/AIDS: 170,000	child workers 5-17: 16.5% of age group	men: 80.8%
Life expectancy: 58.4 years	36% population below poverty line	highest 20%: 48%	AIDS deaths each year 15,000	informal work 85%	women: 59.3%

Source: United Nations Development Programme HDR 2004 – Cultural Liberty in Today’s Diverse World, 2004.


### III. Links with current *global*, national and government strategies

#### Millennium Development Goals

The Millennium Development Goals (MDGs) are the global framework for measuring development progress. Set out by international conferences in the 1990s, the MDGs were unanimously adopted in 2000 by United Nations members, with the goal of achieving them in all countries by 2015. The first seven goals include targets for reducing poverty. The last goal – global partnership for development – is about the means to achieve the first seven. Within these global targets, Cambodia devised its own Cambodian Millennium Development Goals (CMDGs) in 2004.

Millennium Development Goals	Targets for Cambodia by 2015
 <b>Eradicate extreme poverty and hunger</b>	19.5% of population living on less than US\$1 per day (in purchasing power parity – taking account of prices) 26.2% of children less than 5 years old underweight 26.2% people less than minimum level of dietary consumption 16.5% of 5-17 year-old working children in 1999 reduced to 8%
 <b>Universal primary education</b>	100% net primary enrolment Reduce 6-14 year-old children not in education to 0% by 2010
 <b>Promote gender equality and empower women</b>	100% ratio of girls to boys in all 3 levels of education 30% of seats held by women in national parliament
 <b>Reduced child deaths</b>	Two thirds reduction under 5 death rate 1990-2015*
 <b>Better maternal health</b>	Reduce maternal mortality to 250 per 100,000 births
 <b>Reduce spread of major disease</b>	Halt and start to reverse spread of HIV/AIDS, malaria, and TB*.
 <b>Environmental sustainability</b>	Proportion of land area that is forest* Proportion protected for biological diversity* Halve ratio of people with no access to sustainable safe drinking water*
 <b>Global partnership for development</b>	Rules-based trade and finance Good governance, development and poverty reduction Reduce youth unemployment rate through strategies for decent and productive work

An additional goal is especially important in Cambodia:

 <b>De-mining and support for victims</b>	Zero impact from landmines and unexploded ordinance (UXO), such as bombs and artillery shells), by 2012 Eliminate negative human, social and economic impacts of landmines and UXOs by 2025
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\* No national target yet developed as at early 2005

# Links with global, national and government strategies

## National Poverty Reduction Strategy

The Cambodian National Poverty Reduction Strategy (NPRS) was developed in partnership with international organizations and national stakeholders, including the ILO. The ILO took a strong role in emphasizing the importance of decent work as a poverty reduction strategy and was able to bring employer and worker organizations directly into the process during 2003. As a result there are many areas where the social partners were able to contribute to the strategy’s development. Like other national poverty reduction strategies, it is consistent with the Millennium Development Goals, but goes further and has more detailed targets and strategies to achieve them. The NPRS objectives are shown below. It initially applies for 2003-2005.



### Cambodia National Poverty Reduction Strategy

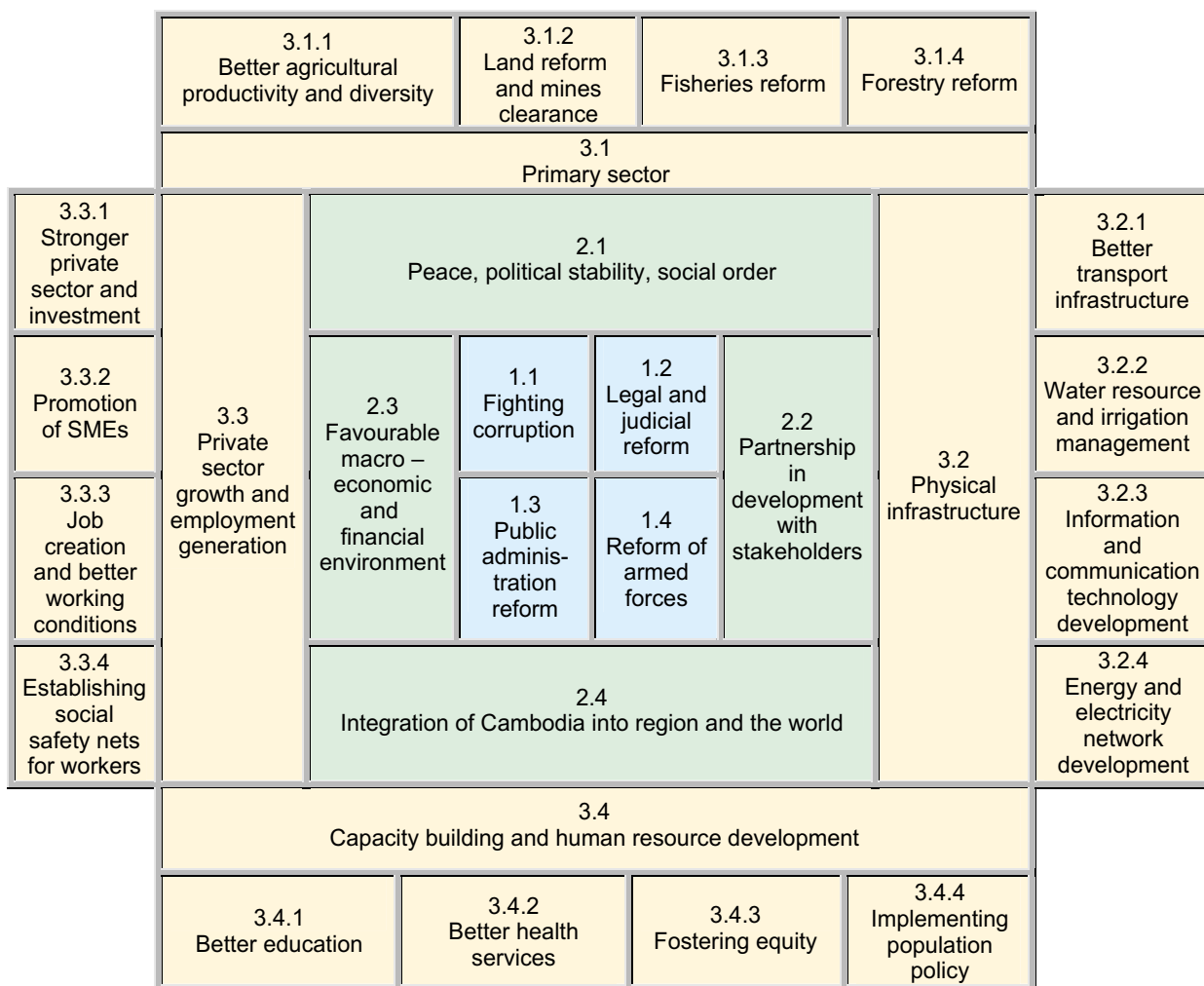
Key objectives	Supporting Strategies
<b>1. Promoting income earning opportunities</b>	1.1 Maintain economic stability 1.2 Improve livelihoods of the poor 1.2.1 Improved access to land 1.2.2 Agricultural development 1.2.3 Water & irrigation development 1.2.4 Road & transport development
<b>2. Expanding job opportunities</b>	2.1 Private sector development 2.2 Trade development 2.3 Promoting tourism 2.4 Post & telecommunication development 2.5 Micro-finance 2.6 Increasing labour skills 2.7 Improved energy availability 2.8 Urban development
<b>3. Improving capabilities</b>	3.1 Better health outcomes 3.2 Nutrition 3.3 Education 3.4 Safe water & sanitation
<b>4. Institutional strengthening and improved governance</b>	4.1 Reforming the justice sector 4.2 Reforming administration & the civil service 4.3 Decentralising & improving local government 4.4 Anti-corruption
<b>5. Reducing vulnerability</b>	5.1 Ensure food security 5.2 Social protection and fight against trafficking 5.2.1 Social protection 5.2.2 Social safety net 5.2.3 Combating child labour and trafficking 5.3 HIV-AIDS 5.4 Disasters management 5.5 Action against land mines 5.6 Sustainable resource & environment management 5.7 Ethnic minority development
<b>6. Promoting gender equity</b>	6.1 Mainstream gender issues in government departments 6.2 Ensure legal protection for women and girls 6.3 Raise community awareness of gender issues 6.4 Equal access to resources, decision-making etc.

# Links with global, national and *government* strategies

## Rectangular strategy

The Cambodian “Rectangular Strategy for Growth, Employment, Equity and Efficiency” was developed by the new coalition government in 2004 in order to articulate their development vision and approach to achieving the poverty reduction and millennium development goals. It consists of three concentric areas: the core area of **good governance**, the **environment for implementation**, and four **strategic growth areas** – which are further divided into a total of sixteen sectoral priorities. All in their work United Nations agencies in Cambodia refer to this strategy in their work with the government.

### Outline of the Rectangular Strategy



- GOOD GOVERNANCE
- ENVIRONMENT FOR IMPLEMENTATION
- STRATEGIC GROWTH

## IV. ILO programme of work in Cambodia

The following pages summarize the ILO projects and work items within the **country decent work programme** in Cambodia. This programme of work is designed in partnership with the Cambodian government, workers and employers and is intended to assist them in meeting the development objectives spelled out in the National Poverty Reduction Strategy and Rectangular Strategy, especially to (1) boost productive employment opportunities, particularly in rural areas; (2) strengthen employment policies; (3) improve governance through stronger institutions on social dialogue and compliance with labour law and standards; and (4) extend social protection and protect the vulnerable.

The largest work programmes – in terms of outreach and financial investment – are found in three areas: 1) to enable manufacturers, especially in the garment industry, to meet labour standards according to Cambodia's national laws and ratification of international labour standards and to reduce industrial strife in all industries by building stronger institutions and better workplace practices for effective labour dispute resolution; 2) to help Cambodians meet their goals to reduce child labour, especially in hazardous sectors, and to reduce the vulnerability of children and women to trafficking for purposes of labour or sexual exploitation; and 3) to continue the original effort of the ILO in Cambodia to restore and build better rural infrastructure and create good quality jobs for men and women in the poorest rural areas.

The summary tables for the individual projects note the principal Cambodian government partner, financial partners, time period, target areas and ultimate target groups. These projects are guided by technical specialists in the ILO Subregional Office for East Asia in Bangkok, and in a few cases by specialists in the ILO's headquarters in Geneva, and are led and managed by professional international and national staff in Cambodia. The number of full-time ILO staff in Cambodia is also shown in the summary tables. Their contact information is provided at the end of this publication.

### 1. Employment opportunities

Employment opportunities are one of Cambodia's most important needs. Those in most need of jobs as a means out of poverty are young people, women (who continue to be disadvantaged by cultural attitudes and poor education), those disabled by injury or disease, and people living in rural areas where even basic infrastructure is still inadequate. ILO interventions, projects and programmes have offered hope to those most in need since 1992. The ILO supports the creation of **productive employment opportunities, particularly in rural areas**, through policy support and projects on rural infrastructure, community-based planning, and opening skills and markets to women, disabled persons, and others working in the informal economy.

#### More jobs from better rural infrastructure

**(NRDP) Northwestern rural development project.** This project extends previous work by the ILO and other agencies in the restoration of Angkor Wat and rural road and waterway construction. The NRDP is designed to improve much-needed rural infrastructure, provide decent work for many rural poor, and train national and local government with the skills to sustain similar programmes. The ILO is one of two major international organizations involved in this project. The overall NRDP is supported by a 5-year multi-million dollar Asian Development Bank (ADB) loan to the Cambodian government. The project aims to improve the environment for income-earning through the planning, construction and maintenance of rural roads and other infrastructure such as community health centres, schools,

irrigation systems and water wells. The construction and maintenance maximises the use of local labour while maintaining quality results. At the end of this phase of the NRDP, 600 kilometres of rural roads will have been repaired, 250 classrooms, 14 health centres, 14 markets and 250 water outlets built. Jobs and work skills will have been provided to thousands of rural poor. The central ILO involvement in this phase is the development of information to identify the infrastructure improvements and labour needed. It is known as the **Integrated Rural Accessibility Planning (IRAP)** component. This includes the production of detailed maps at the district level within provinces. The priority planning involves active participation of all groups in identifying priorities for local infrastructure. The ILO also helps to build capacity in national and local government to enable this to be sustainable. The Ministry of Rural Development and its provincial equivalents are the main Cambodian agencies involved.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Transport; Access public services	Ministry Rural Development	ADB	2003-2006	14	4 North-west provinces	Rural poor

## Better work for women

### (EOW) Expansion of employment opportunities for women.

This project aims to increase the number and quality of jobs available to women. It promotes gender equality and the rights of women workers with both government and non-government organizations through 3 inter-related strategies. First, partner organizations are helped to carry out participatory project design, monitoring, evaluation, and training in social and economic empowerment of women alongside men in communities. Second, pilot projects are developed to demonstrate ways to improve the status of women. Third, women in the informal economy and their organizations are supported in networking and policy advocacy to help improve work prospects for both rural and urban women and their families in poverty. Project activities include providing gender awareness and skills training, improving vocational and business management skills and supporting women in setting up savings and credit systems. The project is funded by Japan from 2002 until 2006. A twin project operates in Viet Nam. The Ministry of Women's Affairs and the Ministry of Labour and Vocational Training are the lead government agencies. Other concerned ministries, non-governmental organizations (NGOs), employer and trade union representatives participate in the EOW project steering committee. This body helps to develop policy reforms on women's employment promotion at national and local levels. The project is part of the Asian region follow-up to the World Conference on Women in Beijing in 1995.



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Rectangular Strategy	Government partners	Funding	Current period	Staffing Cambodia	Target area	Target group
Employment generation; equity	MOLVT MOWA	Japan	2002-2006	2	Rural and Urban	Women workers

**Practical skills for disabled persons**

**(APPT) Alleviating poverty through peer training for women and men with disabilities.** People with disabilities are among the poorest of the poor in Cambodia and women with disabilities and those in rural areas face the most significant barriers. To survive and prosper with dignity, they need work skills. This demonstration project assists disabled persons start or strengthen micro businesses by providing access to locally-based informal training and business development assistance. Landmines, lack of access to proper health care, polio and more recently, road accidents, contribute the causes of disability. The project serves people with physical disabilities as well as blind and deaf individuals and aims to also assist those with mental and intellectual disabilities as well. Specially trained field workers identify people in need of training by collaborating with national and provincial ministries and NGOs. They match disabled persons to local, successful entrepreneurs who teach the disabled trainees the skills necessary skills to replicate the entrepreneur’s business. The trainees also have access to grants and small loans to purchase raw materials and the tools to start their businesses. Formal vocational training is also provided in some cases. Since its inception (October 2002) this small project has served more than 300 persons in two rural provinces and has a 70 per cent success rate, lifting many families out of poverty. A recent funding increase is making it possible to expand to two additional rural provinces, open up services to parents and spouses of disabled family members, and add a gender component to the project.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Small enterprise, Equity	MOSVY	Finland; Arab Gulf Fund	2002-2005	7	Siem Reap, Pursat provinces	Poor people with disabilities

**Decent informal work**

**(IEP) Informal economy, poverty and employment project.** The IEP aims to increase opportunities for decent work in the informal economy in Cambodia. It seeks to help informal workers and entrepreneurs have some of the benefits of workers and entrepreneurs in the formal economy, including representation. It builds on the conclusions of the general discussions on the Informal Economy at the 2002 International Labour Conference. The project also has components in Mongolia and Thailand. The project takes an integrated approach in linking all four elements of the decent work agenda for poor people. The project is making recommendations to improve labour regulations that apply to the informal economy. Groups working in the informal economy are helped through capacity building and advice on how to improve productivity and market access. Capacity building of organizations providing services to informal economy operators and workers is also conducted. Health and safety is promoted in micro-enterprises such as vegetable growing, silk farming, handicrafts and traditional music. Social security and other policies to support informal workers are developed and tested. Lastly, government, employer and worker organizations are encouraged to work better together with people in the informal economy and develop a policy for informal economy. Cambodian staff work closely with other organizations involved in different aspects of the informal economy, as well as with other ILO projects on workers’ education, HIV-AIDS, small and medium enterprises, women’s empowerment, disabled people.



Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Rural jobs & productivity	MOLVT	UK (DFID)	2004-2006	2	Siem Reap, Phnom Penh	Rural poor and their organizations

## 2. Employment policies

As well as directly helping to increase job opportunities, the ILO also encourages better policies and practices to maintain growth of decent work throughout Cambodia. The ILO builds up the capacity to collect relevant statistics and to use this data to inform policy development and monitor its impact. The main areas of policy support are in small enterprise development, skills and training policies and labour migration.

### Small enterprise development policy

#### (ISED) Integrated support to small enterprise development in Mekong Delta countries.

Operating in tandem with ILO work in Viet Nam and Lao PDR, this project supports Cambodia's strategic growth policy to promote micro and small enterprise (MSE) development as an important source of new job creation. In particular, it aims to support people in rural areas to set up and develop small businesses and thus generate employment for themselves and for others in their communities. The main steps in this approach are to 1) organise an MSE promotion day with local authorities; 2) carry out local business climate surveys to see how the business community, workers and local authorities perceive the environment for MSEs; 3) host local workshops on some of the constraints and opportunities identified in the surveys, such as financial services, entrepreneurship culture, and gender equality; and 4) develop and implement action plans that could include using ILO tools and training programmes such as *Start Your Business*, *Get Ahead for Women*, and *Developing Small Business Associations*.

Rectangular strategy	Government partners	Source	Current period	Staffing Cambodia	Target area	Target group
SME promotion	MIME, MOLVT	Netherlands	2004-2006	3	Battambang, Siem Reap, Phnom Penh	Current and potential entrepreneurs

### Skills and training policies

#### Core work skills and basic vocational competencies for the working poor.

This is a research programme covering Cambodia, Thailand and Viet Nam. It aims to find out why the working poor, especially from rural areas, remain poor. Such information includes the difference between conditions of work for people with stable jobs in the formal economy and those who lack such jobs and are informal workers. The research has already found that the poor need mobile vocational training, and that they need accessible vocational guidance and information. The analysis of this fresh research will inform policy development in vocational training and employment promotion.



Demonstration nursery

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Private sector growth; Education	MOLVT	Republic of Korea	2004-2005		Rural areas	Working poor

## Labour migration policy and management

Cambodia was part of a subregional project for labour migration during 2004 funded by the Republic of Korea. The project strategy was to strengthen capacity of constituents for **effective administration and management of employment abroad**. This includes the promotion of regular forms of labour migration through employment cooperation, migration policies and legal frameworks. The project built on existing initiatives and established links with ongoing projects such as the ILO-IPEC Mekong Subregional Project on Trafficking in Children and Women. At the end of the project Cambodia outlined activities to follow up on international initiatives identified by the International Labour Conference 2004 and in the report of the World Commission on the Social Dimension of Globalization with an emphasis on integrated approaches to labour migration through job creation, migration policies and social protection. Participants representing the government, employers and workers attended a regional week-long training course in Auythaya, Thailand in August 2004 to discuss such topics as international migration trends, sending workers abroad, receiving foreign workers, protecting migrant workers, irregular migration, people trafficking, international labour standards, protecting women migrants from exploitation and abuse and migration statistics. The work on effective labour migration policy is part of the ILO's support for the implementation of a Memorandum of Understanding on employment of migrants that has been signed by Cambodia and Thailand.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Legal reform, regional integration, HRD	MOLVT	Republic of Korea	2004-2005		national	Government administration, migrant workers

## Labour market information

**(LMI) Support for labour market Information.** Cambodia is participating in the Labour Market Indicators Library (LMIL) Network that aims to strengthen the capacity of constituents to process, manage, analyse and disseminate labour market information that is timely, accurate, pertinent and comparable. The purpose of the LMIL Network is to promote up-to-date labour market indicators that will assist policymakers, employers' organizations, trade unions, research institutes and other users in identifying, implementing, monitoring and evaluating policies and programmes for labour markets and employment issues. A national training workshop was held in Phnom Penh in February 2003. Cambodia also sent representatives of the government, employers and workers to attend a regional training meeting in Bangkok during February 2004. Supported by an ILO fellowship, a member of the labour ministry participated in a course at the ILO International Training Centre in Turin during July 2004 that included topics on labour market information used for policies related to employment and labour. The LMIL project has links with other organizations including the US Bureau of Labour Statistics, which organised a special training programme on labour market information to which the National Institute of Statistics sent participants in August 2003.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Public administration reform, capacity building	NIS, MOLVT	World Bank	2003-2005		National	Labour statisticians, policymakers

### 3. Governance and stronger institutions

The need for better governance is at the core of Cambodia's Rectangular Strategy. International agencies and the Cambodian government alike have publicly identified corruption as the most significant constraint to economic growth. To help the government fight corruption, carry out reforms and avoid economic crisis, the UN Country Team ranks **good governance** as the first priority of the UN Development Assistance Framework. The ILO's role in this commitment is to promote good governance in the world of work. Stronger institutions, that enable broad sectors of society to participate in governance, serve to improve the rule of law and undermine opportunity for corruption. The ILO works with Cambodia's biggest industries to improve compliance with national labour laws and to document this compliance to overseas markets. It has helped set up the first labour arbitration court as part of a strategy to improve industrial harmony. The ILO works with both labour unions and employers' organizations to improve the representation and voice they can afford their members and to engage in effective social dialogue. At the request of the Ministry of Labour and Vocational Training, labour unions and CAMFEBA, the ILO is facilitating a systematic review and revision of the 1997 labour law. Following the assassination of two trade union leaders in 2004, the ILO, together with the International Confederation of Free Trade Unions (ICFTU), brought international pressure to bear for a speedy and fair investigation and publicly raised the broader issue of the need for more protection for union leaders.

#### Better garment factories

**(BFC) Better Factories Cambodia** seeks to improve working conditions and productivity in the country's garment factories. These factories produce for international brands, exporting nearly \$2 billion worth of goods in 2004 and employing 270,000 workers, mainly young women from rural areas. Contributing over 80% of the country's exports, garment making is Cambodia's biggest industry and is critical to the economy. Started in 2001, the project grew out of a trade agreement between the US and Cambodia that exchanged higher US import quotas for better working conditions in Cambodia. The quotas expired at the end of 2004 but the project has become even more relevant as the government and manufacturers pursue a strategy to base their international competitiveness on documented compliance with labour law. This helps international buyers make easier sourcing decisions as they respond to consumers' demands to buy clothing that is not made in sweatshops. The project's monitoring process is based on unannounced visits by trained staff. Their checklist of working conditions consists of over 500 items based on national law, including the ratified labour conventions. Workers and management are interviewed separately to ensure factual reporting. The monitoring report is first given to the factory with suggestions for improvement. Following a further visit to check progress, findings are published in a national report in which factories are individually named. *Better Factories Cambodia* also identifies key areas for improvement and provides training, help and information to groups of factories where this is needed, for example on work safety, productivity, product quality and labour relations. In 2005 the monitoring, improvement and publication of results will be streamlined and results and interventions will be available on an interactive website and database. The aim is for the value of monitoring to be so transparent to factories and buyers alike that it will become self-financing by 2009.



Monitoring working conditions

Rectangular strategy	Government partners	Funding	Current period	Staffing Cambodia	Target area	Target group
Integration in global markets, private sector	MOLVT, MOC	US, France, GMAC	2005-2007	22	Phnom Penh, Siem Reap, Sihanoukville	Employers, workers, and int'l buyers

## Effective labour dispute resolution

**(LDRP) Labour dispute resolution project.** As the economy in Cambodia has grown and new industries developed, there has been increasing concern about labour disputes involving protests, strikes and lock-outs. No one benefits from such conflict and foreign investment is jeopardised. The LDRP aims to reduce the number of labour disputes in Cambodia and to help resolve them constructively. The project contributes to productivity because less time, money and effort is lost by both sides. Foreign investment is encouraged because labour relations are more stable. Part of the strategy is to help ensure that government, unions and employers know how the labour law operates and what is legal and illegal in industrial conflict.



*Arbitrators*

The project organises training and information on workplace cooperation and mediation, as well as on negotiation skills and conciliation and arbitration. The LDRP has built capacity through developing a national strategy for dispute resolution, adopted by the three social partners. The strategy encourages workplace cooperation, collective bargaining and other voluntary means of negotiation. Disputes that cannot be resolved early are determined efficiently through an Arbitration Council set up by the project. The Arbitration Council is composed of trained nominees of government, employers and workers. Its reasoned decisions are made in writing and made publicly available on a website. The Arbitration Council is an example of how other judicial processes can be run. So far the evidence is positive. The Council has been a landmark in the development of good industrial relations. It started operations in May 2003 and by the end of 2004 it had received 145 collective disputes. An overwhelming majority of these were resolved successfully, often through mediated agreements.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Legal reform, social peace, private sector	MOLVT	US, New Zealand	2002-2005	3	National industry centres	Employers, Unions, Government

## Better represented workers

**(WEP) Workers' education assistance project.** In Cambodia, free trade unions have only existed since 1996. As a result, skill levels and awareness are low, and inter-union rivalry is a problem. Violence and intimidation against union officials and their members is also a growing concern. Begun in 1998, this project aims to help meet the education and training needs of worker organizations and their members. It educates workers to understand their rights in line with Cambodian labour law and international standards. Also, elected union leaders are trained to improve their skills in representing their members, and to plan the operation of their unions. Union trainers are equipped with skills to enable unions to deliver their own training according to their particular needs. The WEP works with other ILO projects such as the HIV-AIDS project, Better Factories Cambodia and the IPEC child domestic labour project.



*Construction workers*

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Private sector development, governance	MOLVT	Denmark Norway	2004-2005	2	Phnom Penh, Siem Reap, Sihanoukville	Trade union leaders, trainers, members

## Rights for indigenous groups

**(ITP) Indigenous and tribal peoples project.** The ILO's Convention 169 on Indigenous and Tribal Peoples (ITPs) is a comprehensive instrument, covering land rights, access to natural resources, health, education, conditions of employment. The Convention promotes consultation and participation of ITPs in policies, legislative, administrative and development processes affecting them. This project contributes towards the development of national legislation and policies that integrate rights, needs and priorities of ITPs in Cambodia and builds capacity to implement them. The project will provide its assistance through capacity building and policy advice for ITPs and their representative institutions and government at local, provincial and national levels. The project also links the ITPs to the UN Permanent Forum on Indigenous and Tribal Peoples, A study on the Cambodian indigenous peoples' views on their poverty and their participation in the national poverty reduction strategy was conducted and presented to the Forum. The ITP project started operation in Cambodia in 2005 and works with the Ethnic Minorities Department of the Ministry for Rural Development, as well as NGOs, community-based organizations and provincial and local authorities.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Equity, rural development, land reform	MRD Dept. Ethnic Minorities	Denmark	2005-2006	1	Rattanakiri, Mondulkiri Preah Vihear	Indigenous and tribal peoples

## 4. Social protection and reduced vulnerabilities

Social protection is a major pillar of the ILO's decent work agenda. It also relates directly to the strategic growth areas 3.3 and 3.4 of the Rectangular Strategy, as well as to section 5 and section 6 of the National Poverty Reduction Strategy. For the ILO, social protection includes ways of protecting people who are most at risk of losing control over their lives and opportunities. It also includes ways of improving safety and health at work, including in the informal economy. Social protection means finding ways to support workers who are too sick or too old to work to support themselves. It also means protecting the future of Cambodia – its children – so that they can have the chance to prosper and support their own families.

### Protecting the most vulnerable – eliminating child labour

**(IPEC) International Programme on the Elimination of Child Labour** is a global programme of the ILO with over 80 participating countries, including Cambodia, and over 20 donor countries. It concentrates on one of the most fundamental of human rights – the right to childhood. It aims to progressively eliminate child labour and immediately eliminate its worst forms and promote the basic rights of children to education. It supports the fight against trafficking of children and young women – a form of modern slavery to which children are most vulnerable. Cambodia has committed itself to reducing the number of working children from 16.5% in 1999 to 13% in 2005 and to 8% in 2015 under the Cambodian Millennium Development Goals (CMDG). Cambodia also targets in its Education for All (EFA) that all 6-9 year olds are in schools by 2010. The Royal Government of Cambodia has emphasised that a National Plan of Action for the Elimination of the Worst Forms of Child Labour (NPA-WFCL) and a National Plan of Action Against Trafficking and Sexual Exploitation of



Salt fields, Kampot

Children (NPA-TSEC) are a prerequisite to achieving its targets in the CMDG and the NPRS. While It has already ratified Conventions No. 29 (on forced labour), and No. 138 (on minimum age for admission to employment) and the UN Convention on the Rights of the Child it is also now committed to the ratification and implementation of Convention 182. A Child Labour Unit was established and a national steering committee on child labour was formed by the Cambodian government with the support from the ILO in 1997, a national strategy has been implemented and ratification of child labour Conventions is proceeding. The programme involves the four projects in Cambodia that are outlined below.

**Combating child labour in hazardous work.** In Cambodia more than 16.5% of 5-17 year old children work. Much of this work is in sectors that are especially dangerous and often result in injury and death. This includes work in salt fields rubber plantations and fishing. The project started in 1997 and ended on 31 December 2004. It withdrew and rehabilitated 900 children from work into schools, and prevented a further 2,600 children at risk from joining the workforce. The project contributed to the preparation of the National Plan of Action for the Elimination of the Worst Forms of Child Labour (NPA-WFCL) and demonstrated model interventions to combat hazardous forms of child labour. Child labour monitoring mechanism set up through this project will be replicated in different sectors under the IPEC Time Bound Programme.

Rectangular strategy	Government partners	Funding	Current period	Staffing Cambodia	Target area	Target group
Social safety nets, Education	MOLVT MOSVY	US Dept. of Labor	2001-2004	4	Kampot, Kampong Cham, Sihanoukville	Children in hazardous work

**Support to the Cambodian National Plan of Action on the Elimination of the Worst Forms of Child Labour: A Time Bound Approach.** The Time Bound Programme is designed to be implemented by the national stakeholders (Government, Workers’ and Employers’ Organizations and NGOs) for a period of 4 years commencing from 30<sup>th</sup> September 2004 and ending in 31<sup>st</sup> December 2008. ILO IPEC will play a key role as a facilitator, a catalyst and a service provider by providing technical and financial support to the selected implementing partners. The TBP covers the following target sectors and geographical areas: Child domestic workers, Phnom Penh; Children working in salt pans and fisheries, Kampot; Children working in fisheries, Kep and Sihanoukville; Children working in rubber plantation and brick industry, Kampong Cham; Children working in brick industry, Siem Reap; Child porters, Banteay Meanchey.

Rectangular strategy	Government partners	Funding	Current period	Staffing Cambodia	Target area	Target group
Social safety, human resource development	MOLVT MOSVY	US Dept. of Labor	2004-2008+	10	Selected cities and provinces	Children in the worst forms of child labour

**Preventing and eliminating exploitative child domestic work (CDW) through education and training.** This project focuses on children who are forced to work in households (domestic work) usually for little or no payment except food and lodging. The project supported the baseline survey on child domestic workers in Phnom Penh to understand the magnitude and nature of the problem. Based on the base data, Phnom Penh Municipality mobilized seven districts of Phnom Penh and NGOs to take preventive and remedial measures for children who need assistance. Families in rural areas are made aware of what can happen when children are sent to work in homes as domestic workers in Phnom Penh. Alternatives such as vocational education are promoted.

Rectangular strategy	Government partners	Funding	Current period	Staffing Cambodia	Target area	Target group
Social safety nets, Education	MOLVT MOSVY	Netherlands	2004-2006	2	Phnom Penh and Prey Veng	Children in domestic labour

**Combating trafficking in children and women (TICW).** This project is part of a scheme in five countries located around the Mekong River. They include Cambodia, Laos PDR, Thailand, Viet Nam and the Yunan province in southern China. Rural children and young women in Cambodia are vulnerable to trafficking due to severe poverty and lack of education. The children and young women are often deceived or coerced into prostitution, or into forced labour including domestic work. The Cambodian project operates in a broader framework of labour migration, focussing on prevention of trafficking. It targets 7 provinces, both sending areas, city destination areas and cross-border transit regions. It helps develop provincial plans to stop trafficking, raises awareness of the issue, provides information and data, and integrates direct assistance with support from NGOs and the ILO IED project to help provide alternative work and training.

Rectangular strategy	Government partners	Funding	Current period	Staffing Cambodia	Target area	Target group
Social safety nets, Population policy	MOLVT MOSVY	UK, Japan	2003-2008 (phase 2)	5	Rural, transit and receiving areas	Children & women at risk of trafficking

## Improving social security

**Technical assistance in social security legislation, finance and administration.** The ILO provides technical advice and support on social security to the Social Security Department in the Ministry of Labour. The main focus of this programme, begun in 2004, is on developing employment injury insurance, which provides both short-term and long-term benefits including health care, permanent invalidity pensions, temporary invalidity benefits and survivor's pensions for dependent workers in the formal economy. The scheme is financed by employers' contribution only, which is offset against the costs of negotiating individual payouts and time lost due to disputes. The programme focuses on increasing national capacity in the planning and administration of the employment injury insurance scheme, for example providing a technical report and a seminar on the proposed employment injury insurance scheme and organising a two-week workshop organised by the Korean Labour and Welfare Corporation (KLWC) in Seoul.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Public administration form, social safety nets	MOLVT	Republic of Korea	2004-2005		National, starting in Phnom Penh	Formal workers

## Safety at work

**(OSH-HZ) Capacity building in occupational safety and health in hazardous occupations.** This programme aims to assist workers and employers in small construction sites in improving safety and health. The work in Cambodia is part of a subregional programme covering 5 countries. Working with the Ministry, workers' and employers' organizations, and non-government organizations, participatory training workshops using the newly developed *Work Improvement in Small Construction Sites*

(WISCON) programme were carried out. Learning from existing local good examples, participating workers and employers of small construction sites proposed practical safety and health improvement measures using low-cost locally-available materials. Participatory training tools included action-checklists, and local good example photo sheets.



*Practical safety guards*

Local Cambodian trainers were trained in the WISCON methodology and they are gradually expanding the coverage of the training. Similar participatory training workshops have been organised for home workers in the framework of the ILO Informalomy Project, and for the ILO child labour projects in the fishing and salt production sectors.

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Improved working conditions	MOLVT	Republic of Korea	2005		Small construction sites	Workers in hazardous jobs

**Preventing HIV-AIDS**

**(HIV/AIDS) HIV-AIDS workplace education programme.** Cambodia has the highest rate of HIV infection in Southeast Asia. Much is being done by other agencies to stop the spread of AIDS in critical areas such as sex work, the police and military and those who inject drugs. The ILO contributes to this campaign in the world of work. This project aims to reduce the level of HIV risk behaviour amongst workers in major industries. It also promotes non-discrimination against people who are HIV positive and promotes counselling, treatment and information services on HIV. It does this in partnership with the government, the social partners and with NGOs. The project conducts surveys to check risk behaviour, (such as sex with non-regular partners, and rates of condom use), and changes in attitudes and knowledge. It trains trainers who discuss issues at the workplace and

holds seminars for employers and unions. It seeks better laws and regulations on HIV in the workplace. Its long-term strategy involves helping government, employers and unions to design and implement HIV-AIDS prevention policies and programmes. Considerable technical support comes from ILO headquarters in Geneva and from the ILO Bangkok subregional office. The project works with other Cambodian ILO projects such as the Workers' Education Assistance Project (WEP), the Northwestern Rural Development Project (NRDP), and the Better Factories Cambodia. Along with all the government and international agencies coordinating efforts to combat AIDS, the ILO takes some encouragement in the decline of HIV infection in Cambodia from 2.1% in 2002 to 1.9% in 2003.



*HIV-AIDS awareness*

Rectangular strategy	Government partner	Funding	Current period	Staffing Cambodia	Target area	Target group
Health services, Equity	MOLVT	US Dept. of Labor	2003-2006	2	Phnom Penh, Siem Reap, Sihanoukville	Workers in garment, hotel and construction industries



## V. How the ILO works in Cambodia

Right from the beginning of the new Cambodia, the ILO has boosted the practice of social dialogue and advanced fundamental issues of rights at work, freedom of association, and protection for union leaders. The ILO has provided expertise on reducing poverty through decent work, helping to build capacity of employer associations, of labour unions, and of government ministries. These actions extend beyond projects and are fundamental to ILO work in Cambodia and to the work of the United Nations Country Team.

### ILO Subregional Office for East Asia

This ILO's programme of work is undertaken by the more than 65 staff working for ILO projects in Cambodia and the ongoing support from technical specialists in the Bangkok office and the Geneva headquarters. The mission of these experts is to help bring about change in Cambodia as well as in other developing countries in East Asia (Subregional office in Bangkok), and around the world (ILO Headquarters in Geneva). For the Bangkok office the areas of expertise are shown below.

#### ILO Subregional Office in Bangkok: Technical specialists for East Asia

International labour standards and legislation	Labour market and human resources	Occupational safety and health	Industrial relations and social dialogue
Employer activities	Vocational training	Social security	Gender
Worker activities	Enterprise development	Workers with disabilities	Community-based strategies for decent work
Child labour issues	Informal economy	Labour Migration	HIV-AIDS

### Work within the UN Country Team

The United Nations first began work in Cambodia in 1952, with its children's educational agency UNICEF. However, during the long period of conflict there was little UN involvement until 1992 after the Peace Accord was signed. By the year 2000 there were many other United Nations agencies operating in Cambodia. The office of the UN Resident Coordinator within the United Nations Development Programme (UNDP) is the central agency for coordinating the work of the United Nations Country Team (UNCT). The ILO works with the United Nations Country Team with 13 other UN agencies, the World Bank and the International Monetary Fund.



### Common country assessment

Cambodia is one of the first countries to have streamlined coordination between the UN agencies and the national government. As a result, the UN Country Team in Cambodia builds its assessment and programmes on the Millennium Goals and the National Poverty Reduction Strategy. In this the UN

Country Team also works together with the Asian Development Bank (ADB) and the United Kingdom's Department for International Development (DFID).

### **United Nations Development Assistance Framework (UNDAF)**

The UN Country Team has a framework for intervention in Cambodia for the period 2006 to 2010. The United Nations Development Assistance Framework (UNDAF) is based on the government's Rectangular Strategy to help the government reach its targets. It especially focuses on 3 areas of the Rectangular Strategy for the 5-year period:

- Good governance and the promotion of human rights: Institutions that function with integrity, that include citizens in decisions that affect their lives and work within the rule of law are essential for present-day Cambodia.
- Agriculture and rural development: With most poor people living in rural areas and relying on agriculture for both income and food, supporting the growth and improved productivity and environmental sustainability of agriculture is central to the well-being of the country.
- Capacity building and human resources development: To allow Cambodians to take charge of their own futures, access to quality health and education systems is needed. Special attention is needed for reaching vulnerable groups including women, girls and the rural poor.

### **Development partnerships**

In Cambodia, donor aid is also coordinated under a consultative process involving the UN Country Team, donors and the national government. In December 2004 international partners pledged a US\$504 million aid package for the country for 2006.

The ILO's portfolio of technical assistance projects in Cambodia totalled about US\$10 million in 2004-2005, including work in Cambodia under subregional projects.



*Demonstration nursery*

## List of acronyms

AIDS	Acquired Immune Deficiency Syndrome
BFC	Better Factories Cambodia
CAMFEBA	Cambodian Federation of Employers and Business Associations
CTA	Chief Technical Adviser – usually head of an ILO project
DFID	Department for International Development – United Kingdom
GMAC	Garment Manufacturers Association of Cambodia
HIV	Human Immune Deficiency Virus
IMF	International Monetary Fund
IPEC	International Programme on the Elimination of Child Labour
LBT	Labour-based technology
MDG	Millennium Development Goals
MOEYS	Ministry of Education, Youth and Sports
MOLVT	Ministry of Labour and Vocational Training – main ILO partner
MOWA	Ministry of Women’s Affairs
MOSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MRD	Ministry of Rural Development
NGO	Non-governmental organization
NIS	National Institute of Statistics
NPRS	National Poverty Reduction Strategy
OECD	Organization for Economic Co-operation and Development
SME	Small and medium enterprises
RGOC	Royal Government of Cambodia
UN	United Nations
UNCT	United Nations Country Team
UNDP	United Nations Development Programme
UNDAF	United Nations Development Assistance Framework

## How to contact the ILO Bangkok office

Address	ILO Subregional Office for East Asia (SRO-Bangkok) 10 <sup>th</sup> Floor, United Nations Building, Rajdamnern Nok Avenue, Bangkok, 10200, Thailand Phone (66) 02-288 1717 e-mail: <a href="mailto:SRO-BKK@ilo.org">SRO-BKK@ilo.org</a>
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## How to contact each project in Cambodia

Acronym	In-country Project	Contact	Page
APPT	Alleviating Poverty through Peer Training	No. 11B, St. 240, Chaktomuk, Daun Penh, Phnom Penh Tel: 023-220 151, Fax: 023-220 150 e-mail: <a href="mailto:appt@online.com.kh">appt@online.com.kh</a>	11
BSP	Better Factories Cambodia (Garment Sector Project)	International Labour Organization #9, Street 322, Phnom Penh Tel: 023-212 847, Fax: 023-212 903 e-mail: <a href="mailto:betterfactories@ilo.org">betterfactories@ilo.org</a>	14
EEOW	Expansion of Employment Opportunities for Women	International Labour Organization Phnom Penh Centre, Building B, 2 <sup>nd</sup> Floor Corner Sihanouk (274) & Sothearos (3) Blvd. Tel: 023-220 817, Fax: 023-221 536 e-mail: <a href="mailto:ilo.jp_eeow@online.com.kh">ilo.jp_eeow@online.com.kh</a>	10
HIV/AIDS	HIV-AIDS Workplace Education Programme	International Labour Organization Phnom Penh Centre, Building B, 2 <sup>nd</sup> Floor Corner Sihanouk (274) & Sothearos (3) Blvd. Tel: 023-220 817, Fax: 023-221 536 e-mail: <a href="mailto:iloaidscmb@online.com.kh">iloaidscmb@online.com.kh</a>	19
IEP	Informal Economy, Poverty and Employment Project	International Labour Organization Phnom Penh Centre, Building B, 2 <sup>nd</sup> Floor Corner Sihanouk (274) & Sothearos (3) Blvd. Tel: 023-220 817, Fax: 023-221 536 e-mail: <a href="mailto:iloiep@online.com.kh">iloiep@online.com.kh</a>	11
IPEC	International Programme on the Elimination of Child Labour – All projects	International Labour Organization Phnom Penh Centre, Building B, 2 <sup>nd</sup> Floor Corner Sihanouk (274) & Sothearos (3) Blvd. Tel: 023-220 817, Fax: 023-221 536 e-mail: <a href="mailto:ipec@online.com.kh">ipec@online.com.kh</a>	16
ISED	Integrated Support to Small Enterprise Development in Mekong Delta Countries.	International Labour Organization Phnom Penh Centre, Building B, 2 <sup>nd</sup> Floor Corner Sihanouk (274) & Sothearos (3) Blvd. Tel: 023-220 817, Fax: 023-221 536 e-mail: <a href="mailto:ised@online.com.kh">ised@online.com.kh</a>	12
ITP	Indigenous and Tribal Peoples Project	International Labour Organization Phnom Penh Centre, Building B, 2 <sup>nd</sup> Floor Corner Sihanouk (274) & Sothearos (3) Blvd. Tel: 023-220 817, Fax: 023-221 536 e-mail: <a href="mailto:sophorn.iloitp@online.com.kh">sophorn.iloitp@online.com.kh</a>	16
LDRP	Labour Dispute Resolution Project	International Labour Organization #9, Street 322, Phnom Penh Tel: 023-212 694, Fax: 023-212 903 e-mail: <a href="mailto:ilodr@online.com.kh">ilodr@online.com.kh</a>	15
NRDP	Northwestern Rural Development Project	Ministry of Rural Development Corner Street 169 and Russian Blvd. Phnom Penh. Tel/Fax: 023-427 632 e-mail : <a href="mailto:vuthT_ilo@online.com.kh">vuthT_ilo@online.com.kh</a>	9
WEP	Workers' Education Assistance Project	No. 23AB, Street 271, Phnom Penh Tel/Fax: 023-212 906 e-mail: <a href="mailto:rithy_work.ed@online.com.kh">rithy_work.ed@online.com.kh</a>	15



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