



CAMFEBA PLAN OF ACTION

ON

THE ELIMINATION OF CHILD LABOR (WF)

(CAMFEBA - PAECL)

IN CAMBODIA

(2012 – 2016)

August 2012

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Abbreviations

ASEAN	=	Association of Southeast Asian Nations
ADB	=	Asian Development Bank
CMDG	=	Cambodian Millennium Development Goals
CAMFEBA	=	Cambodia Federation of Employers and Business Association
CAPE	=	Confederation of Asia-Pacific Employers
CCLS	=	Cambodia's Child Labor Survey
CL	=	Child Labor
CLM	=	Child Labour Monitoring
CC	=	Chamber of Commerce
CLE	=	Child Labor Elimination
CNCC	=	Cambodian National Council for Children
CSES	=	Cambodia Socio-Economic Survey
CSO	=	Civil Society Organization
CRS	=	Corporal Social Responsibility
CSNACL	=	Civil Society Network Against Child Labor
DoCL	=	Department of Child Labor
ILO-IPEC	=	International Labor Organization/International Program on the Elimination for Child Labor
IoE	=	International Organization of Employers,
ACE	=	ASEAN Confederation of Employers
INGO	=	International Non Governmental Organization
IMF	=	International Monetary Fund
LNGO	=	Local Non Governmental Organization
MLVT	=	Ministry of Labor and Vocational Training
NPA	=	National Plan of Action
NPA-WFCL	=	National Plan of Action on the Elimination of Worst Forms of Child Labor
NPRS	=	National Poverty Reduction Strategies
NPA-STSLs	=	National Plan of Action on Suppression, Human Trafficking, Smuggling Labor and Sexual Exploitation of Human Trafficking in Persons
NSC-CL	=	National Sub-Committee on Child Labor and Other Forms of Commercial Exploitation of Children
PCC	=	Provincial Council for Children
PAECL	=	Plan of Action on the Elimination of Child Labor
RGC	=	Royal Government of Cambodia
SLOM	=	Senior Labor Officials Meeting
UCW	=	Understanding Children's Work
UNCRC	=	United Nations Convention on the Rights of the Child
UN Agencies	=	United Nations Agencies
UNICEF	=	United Nations for International Children's Funds
UNESCO	=	United Nations for Education, Science – Organization
UNDP	=	United Nations for Development Program
WFCL	=	Worst Forms of Child Labor
WB	=	World Bank,

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I. BACKGROUND

1.1. Introduction

Child labor is an enormous and widespread problem throughout the world. The ILO estimates that as many 215 million boys and girls¹ are engaged in child labor². 115 million of these children are exposed to its worst forms³. Removing these children from the worst forms and offering them a future without child labor is an urgent priority. The majority (98%) of the economically active children are from developing countries.

In Cambodia like many other developing countries, poverty is the principal reason for the existence of child labor. Poor families who lack capital resources, low skills and education, and have limited economic opportunities, are likely to send their children to work. The Cambodia Poverty Assessment places one-third of its more than 14 million populations live under the poverty line. About fifty 50 percent of the total population are young population under 18 years old. Cambodia's Child Labor Survey⁴ (2001) estimates that about 45% of children aged 5-14 years are "working children," suggesting that nearly 1 in every 2 children works. More boys than girls work. Almost 90% of working children aged between 5-17 years combines' school and work. Most working children are from rural areas. Some of their works are known as the worst forms of child labor.

Child labor is normally concentrated in the informal economy, in the rural sector and in other industries hidden from public view. Children who are engaged in child labor, either because they are below the legal work age or because they work in hazardous, illegal or degrading conditions, are unable to develop to their full potential. Employers and employers' organizations are the first instance for playing a critical role in the national and global fight against child labor. Employers can take responsible action to remove child labor from their workplaces, they can reduce the risk from hazards for adolescents and they can refuse to hire children. Employers and employers' organizations can lobby for effective schooling and for remedial programs, and they can help to raise public awareness and change attitudes.

At the 'Global Child Labor Conference 2010', all representatives from governments, employers' and workers' organizations, non-governmental and other civil society organizations, regional and international organizations, gathered in the Hague, the Netherlands, on 10 and 11 May 2010, to take stock of progress made since the adoption of the ILO Worst Forms of Child Labor Convention, 1999 (No. 182), to assess remaining obstacles and to agree on measures to accelerate progress towards the elimination of the worst forms of child labor by 2016, while affirming the overarching goal of the effective elimination of child labor, which is reflected in the ILO Declaration on Fundamental Principles and Rights at Work (1998) and ILO Convention, 1973 (No. 138) to which ILO Convention, 1999 (No. 182) is complementary. The conference was declared *towards a world without child labor and developed a road map to 2016*.

At the regional level, the Association of Southeast Asian Nations (ASEAN)'s Leaders, Ministers and/or Senior Officials committed to take effective actions for elimination of WFCL in ASEAN. ASEAN leaders committed to work towards achieving the elimination of WFCL by 2016. ASEAN may align itself with the aims of the ILO's Global Action Plan, which in turn is aligned with the Millennium Development Goals, the Asian Decent Work Decade goals, as well as some national-level goals set by ASEAN member states.⁵

The Child Labor, especially the WFCL was discussed among ASEAN Members, under the umbrella of the Senior Labor Officials Meeting (SLOM) to help more effectively achieve the aim of eliminating WFCL. This included

¹ ILO Global Report on Child Labor - 2010

² Child labour is work done by a child who is under the minimum age specified for that kind of work, as defined by national legislation, guided by the ILO Declaration on the Fundamental Principles and Rights at Work (1998) and ILO Convention Nos. 138 and 182.

³ The worst forms of child labor are defined in the Worst Forms of Child Labor Convention, 1999 (No. 182) as:

(a) all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labor, including forced or compulsory recruitment of children for use in armed conflict;

(b) the use, procuring or offering of a child for prostitution, for the production of pornography or pornographic performances;

(c) the use, procuring or offering of a child for illicit activities, in particular for the production and trafficking of drugs as defined in the relevant international treaties;

(d) work which, by its nature or the circumstances in which it is carried out, is likely to harm the health, safety or morals of children.

Recommendation 190, accompanying Convention No. 182, provides further guidance.

⁴ Cambodia Child Labor Survey report 2001 by the National Institute of Statistics

⁵ For example, Cambodia, Thailand, and the Philippines have established national targets of 2016 for the elimination of the worst forms of child labour. Viet Nam is working towards developing a National Plan of Action aligned to the 2016 target.

Ministerial bodies responsible for labor, social welfare, education, planning, human rights, labor rights, justice, social security, and anti-poverty and child rights. It was also included relevant IGOs, such as ILO-IPEC, UNICEF, UNESCO, UNDP, the World Bank, ADB, IMF and other IFIs, as participants or sponsors. Social partners and relevant CSOs as appropriate were also represented

This process has been might appropriately driven by the SLOM, the ASEAN Secretariat, the ASEAN Commission on the Promotion and Protection of the Rights of Women and Children (ACWC), the Senior Officials Meeting on Social Welfare and Development (SOMSD) or other relevant ASEAN bodies. The ASEAN Secretariat in particular have played very active role in child labor elimination, and its WFCL.

The **Cambodian Federation of Employers and Business Association (CAMFEBA)** considers the elimination of child labor is one of the most important priorities of the employers' agenda in Cambodia, since as child labor causes their low productivity, effect to benefit of business, against to the corporal social responsibilities and also against to the national and international instruments such as labor laws, UNCRC, and especially the ILO Conventions No. 138⁶ and No. 182⁷ etc.

In response to the child labor elimination, CAMFEBA puts so many efforts through working closely with the Royal Government of Cambodia (RGC), Trade Union, UN Agencies, L/INGOs and CSOs, GMAC and Private Sector to support the country's efforts towards the ratification and implementation of ILO Convention C. 138, C. 182 and in the adoption of the Prakas on child labor, the endorsement of the NPA-WFCL(2008-2012) and many other national and international instruments in encouraging the National Assembly and the Senate to ratify the ILO Convention 138 and C. 182 in Cambodia.

Apart from being one of the key constituents that make up the tripartite structure of the ILO, workers organisations are also ILO's social partner, CAMFEBA/Employers and trade unions have globally played an important role in mobilising public opinion against child labor, and also taking the issue of child labor and its elimination be highlighted in the CAMFEBA/Employers' Organizations' agenda.

CAMFEBA has taken various efforts to protect and promote all kinds of children rights through support the development of national policies and set the target of child labor elimination in the country. Child labor has intensively integrated into the National Poverty Reduction Strategies (NPRS – in 2006) and Cambodian Millennium Development Goals (CMDGs) including the National Plan of Actions for the Elimination of the Worst Forms of Child Labor (NPA-WFCL), these policies have been stated clearly of its goal for reducing the incidence of child labor among children aged 5-17 years from 16.5% in 1999 to 13 % in 2005 and to 8 % by 2015.

The **Cambodian Federation of Employers and Business Associations (CAMFEBA)** was established in July, 2000 under the Cambodia Labor Law, and the only one professional organization of employers in Cambodia. It is recognized by the Royal Government of Cambodia and the ILO and other National and International agencies as the premier organization representing, promoting, and safeguarding the rights and interests of employers in the country. CAMFEBA is now representing collectively over 1000 employers in Cambodia. CAMFEBA is also a member of the International Organization of Employers (IoE), the ASEAN Confederation of Employers (ACE), and the Confederation of Asia-Pacific Employers (CAPE). CAMFEBA, currently, is one of the key social partners of the International Labor Organizations, International Program for the Elimination of Child Labor (ILO IPEC) in Cambodia, for contributing to mobilizing the public opinion, especially the employers to eliminate child labor in Cambodia. CAMFEBA has now prepared already to contribute the child labor elimination to realize the Royal Government of Cambodia (RGC)'s twin goals by 2015 and 2016: **for the reducing child labor from 16.5% in 199 to 8% by 2015 and the complete elimination of the worst forms of child labor by 2016 in the country.**

1.2. Definition of Child Labor

..... Article 2 of the ILO's Worst Forms of Child Labor Convention, 1999 (C. 182) defines a 'child' as anyone under the age of 18. Child labor is work that harms a child's well-being and hinders his or her education, development and future livelihood. Child labor is working which, by its nature and/or the way it is carried out, harms, abuses and exploits the child and deprives the child of an education.

⁶Minimum Age for Employment

⁷Immediate Action for the Elimination of Worst Forms of Child Labor

Other definitions of children who work

In addition to the term “child labor”, the ILO also uses the expressions “working children” and “economically active children”, notably for statistical purposes. These two terms denote work by a child of more than one hour during a seven-day period. This work can be paid or unpaid, for the market or not, regular or casual, legal or illegal.² In many cases such work is within the law, and therefore is not considered child labor. Thus, it is important when reading statistics to distinguish between “child labor” which is illegal, and the activities defined by these other terms which include child labor but also include the work that children are doing legally. The ILO uses these other terms because it is easier to collect data based on them rather than exclusively on child labor. A portion of the cross-country comparative data provided by the ILO uses this broader definition.

Royal Government of Cambodia Child Labor Definition⁸

.....The Ministry of Labor and Vocational Training (MLVT), through the consultations on the elimination of the Worst Forms of Child Labor (WFCL), defines child labor as work done by a child below 18 years old, either paid or unpaid, that inimically affects the mental, physical, social or moral progress of the child and prevents his/her education. That work which helps to educate, or train the child for future occupation, and is part of social and family functions, is termed as child work and does not constitute child labor nor the WFCL.

The following categories, as derived from ILO Convention 182, further define child labor.

- *The worst forms of labor against fundamental human rights like child slavery or practices similar to slavery such as the sale and trafficking of children, debt bondage and serfdom, enforced and compulsory labor, and forced or compulsory recruitment of children for armed conflict; the use, procuring or offering of a child for prostitution, use in the production of pornography and pornographic performances; and use of children in illicit/criminal activities. All these activities are illegal under the laws of the RCG.*
- *Child labor in hazardous work or work environment that could harm the health, safety and morals of working children. The applicable age is below 18 years.*

Be noted that the current Labor Law of the RGC allows for light work for children at aged 12-14 years provided that such work is not hazardous and does not affect their school attendance or their participation in vocational training.

1.3. The Commitment of the Royal Government of Cambodia in Eliminating Child Labor and Its Worst Forms

The Constitution of the Kingdom of Cambodia, Article 48, enshrines child rights as per the UN Convention on the Rights of the Child, especially the rights for children to survive, to access to education, to be protected during the war, and to protect the economic trades or sexual activities. The Labor Law of Cambodia, Section 8 on Women and Child Labor, further provides a legal framework for the protection of child workers. However, Ministerial Orders are needed to tighten provisions, specifically on the different types of work that are hazardous and prohibited to children, the special conditions for apprenticeship, special dispensations for work of children and allowable light work. The MoLVT/DoCL has so far issued 11 Ministerial Orders (Prakas) on Working Conditions for Children in Brick Making, Fishing, Foot-Wear, Rubber Plantation, Salt Production, Light Work (12-15 Years Old), Heavy loads by children and Circular 012 for the workers or employees at the ages of 15 to 18 years, including the Prakas on children working in subsistence agriculture tobacco, in-land fishing, cassava and farm.

This CAMFEBA's Plan of Action on the Elimination of Child Labor (CAMFEBA - PAECL) is developed based on existing policies of the Royal Government and the laws of Cambodia in order to reinforce and contribution the RGC's objectives in reducing and eliminating child labor in the country, where it has clearly set the target for child labor elimination in improving the economic and livelihood in the country. The CAMFEBA, as representing the employers' community in Cambodia has advocated and negotiated with government, workers' organizations and civil society to work inline all key policies and ensure the country is a child labor free by 2016. .

⁸Based on the NPA-WFCL 2008-2012

1.3.1. Policies Frameworks for Child Labor Elimination

The RGC has taken various measures to reducing and eliminating child labor in the country. The RGC has developed and implemented many national policy frameworks have clearly integrated child labor as key indicators for economic and poverty reduction and promotion of the rights of the child. The Rectangular Strategy of the RGC is mainly focusing on Job Increase, Equity and Efficiency and recognizing children are the backbone of national economic and human capital of the country. In addition, the National Strategic Development Plan (NSDP) 2009-2013, has clearly set to enhance occupational safety for children aged 15 to 18 (minimum working age); and to eliminate the most severe forms of child labor by 2016. [p. 159], and the Cambodian Millennium Development Goals (CMDG), targets to reduce the child labor from 16.5% in 199 to 8% by 2015. Both the NSDP and CMDG provides for the creation of gainful employment, improving supply of qualified labor and the elimination of WFCL. Ensuring proper workplace conditions and enforcing the labor law and international conditions, provides for continuing and strengthening efforts to reduce the proportion of working children (child labor). Further, the Social safety net provisions are provided for other youth victims of trafficking, children in conflict with the law, street people, orphans and other vulnerable children. The MLVT has put child labor firmly as a priority issue to be addressed in its 2006-2010 five-year Strategic Plan.

The National Plan of Action on the Elimination of WFCL has been adopted by the Royal Government of Cambodia on 16 June 2008. It has implemented by the MLVT with financial and technical support from ILO IPEC, Winrock International and other INGOs and LNGOs in the country and is now in the progress of the developing the second phase of the NPA (2013-2017). The NPA II is to synergized the best practices and experience from the implementation of the NPA-I to foster the eliminating the WFCL as set by the RGC's Twin goal by 2016.

ILO IPEC, on May 10-11, 2011 has endorsed a global roadmap for ending the WFCL by 2016. The RGC, in this regard is one of the very few countries accepted the global roadmap and also developed the national country roadmap, in which has 12 steps to be doing toward in combating the WFCL in Cambodia

The **Village, Commune/Sangkat Safety Policy** was endorsed and enacted on May 17, 2010. Each village and commune/sangkat will have ensured its Safety that (has no action of thief, rob and pick-pocket in all forms; has no production, dissemination and use of illegal drugs; has no acts on debauchery, sexual trafficking of women and children and domestic violation; has no gangster; has no illegal gambling, using illegal guns and illegal act of all forms. It is of course complemented the NPA-WFCL as part of commercial sexual exploitation of children (CSEC).

The National Social Protection Strategy (NSPS) that recently developed and endorsed the RGC, as an important policy for the poor and vulnerable people, has clearly indicated the MoLVT works on creating **decent work** opportunities for vulnerable groups and taking proactive steps to reach the **Twin Goals on child labor**: to reduce all forms of child labor to 8% by 2015 and to eliminate the worst forms of child labor by 2016, through education. This would of course provide a great chance for all society actors, including Employers Associations, Private sector take their roles in reducing and eliminating the WFCL by 2016.

The adopted Labor Law in 1997, has now under the progress of review and will for sure include the necessary comprehensive language/term on the child labor elimination and its worst forms, and work for children in the domestic work, while the ILO Governing Body has recently endorsed the Convention No. 189 on Decent Work for Domestic Workers.

A National Plan of Action on Suppression, Human Trafficking, Smuggling Labor and Sexual Exploitation of Human Trafficking in Persons (NPA-STSLs - 2011-2013) was endorsed on November 07, 2011, by the **Deputy Prime Minister and Minister of Ministry of Interior, HE Mr. Sar Kheng**, would give a chance for Employer and private sector for integrating and implementing the NPA-STSLs in line with the CAMFEB-PAECL, especially the group activity of eradication of child labor and its worst forms (Group Activity 2.4) and also about the promotion of child safe tourism (Group Activity 2.6), in which would be the focus in this Employers' Plan of Action. In coordination and implementation of the NPA-STSLs, the RGC has created a National Committee on Suppression Human Trafficking, Smuggling Labor and Sexual Exploitation of Human Trafficking in Persons (NC) to coordinate MOUs, multilateral and bilateral agreement as well as promote a coordinated approach to counter-trafficking initiatives in Cambodia. The NC is recognized as another signs of the Cambodian Government's commitment to fight human trafficking, including commercial sexual exploitation of children.

At the same time it may be noted that the Education For All (EFA) target is also 2015 and this converges well with the child labor elimination targets in the CMDG and the Global goal endorsed by the ILO. There is need, however, to provide support to the time-bound targets so that measures can be set to determine progress on these numerical targets. Considering that there are numerous donors and implementing agencies, there is need to undertake work to bring other donors and implementers on-board the Social Partners to this CAMFEBA Plan of Action approach so that the support provided to Cambodia is coherent and consistent with the NPA and other strategic policy targets.

With the ratification of C 138 and 182, the RGC has put in place a series of steps to ensure their application country wide. Apart from drawing on the technical support of the ILO in putting in place time bound measures for the immediate elimination of the WFCL and reducing all forms of child labor, it has implemented the NPA WFCL for five year period 2008 to 2012 and it has now under reviewed and developed to be used as the ways forward to 2016. Child labor issue has also included child labor as priority areas within the Strategic Plan of the Ministry of Labor and Vocational Training 2006-10. In addition, the MLVT has issued Prakas or Government Notifications that address issues of hazardous child labor.

It has also reconstituted the National Sub Committee on Child labor and set up Provincial Committees on Child labor in 7 provinces. It has augmented the capacities of the Department of Child labor and of the Provincial Departments of Labor and Vocational Training to respond to child labor.

1.3.2. National and International Legal Commitment for Child Labor Elimination

The RGC has made ratified and endorsed many core UN and International Conventions and national regulations reflecting her legal commitment in the combating child labor, includes the ratification of the **UN Convention on the Rights of the Child** in 1992; the RCG ratified the **ILO Convention No. 138** (Minimum Age for Admission to Employment) in 1999; and **Convention No. 182** (Worst Forms of Child Labor) in 2005; included provisions that seek to protect the rights of children in the **1993 Constitution**; set the minimum age for employment at 15 years in the **Cambodian Labor Law**; Formulated 11 Prakas or Ministerial Orders that lays down the conditions of work in various sectors of employment, all of which have specific clauses on the employment of children. Among these 11 Prakas 4 was focused on child labor in subsistence agriculture sector, which supported by Winrock International - Children Empowerment through Education Services (CHES) Project. The RCG also adopted and approved for implementation an **ASEAN Inter-Parliamentary Organization Resolution** to prevent and eradicate the worst forms of child labor in 2004; and established the **Department of Child Labor**, which exclusively works towards eliminating child labor. Set up the roles of all Provincial/Municipal Departments of Labor and Vocational Training to pay special attention and actively work towards eliminating child labor in collaboration with all relevant agencies.

1.4. Commitment of CAMFEBA – Employer

CAMFEBA/Employers' Organizations has played very crucial roles as the tripartite constituent liked CAMFEBA in contributing the child labor elimination by 2016. Significant strategic of the CAMFEBA/Employers' Organizations is working with their members, and employers community to ensure there has no child labor at the workplaces/establishments. CAMFEBA and Employers' Organizations supported Cambodia's efforts in ratification and implementation of ILO Convention 182 and in the adoption of the numbers of Prakas on Child Labor and also in the endorsement of the NPA-WFCL, 2008-2012 and many other national and international tools for combating child labor. These are part of the active roles and commitments made by CAMFEBA/Employers' Organizations in encouraging the National Assembly and the Senate to conduct monitoring visits to child labor project areas to gain a better understanding and appreciation of the need to accept ILO Convention 182.

CAMFEBA/Employers' Organizations' organisations are keys to all work in the ILO and particularly the elimination of child labor. Apart from being one of the key constituents that make up the tripartite structure of the ILO, workers organisations are also ILO's social partner. In collaboration with ILO IPEC, CAMFEBA/Employers' Organizations have globally played an important role in mobilising public opinion against child labor, and especially in taking the issue of child labor to the workplace and making child labor elimination an important issue in the CAMFEBA/Employers' Organizations' agenda.

The mandate of CAMFEBA/Employers' Organizations in Cambodia is to represent voices, commitments and policies implementations at the national, sub-national and international levels in order to share and seek for assistance and support in the implementation of specific projects for the reduction and elimination of child labor or for the interest of children and CAMFEBA/Employers' Organizations through advocate and negotiate with government, employers organizations and civil society for change in policy and attitude that would contribute to the elimination of child labor in Cambodia and to contribute to the creation of a platform for the elimination of child labor in Cambodia and the immediate elimination of the worst forms of child labor by mobilizing, strengthening and capacitating CAMFEBA/Employers' Organizations and CAMFEBA/Employers' Organizations' Organizations in the country to act against child labour. A number of CAMFEBA/Employers' Organizations' have accepted to include a clause on prevention of child labor in their Collective Bargaining Agreements, Corporate Social Responsibility (CSR) of the CAMFEBA/Employers' Organizations. They also actively advocate against child labor, through organizing the World Day Against Child Labor, International Children Day, Child Labor Monitoring, providing appropriate alternatives for improvement of children's education and livelihood of their families, disseminating promotional materials such as posters, stickers, leaflets and booklets highlighting CAMFEBA/Employers' Organizations' commitments against child labor, to key representatives and CAMFEBA/Employers' Organizations' in Cambodia.

The CAMFEBA's Structure attached in Annex A.

1.5. Commitment of Trade Union

Trade Union has strongly played very crucial roles as the tripartite constituent liked CAMFEBA in contributing the child labor elimination by 2016. Significant strategic of the Trade Union is working with their members, and employers, government partner and Civil Society Organizations to ensure there has no child labor at the workplaces/establishments. Since 2004, Trade unions and their members' organizations have been taken various measures to combating child labor, especially its worst forms. An Inter-Union Committee on Child Labor was established, and then it became to be known as the **Project Advisory Committee of Trade Unions (PACT) Against Child Labor**.

The mandate of Trade Unions in Cambodia is to represent all trade unions at the national, sub-national and international levels in order to share and seek both technical and financial supports for the implementation of specific projects for the reduction and elimination of child labor or for the interest of children and workers. A number of workers' organizations have included a clause on prevention of child labor in their Collective Bargaining Agreements with the Employers. The **Trade Unions Organizations in combating child labor issues included** the engagement of Trade Unions' leaders in awareness raising campaign among its membership; the development of a trade union action plan on child labor, the establishment of domestic child labor training manual and training materials, the establishment of a trade union code of conduct on child labor, involvement of trade union representative in the Civil Society Network Against Child labor, election of a PACT representative as the President of the CSNACL, the prevention or withdrawal of over 600 children from the WFCL through PACT implemented direct action activities. Moreover, the Trade Unions/PACT Against Child labor has strong commitment in supporting the Cambodia's efforts towards the ratification and implementation of ILO Convention 182 and in the adoption of the Prakas on Child Labor and also in the endorsement of the national and international policy framework, legal framework and international conventions related to child labor elimination etc.

1.6. Commitment of Civil Society Network Against Child Labor (CSNACL)

Civil Society Network Against Child Labor (CSNACL) is the coalition of the civil society organizations (CSO) I/LNGOs, Teacher, Doctor, Religious Associations, Individual etc has commit their efforts to contribute the child elimination in Cambodia. The establishment of the Civil Society Network Against Child Labor was a means of addressing these gaps and providing an opportunity for civil society associations and organizations to come together in a coordinated manner to create a country wide platform committed to ending child labor in Cambodia. The CSNACL's objectives, the Network is to have further steps and expand its efforts, including expanding its membership, reviewing and strengthening the leadership structure, the capacity of its members for advocacy against child labor and for raising awareness against it and in enhancing the understanding and knowledge of its members

and of Civil Society Organizations in general on child labor, on ILO Convention 138 and C 182 and contributing the RGC's Twin Goals for ending the WFCL by 2016.

1.7. Mechanisms

CAMFEBA through working as the partnership with RGC and others social partners including the workers' organizations, civil society organizations and development partners will considers child labor a priority issue to be addressed. Mechanisms against child labor have thus been established at all levels within the Government. Thus CAMFEBA will be presented at all levels and will work to support and integrate the issues and commitment of CAMFEBA/Employer at all platforms and its agendas. CAMFEBA will continue its efforts to support and contribute the existing mechanism established by the RGC such as:

1. Chamber of Commerce at national and provincial levels, network of the private sector associations: The Royal Government of Cambodia set up the Chamber of Commerce (CC) at national and provincial levels for facilitating investors to invest for their business in Cambodia. The CC has also mandate in making the business law, thus it would be highly contributed to the child labor elimination if the CC has understood the implication of employing children under age and negative impacts to their investors and entrepreneurs. In Addition to that, CC can be one of the channels for supporting CAMFEBA, especially funding for the child labor elimination in Cambodia.
2. National Committee on the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation (STSLS): This mechanism was established in 2010 at national and sub-national levels, in all 24 provinces in Cambodia. At the national level the NC chair by Deputy Prime Minister and Minister of Ministry Interior, and NS Secretariat chairs by the Secretary of State of Ministry of Interior. The same as the national level, the Provincial Committee on the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation chairs by the Governor and Provincial Committee Secretariat (PCS) chairs by the Deputy Governor of each province. The NC and PC has a strong line and commitment in combating Human Trafficking, Smuggling, Labor, and Sexual Exploitation and including WFCL has been an integral part of their addressing issues. This mechanism was fully involved by high level of government ministries, UN Agencies, I/LNGOs and SCOs at the National and Provincial Committees levels. Thus the present of private sector, especially CAMFEBA and their members to be a member of this committee would be a potential funding to CAMFEBA and information sharing the issues of combating child labor. *At the moment the Association for Cambodia Recruiting Agencies (ACRA) has its present at the national committee, but the issues recruiting workers, including children under illegal age (child labor) still an alerted matter in Cambodia.*
3. Cambodian National Council for Children (CNCC) and Provincial/Municipal Council for Children (P/MCC): Cambodian National/Provincial Council for Children (N/PCC) is the government body responsible for ensuring coordination in the implementing, monitoring and evaluation of policies and programs concerning children's survival, development, protection and participation in their overall well-being. The Council honorably chairs by **Samdech Prime Minister**. The **Minister of Ministry of Social Affairs Veteran and Youth Rehabilitation is the president of the CNCC**. The Council comprises of all ministries, provinces and cities. At the provincial level, the provincial governors are the chair, and the provincial department of Social Affairs, Veteran and Youth Rehabilitation is the secretariat of the council. CNCC recommends policy development and the development of national plans of action and has a large role in the national and international advocacy for child rights and reports permanently to the Government and report on the progress of situation of children's right in Cambodia to the United Nations.
4. National Sub-Committee on Child Labor and Other Forms of Commercial Exploitation of Children (NSC-CL): The NSC-CL chair by the Ministry of Labor and Vocational Training. The NSC-CL is the main coordination body for the RGC, employers, workers and civil society on reviewing policies, legislations and strategy and program endorsement and information sharing for the eliminating child labor in Cambodia. It is the main body for child labor mandatory in Cambodia. However, NCS-CL will need to strengthen their roles and support to expand its capacity in all 24 provinces of Cambodia.
5. Provincial/Municipal Committee on Child Labor and Other Forms of Exploitations of Children: At the provincial level, MoLV/ NSC-CL has set up the Provincial Committees on Child Labor and Other Forms of

Exploitations of Children, in short is called (PCCL) whose membership includes all provincial departments, employers and workers organizations, development partners, NGOs and CSOs etc. The PCCL is chair by the provincial governor, and the provincial Department of Labor and Vocational Training is the Secretariat of the Committee on Child Labor. The PCCL are proposed mechanisms merging the existing/planned Provincial Committees on Child Labor, need to include the Provincial Chamber of Commerce to be involved.

The P/MCC and the P/MCCL shall be reviewed, the P/MCCL should be followed the same structure at the national level, which the NCS-CL is under the CNCC, thus the PCCL shall be under the P/MCC.

6. Other local mechanism such as Provincial Councils on the Protection of Child Rights and similarly for the district level where existing district councils on the protection of child rights (DCPCR) will be merged with proposed district committees on child labor (DCCL) and at the commune level, the Commune Council has been very active and strong focus on children and women issue, which covers education, against the domestic violence and gender equality. Of 1624 communes each has one focal person from the commune council who is responsible for the children and women, thus CAMFEBA – PAECL shall be implemented via the Ministry of Interior who directs and supervises the work of commune councils and work closely as social partner with MoLVT, Workers' organization and local NGOs base work inlinewith the sector of Education, Health, Community Development, Income Generation Activity, Skill Trainings and Rural Development, Tourism hospitality etc. for contribute the elimination of WFCL by the set target by 2015 and 2016.

II. ANALYSIS OF CL AND ITS WFCL AND THE RESPONSES IN CAMBODIA

2.1. Child Labor Situation in Cambodia

With low income from subsistence production, families seek means by which to cope with food and income shortages. One of the frequent coping practices includes child labor. Seasonal migration by families is evident during dry season or through a high demand for labor in other production areas such as in plantations for export crops, in small industries such as brick-making, salt farms, fishing and fish-products processing, porter work in the seaports and in the border, rock and wood-carving, where children also tend to work. Most of this is through collective family labor, is seasonal, issue indirect payments, is of short-term basis and involves high degrees of hazard.

Children also work in domestic labor and in the urban-services sectors such as restaurants, tourism establishments and construction. Urban areas with vibrant trade also open up income-earning opportunities for them such as portering, scavenging or buying and selling of reusable waste products and engaging in street work as shoe-shine, newspaper seller and sidewalk vendors. Cross-border migration in the fishing industry, plantation economies and urban-areas of Thailand and Vietnam is also apparent. Children and young women are at high risk of trafficking for sexual and labor exploitation, especially when ill-informed and un-prepared labor migration was taken.

The Cambodian Child Labor Survey (CCLS) of 2001 is the most comprehensive reference for child labor in Cambodia. It established that more than 50% of children are economically active by the age of 10 years. This places an estimated number of almost **1.5 million** economically active. About 75% economically active children are found to work for their families and about 90% of work is unpaid labor. Work is time intensive, about 22 hours each week, and a large proportion of working children face hazards and dangers leaving them vulnerable to injury and illness.

ILO-IPEC projects on child labor have conducted studies on seven of the 16 WFCL sectors since 2001, including child labor in salt farms, rubber plantation, fishing, brick-making, portering, child domestic labor, and waste scavenging or rubbish picking, evidencing the hazards that children face. Further, relevant studies were carried out by the International Organization for Migration (IOM) on child domestic work, by MithSamlanh on street children WinrockInternational worked on child labor in subsistence agriculture sector⁹ and World Vision Cambodia on urban child labor validating the CCLS pattern of working children.

The research studies of Understanding Children's Work (UCW) project derived the numbers of children in all sectors of WFCL using the 2003-2004 data of the Cambodia Socio-Economic Survey (CSES). The number of

⁹The Project was concluded in 2011.

children working in the defined national list of work **estimated 313,264** children from age 10-17 years in the WFCL sectors. The highest number of children age 10-17 years are working in the informal sectors of fishing, semi-industrial plantations and in restaurants. Other key sectors include salt production, child porters, processing sea food, dumpsite scavenging, child domestic labor, brick making, handicraft and souvenir selling and related enterprises, begging, construction and migration. The key locations where children work are in urban centers, trade areas near the borders and in semi-urban provinces catering to urban centers. The main hazards associated with work depend on the characteristics of the form of child labor but generally relate to heavy loads, extended exposure to sun, heat and chemicals that pose a high health risk, limited rest hours, not receiving their pay and being prone to verbal and physical abuse by employers and being vulnerable to sexual abuse and trafficking.

ILO-IPEC TBP Support the implementation of the NPA-WFCL of the RGC validated the prevalence and situation of WFCL in the 16 sectors and in 5 key geographical areas in a survey in May 2008 (Siem Reap, Kep, Kampot, Poipet commune in Banteay Meanchey, Koh Kong). The survey involved key stakeholders representing provincial, district, and commune and village levels to arrive at CL estimates. A structured survey involving parent and child respondents contributed to the assessment of CL conditions and led to the estimate of approximately **27,826 working children in WFCL**. This is the basis for the current targets for the removal of children from WFCL.

An aggravating condition to children working is when the household head or another family member is disabled or suffers from debilitating disease. In 1999, it was estimated that 1.5% of the total population suffers a disability.¹⁰ Landmine explosions were the cause of disability of 11% of the disabled population¹¹. Also contributing to this is the high number of people aged 15 to 49 living with HIV/AIDS, placed at 1.9% of the population in 2003¹² although it has since gone down to 0.9% in 2007¹³. The need for extended family labor from children is also apparent for female-headed households, high at 14-19% in the rural areas.¹⁴ Other conditions that result in children working are instances of domestic abuse, abandonment, need to pay off family debts or running away to escape debilitating conditions at home.

2.2. Context and causes of child labor

One of the reasons why children work in Cambodia is the immediate need to add to family income. Labor conditions most often do not provide sufficient income nor create employment opportunities for a growing work force. Labor is moving to growth areas such as urban centers, in the border trade areas, in sub-urban enterprises and across borders. Child labor is found in sectors with product-link to growth center demands, such as brick-making, salt-production, fish-processing or in the export trade, and in rubber and export-crops plantations, porter work, and fishing in near border. The young unskilled work force lack education and links to work networks and end up in unwanted jobs such as rubbish/ waste picking, market porters, street hawkers or as beggars. Ill-informed, desperate and deceived working children, especially girls, can end up being trafficked and sexually exploited.

The population growth rate was at 2% it expects to be high risk for job employment. Teens and young adults in the labor market are estimated at around 3.15 million. This population pattern is affecting the demand for schools, jobs, land and dwellings. The urban population is growing at a fast rate of 3.5 per cent (2001-2005).¹⁵ Poor families settling without capital, skills and education end up taking manual work with low earnings, drawing their children into odd jobs in the urban areas. Limited access to healthcare, poor nutrition and hazards brought by strenuous work and sickness severely affect poor families. The cost of health care is one of the reasons for selling

¹⁰National Institute of Statistics/ Ministry of Planning (NIS/MoP), 2004.

¹¹Council for Social Development (CSD), 2002. *National Poverty Reduction Strategy 2003-2005*. Phnom Penh: CSD. December 2002

¹²National Centre for HIV/AIDS Dermatology and STDs, 2003. *HIV Sentinel Surveillance 2003: Results, Trends, and Estimates*. Phnom Penh: MOH/CDC/FHI/USAID

¹³Lodish Emily. 2007. "NGO Releases Erroneous Statistics on HIV/AIDS" *Cambodia Daily*, Vol. 37, Issue 91. September 20, 2007

¹⁴General Population Census of Cambodia, 1998 (National Institute of Statistics/ Ministry of Planning, 1999), updated in CDHS 2005

¹⁵Munankami R. and Mann Chhoeum (2004.) *UN-Habitat Case Studies: Working for a better network of urban-rural linkages in Cambodia*. Vol 10. No. 3, September 2004, citing Phnom Penh's population, estimated at 1.2 million, is growing at 4-5% per year and 35% of the population are living in squatter settlements

assets and becoming landless¹⁶. The need to pay off debts was a major factor cited by girls who have entered into child domestic labor and are sexually exploited¹⁷.

As in most countries, gender roles and division of work between the two sexes are reflective of the cultural norms in Cambodia. Girls are considered to pass into adulthood at an early age. This is also reflected in the numbers of children in schools. While there is a relative balance of male and female enrolment in the lower grades, more girls at age 11 drop out of school to work. This is because primary schools end at Grade 6 and lower secondary begins at Grade 7. Children are at the age of 11 or 12 complete primary and move to secondary schools.

As secondary schools may be located further away from home village and as safe transportation to the secondary schools in a nearby larger village or town often is a problem, girls tend to be asked by their families to end their schooling on the completion of primary schooling. In addition, gender bias is a reason for the high dropout rate of girls at the age of transition from primary to secondary school. Many families in Cambodia tend to consider primary schooling to be more than sufficient for girls, while boys are encouraged to continue in secondary schools.

Cambodia has one of the highest female labor force participation rates in the region at 73.5 percent among those over the age of 15. Women are, however, often in low-paid, unskilled positions and are vulnerable to many forms of exploitation in the work place. Cambodia has also become a hub for sources, transit and destination in the trafficking of women and children. Some of the areas where girls and women are at a disadvantage include the type and degree of participation in the labor market, the allocation of resources within households, education, and the voice or power within communities and society.¹⁸

The country has the lowest levels of gender equity in Asia as measured by the Gender Development Index (0.557) and the Gender Empowerment Index (0.364)¹⁹. Social attitudes and tradition deem women to be of lower status leading to gender inequities in access to education and levels of female literacy, higher rates of girl child labor, gender inequities in access to public services, and the low representation of women in decision making positions. A culture that discourages girls to go to schools hinders reform. In many cases, it is not safe for girls to go unescorted to school at a distance.

Systemic weaknesses of the Cambodian educational system are visible in the educational achievement of its work force. Only one third of the labor force has completed primary school (grade 6) or higher. This leads to many parents not appreciating education, particularly those among the rural poor. In addition, there is still a lack of schools with all levels from grades 1-6. Those that do have all levels are far from the villages and many poor families cannot afford the practical cost of sending their children to school²⁰. This contributes to a high dropout rate, at 12-16% in the poorest provinces, with many drop-out children going into child labor.

Baseline estimates for the worst forms of child labor contained in the national list are presented in the below showing distribution of children in worst forms by province, children aged 10-17 years, 2003-04 reference period. Taken together, they yield an initial estimate of **313,264²¹ children aged 10-17 years** in these worst forms.

Distribution of children in worst forms by province, children aged 10-17 years, 2003-04 reference period

Provinces	Number of children in worst forms	Children in worst forms as % of children in economic activity	Children in worst forms as % of all children
Banteay Mean Chey	13,827	19.9	9.1
Bat Dambang	30,198	27.1	14.8
Kampong Cham	59,480	25.0	14.9

¹⁶ Cambodia Poverty Assessment 2006, cites families as spending an average of US\$24 per year for health care and government expenditure on health per capita is very low at US\$4.09 (Ministry of Health, 2006).

¹⁷ Brown, Eleanor. 2007. Out of Sight, Out of Mind. Child Domestic Workers and Patterns of Trafficking in Cambodia, IOM, January 2007

¹⁸ ILO IPEC, July 2001: Mainstreaming gender into the In-focus Program on Child Labor.

¹⁹ UNDP (2003), Human Development Report, as cited in *A Fair Share for Women: Cambodia Gender Assessment*, ADB, DFID, UNIFEM, UNDP and World Bank, 2004

²⁰ CSES 2004 cites the households estimate of educational expenses for pre-school and primary just below US\$10, for upper secondary to just below \$100, for technical/vocational just above \$250), and for university just above \$500.

²¹ UCW Report - 2010

Kampong Chhnang	20,297	32.3	20.5
Kampong Speu	13,190	12.9	8.7
Kampong Thum	18,960	23.3	12.5
Kampot	10,243	21.0	8.0
Kandal	38,367	23.3	12.8
Kaoh Kong	8,018	37.9	24.8
Kratie	2,158	9.6	3.9
Phnom Penh	17,251	32.3	7.3
PreahVihear	2,283	10.7	8.1
Prey Veaeng	20,437	11.7	8.5
Pousat	6,552	11.2	6.9
RattanakKiri	317	2.6	1.3
SiemReab	15,354	14.1	8.6
KrongPreah Sihanouk	3,101	17.3	8.1
StuengTraeng	1,417	13.2	8.2
SvayRieng	8,789	9.2	7.3
Takaev	19,020	14.7	9.7
Oudor Mean Chey	1,333	12.8	8.4
KrongKaeb	1,180	17.4	15.3
KrongPailin	1,491	70.2	12.7
Total	313,264	19.2	10.8

Source: UCW calculations based on CSES 2003-04

III. PRIORITY CHALLENGES TO BE ADDRESSED

The elimination of the WFCL requires social protection measures supporting the poorest and most vulnerable sectors, and assists in making children and families and their communities manage risks. The overall strategies will not be limited to sector or areas approaches but will be an integral development package to address the root causes of child labor and, at the same time, should recognize the need for immediate actions for all areas where child labor existed both formal and in-formal economic sectors.

The priority areas to be addressed in this CAMFEBA-PAECL is to be contributed to the NPA-WFCL of the Royal Government of Cambodia and the 12 milestones of Cambodia Roadmap as well as other national strategies of policy frameworks such as the CMDGs, EFA, and NSPS and ILO Decent Work Country Program, NPA-STSLs etc.

- 1. Enhanced Capacity of CAMFEBA's Institution:** to lead, coordinate for monitoring and child labor monitoring system and reporting on child labor elimination Twin goal by 2016.
- 2. Research and Study:** Developing further methodologies and capacity to conduct research both formal and informal sectors on child labor, particularly its worst forms, and undertaking systematic impact assessments and evaluations of child labor interventions, including the differential outcomes for girls and boys and different age groups, and improving documentation and knowledge sharing;
- 3. Policy and Institutional Development:** Mainstreaming child labor concerns into government policies across all relevant government ministries, especially the Cambodian Chamber of Commerce at the national and sub-national levels across Cambodia.
- 4. Legislation and Enforcement:** Enforcement of existing laws on child labor is still limited and ineffective. The labor code provides that children must be at least 15 years of age for any kind of employment or work²². But it is apparent that many children are able to gain employment by saying that they are 15 years and above without any proof. Enforcement of guidelines for light work and for activities in hazardous conditions is also weak. Some agencies work with employers to improve working conditions to reduce work

²²Provision #2, Article 177 of the Labor Law. The Labor Law also stipulates that children from 12-15 can be hired to do light work provided that "the work is not hazardous to their health or mental and physical development", and that "the work will not affect their regular school attendance, their participation in guidance programs or vocational training approved by a competent authority."

hazards but the manner of enforcement is basically on negotiation terms. There is no evident sanction or punitive measure should employers not follow the guidelines or instructions from relevant agencies.

5. **Promoting the Occupational Safety and health (OSH) and Child Labor Monitoring System (CLMS):** In collaboration with the RGC, MOLVT to develop an effective system of Occupational Safety and Health for workers, including working children (legal age for working) are in place for protection and prevention from hazardous health such as physical, chemical, biological and equipment for working children etc. 15-18
6. **Removed/Prevented and Protected children and improved livelihood of children and their families:** CAMFEBA/Employer Community will ensure to remove, withdraw children from the hazardous working conditions, by providing then appropriated alternatives such as rehabilitating them with skills trainings, encourage and support to formal and on-formal education based on the knowledge of children.
7. **Promoted Youth Employment for Decent Work:** and worked to link with in-formal Sector, where child labor existence and develop appropriate strategy for removal, prevention, protection and rehabilitation through appropriate alternatives services.(mechanism) – MoLVT, SCO, NGOs – CSNACL
8. **Mobilizing Resources:** Mobilizing and combining resources for activities to eliminate worst forms of child labor in Cambodia by 2016 and contribute the momentum of combating child labor activity (including reporting and monitoring) beyond 2016.
9. **Advocacy and sensitization among employers' in formal and in-formal sectors:** Capacitating and developing advocacy network and social mobilization and awareness strategies for prevention, protection and education on the negative impacts of child labor for public, especially to promote the employers and their members to take effective action in eliminating the WFCL, for contributing to the RGC Twin Goal by 2016

Priority sectors for intervention are defined based on sectors or areas and the design of interventions. Corresponding to the national commitment inline with the global efforts on immediate action for elimination of WFCL, as it is zero-tolerable of the fundamental human rights: trafficking and child prostitution and child labor in hazardous sectors. The WFCL is also prioritized in a National Plan of Action on Suppression, Smuggling, Labor and Sexual Exploitation (2011-2013). It has been clearly elaborated the child labor and commercial sexual exploitation of children as the priority outputs to be addressed in the national plan. It is being implemented through the RGC NPA-STSLs (2011-2013). Given the focus on the said sector, the CAMFEBA - PAECL will address the sectors where child labor is manifest including the CSES as well in all provinces and in sectors.

Considerations to further defining areas for intervention of the CAMFEBA - PAECL will primarily focus on the WFCL and trafficking and commercial sexual exploitation of children and unsafe migration and promote youth employment for decent work, this initiative identifies its priority areas to be the main points of origin of trafficked children and women. The CAMFEBA – PAECL will be implemented inline with the national government policies and strategies for eliminating WFCL, especially the NPA-WFCL-II, the NSPS, ESP, EFA and CMDGs.

Thus the CAMFEBA – PAECL will cover all target 24 provinces of Cambodia and its direct intervention will be based on defined and identified the numbers of WFCL, and priority and the budget capacity and support from the provincial and local levels.

IV. CAMFEEBA 'S PLAN OF ACTION ON THE ELIMINATION OF CHILD LABOR (WF) IN CAMBODIA (CAMFEBA-PAECL)

4.1. Vision, Mission, and Goal

4.1.1. Vision:

Cambodia is a child labor free, where every child lives with growth and development for their harmonization.

4.1.2. Mission

CAMFEBA is committed to achieving its vision through close collaboration and coordination, resource mobilization with our members, the Royal Government of Cambodia, Worker Organization, UN Agencies, and Development partners, Civil Society Organizations, etc to ensure Cambodia is freed of Child Labor.

4.1.3. Goal

CAMFEBA aims to strengthen mechanism, capacity building, enhancing the participations from formal and informal sectors and develop for contributing to the RGC's Twin Goals viz the 2015 national child labor reduction targets and the ILO global target of ending the Worst Forms of Child Labor in Cambodia by 2016.

4.2. Purposes/Objectives:

1. To address the employers' capacity gaps to implement strategies to end the WFCL by 2016, including Child Safe Tourism and Safe Migration.
2. To enhance the effectiveness coordination of employer's organizations and their partners, especially the workers' organizations and private group to effectively enforce/implement national policy legislation frameworks and international conventions such as labor law, Prakas, C. 138, 182 UNCRC etc to contribute the RGC's Twin Goals for complete eliminating the WFCL by 2016.
3. To develop direct intervention strategies of removal, prevention, protection, and rehabilitation and promote the youth employment for decent work for effective measures in eliminating the WFCL, for contributing to the RGC Twin Goal by 2016.
4. To develop advocacy and awareness-raising campaign on combating child labor, especially the WFCL to public, employers, workers, development partners etc. to the negative impact of child labor to human capital, economical and social development.
5. To mobilize and combine resources for activities to eliminate worst forms of child labor in Cambodia by 2016 and ensure the momentum of combating child labor activity (including reporting and monitoring) beyond 2016.

4.3. Key expected results

1. CAMFEBA will be able to address the employers' capacity gaps to implement strategies to end the WFCL by 2016, including Child Safe Tourism and Safe Migration.
2. CAMFEBA will be able to enhance the effectiveness coordination of employer's organizations and their partners, especially the workers' organizations and private group to effectively enforce/implement national policy legislation frameworks and international conventions such as labor law, Prakas, C. 138, 182 UNCRC etc to contribute the RGC's Twin Goals for complete eliminating the WFCL by 2016.
3. CAMFEBA will be able to develop direct intervention strategies of removal, prevention, protection, and rehabilitation and promote the youth employment for decent work for effective measures in eliminating the WFCL, for contributing to the RGC Twin Goal by 2016.

4. CAMFEBA will be able to develop advocacy and awareness-raising campaign on combating child labor, especially the WFCL to public, employers, workers, development partners etc. to the negative impact of child labor to human capital, economical and social development.
5. CAMFEBA and their Employer Organizations will be able to monitor set up their action plan for address the child labor and its worst forms at their workplaces/establishment.
6. CAMFEBA will be able to mobilize and combine resources for activities to eliminate worst forms of child labor in Cambodia by 2016 and ensure the momentum of combating child labor activity (including reporting and monitoring) beyond 2016.
7. CAMFEBA will be able to support the implementation of the PAECL for toward the achievement of the RGC by 2015 and 2016, and sustainability in the long run.

4.4. Strategy of the CAMFEBA-PAECL (2012-2016)

The Plan of Action on the Elimination of CL (WF) is based on an understanding of business interests and business objectives in the Cambodian context and on how the Cambodian Federation of Employers and Business Associations (CAMFEBA) and employers' community/association here can be involved in and contribute to the elimination of the WFCL in Cambodia, especially to contribute the Cambodia's Twin Goals on child labor, as part of their social commitment of Corporate Social Responsibility.

CAMFEBA has developed significant capabilities through working with ILO IPEC, RGC, and Workers organization, other development partners especially the private sector including the hotel association in the country to combat the WFCL, which includes the issues of safe migration for decent work for youth, child safe tourism and prevention of Commercial Sexual Exploitation of Children (CSEC) in the country.

Therefore, the rationale behind this CAMFEBA Plan of Action for Eliminating the WFCL would be the roadmap CAMFEBA and to build upon the results and experiences gained in working partnership government body, UN Agencies and Trade Union and CSOs in and outside the country and Employer Organizationstowards contributing to the realization of the Cambodian Twin Goals in completed elimination of the WFCL in Cambodia by 2016. This would include action in combating child labor through ensuring corporate support for child labor elimination, mobilizing employers and their business organizations towards the elimination of child labor in the country, focusing on working closely for the immediate elimination of its worst formsthrough sensitization of employer stoppingemploying children under the legal age and workers on child labor, working with development partners and buyers etc. and using the reach of the workers in the garment industry to reach out to a wider Cambodian community especially in the rural areas.

The Plan of Action will build the institutional capacity of CAMFEBA, and the owners of the Garment factories and their workers to widely disseminate ideas and messages on child labor elimination, on the impact of the worst forms of child labor on children and their future, on safe migration for decent work for youth, etc. This Plan of Action will lay emphasis on awareness-raising, sensitising, advocating and the mobilizing into action workers and the owners of factories against child labor ensuring that education of children is seen as a key element in the long term economic development of the country and in the elimination of child labor that would contribute towards achieving the Royal Government of Cambodia's twin goals by 2016.

TheCAMFEBA'sPlan of Actionon the Elimination of Child Labor (WF) in Cambodia is focused on the specific strategies as indicated below for accelerating the contributions of CAMFEBA and its members to reaching the national reduction target by 2015 and the ILO global goal to complete elimination of the WFCL by 2016.

- **Strategy 1:** *Enhance and strengthen CAMFEBA's Institution to lead, coordinate for monitoring and reporting contribute the realization of the RGC Twin Goals by 2016, for a complete ending the worst forms.*

- **Strategy 2:** Strengthen all concern stakeholders CAMFEBA and their Employers' Organizations members, including the members of GMAC in promoting and implementing CAMFEBA – PAECL and others strategies and policies and legislation frameworks, including the Code of Conducts, Corporal Social Responsibility (CSR) etc for accelerating the child labor elimination in Cambodia towards 2016.
- **Strategy 3:** Promote participations of CAMFEBA and employers' organization in formal and in-formal sectors for removal, prevention, protection, OSH and CLMS and provide appropriated alternatives support to children/youth such education and skill to children and youth employment and decent work and combating commercial sexual exploitation of children (CSEC) and child labor, to achieving the Government twin goals by 2016.
- **Strategy 4:** Mobilize resource to ensure CAMFEBA and their Employers' Organizations members and Social Partners of Trade Union and Government Counterpart will have sufficient resources for combating child labor toward the target reduction of the Cambodian twin goals by 2016:
- **Strategy 5:** Develop advocacy and awareness strategies on the negative impacts of child labor for public, especially to ensure that CAMFEBA and their Employers' Organizations members will have continued contribution support to the Government Twin Goal by 2016 and sustainable action beyond by 2016 in Cambodia.

4.5. Key Outputs and Activities

Strategy 1 includes **Three Outputs**, consisting of a total of 14 key activities, as summarized as the following:

Output 1.1: Reviewed and established CAMFEBA Mechanism for implementing the PAECL toward RGC's Twin Goals. This Output is to ensure the CAMFEBA Mechanism well function for 24 provinces in Cambodia, contribute the RGC's Twin goals for complete the WFCL 2016. This Output contains **Four (4) key** activities focusing on strengthening and scaling up the CAMFEBA structure and its mechanism roles in combating child labor (WF) to all 24 provinces, through working with Chamber of Commerce alignment. Set clear role and responsibility of Employer, Companies and private sector in combating WFCL. Participate in any meetings, conferences, workshop, awareness-raising and campaign representing the CAMFEBA/Employer community in eliminating WFCL and in supporting the RGC's Twin Goals by 2016.

Output 1.2: Coordinated and well implemented the CAMFEBA - PAECL inline with other national policies in combating WFCL in Cambodia. This output is to ensure the GMAC, Chamber of Commerce and private sector to take responsible in implementing the CAMFEBA's PAECL to support the RGC's Twin goal by 2016. This Output contains **Four (5) key** activities, they include the strengthening and scaling up the CAMFEBA structure and its mechanism roles in combating child labor (WF) to all 24 provinces, through working with Chamber of Commerce alignment and other existing mechanism such as PCCL, Provincial, District and Commune Council and . It is also promote the CAMFEBA – PAECL by 2016 to all members and stakeholder including the buyers for their contribution and commitment for RGC Twin Goals by 2016. It would also publicize and disseminate the CAMFEBA –PAECL to all employer members, government ministries and workers and key I/LNGOs for sensitizing and possible integrate the CAMFEBA –PAECL into their intervention and action plan.

Output 1.3: Capacitated and sensitized GMAC, Employers and their member and all private sectors to joint their efforts on elimination of child labor toward the RGC Twin goals. This Output contains **Five (5) key** activities focusing on work with Workers organization, government institutions, Cambodia to advocate GMAC, Private Companies, the Chamber of Commerce, Red Cross (CRC) at national and provincial levels to inform all investors, businessmen etc, to take action in combating WFCL, Commercial Sexual Exploitation of Children and Child Safe Tourism and promoting the youth employment for decent work. Also it is to highlight the CAMFEBA and their members' commitment in all activities at the country, regional and global on elimination of WFCL, especially toward achieving the RGC's Twin goals by 2016.

Strategy 2 includes **Two Outputs**, consisting of a total of **10 key activities**, as summarized as the following:

Output 2.1: Policy and Institutional Development: This Output is to support and endorse and implements child labor policies toward eliminating of WFCL by 2016. This output consists of **Six (6) key activities** focusing on initiate and develop or update policy, regulations, including the Code of Conducts, Corporate Social Responsibility (CSR) etc around the child labor elimination in Cambodia; review and integrate roles and commitment of CAMFEB and Employers into policies related the child labor elimination in Cambodia, and mainstream the WFCL into the Cambodia Red Cross, strategy and activity plan as an emergency responses and urgent address of child labor, and support the implement approved national frameworks on CL elimination such as NPA-WFCL, National Social Protection Strategy for the Poor and the Vulnerable (NSPS), EFA, CMDGs etc.

Output 2.2: Legislation and Enforcement. This output is updated the existing legislative instruments to reflect Cambodia's commitments under ILO Convention 138 and 182 and the Twin Goals. This output consists of **Four (4) key activities** focusing on initiate, to develop or amend Ministerial Order (Prakas) on child labor, reflecting Cambodia's commitments under ILO Convention 138 and 182 and the RGC's Twin Goals; Participate and update existing Labor Law as it relates to child labor, and reflects Cambodia's commitments under ILO Convention 138 and 182 and the RGC's Twin Goals; and support in establishing any new law on penalties (to include compensation for child laborers).

Strategy 3 includes **Seven Outputs**, consisting of a total of **30 key activities**, as summarized as the following:

Output 3.1: Research and Study: This output is to collect and analyze the WFCL with holistic addresses. This output has **Four (4) key activities** focusing on identifying WFCL by headcount through an appropriate methodology of ID poor (NSPS), and determined the WFCL and vulnerable groups to be supported through removal, prevention, protection and rehabilitation etc. It would work with ILO IPEC, RGC – (Ministry of Planning), Workers' Organizations SCNAEL etc to conduct a comprehensive research on WFCL and its strategy to be addressed in the country. Then widely disseminate the compiled research report to all stakeholders in hard and soft including website. Use finding and recommendation of the report to develop programs/projects to contribute the implementation of CAMFEB – PAECL, NPA-WFCL as well as other national policies in targeting child labor elimination by 2016.

Output 3.2: Promoted the Occupational Safety and health (OSH): This output is to enhance the OSH at the Workplaces. This output has **Four (4) key activities** focusing on work with MLVT, ILO Workers' organization and local employers to create a standardized checklist for labor inspections, including section on child labor. Then provide protective equipment and materials (including masks, clothes, boots, gloves, lights, sounds etc.) base on the nature of work for workers and special protection for children/youth, who work at the workplace, and provide first aid kits and emergency accessibility for workers in case of emergency. It needs also to regularly monitor and control-check for all equipment and materials to ensure the quality and working conditions at the workplace, especial attention for children/youth.

Output 3.3: Established and conducted Child Labor Monitoring: This output is to set up a system of Child Labor Monitoring System at the workplaces/establishments. This output has **Four (4) key activities** focusing on developing and clear ID database of children/youth working in each of their workplace and establishments for monitoring. Monitor and control-check for of working condition children/youth regularly and ensure youth employment and decent work and support and provide all necessary information to Labor Inspectors, Child Labor Monitor as required.

Output 3.4: Removed/Prevented and Protected children and improved their livelihood and their families: This Output is to remove children working in WFCL and provide alternative support services. **The Prevention, Protection and Promote Youth Employment for Decent Work** will cover each different output, as they are needed to have special attention of the CAMFEB and Employer Action. This Output is covering **Five (5) key activities** focusing on employer provision and support services to parents, school principle, educators and working children to for reintegration into schooling upon the removal of children from the hazardous workplace. Provide support for reintegrating children into formal education (school materials, bicycle, sponsorship etc) and also support for the post-removal monitoring and provide information to government, local NGOs etc for further follow up.

Output 3.5: Prevention: This Output is to ensure other vulnerable children not engage in or fall into the WFCL. This Output is covering **Five (5) key activities** focusing on setting up the prevention strategies and implement them, ensuring no children under age employed by employers both formal and in-formal sectors (including domestic work,

semi-industries, family farms etc.). Provide support to children/working children back to original family/places or extend family for those are migrants or orphan and provide alternative skills or education until legal age (15 years old) for working. Work with recruitment agencies of worker to sensitize the issues of child labor, the national and international legal framework such as NPA-WFCL, CAMFEA-PAECL, ILO C. 138, 182, UNCRC toward the RGC's Twin goals by 2016. Set up Job Information Center, and Vocational Skill Training in the critical or high populated areas to promote youth employment link in the WFCL elimination, and develop IEC materials (print, audio, visual and web-pages) to contribute to the RGC's Twin Goals.

Output 3.6: Protection: This Output is to well protect working children at the legal age and ensure the labor law, regulation and penalties (to include compensation for child laborers) applied. This Output is covering **Five (5) key activities** focusing on setting up the working conditions for children/youth (15 years old + based on the labor law and ILO Instruments) and monitor for protecting children specifically inspected where children of 15 and over are at work. Work with RGC/MLVT, Workers organizations and civil society set the "better working conditions" for children of 15 and over. Work with RGC/MLVT, workers organizations and civil society to sensitize and of "better working conditions" for children of 15 and over. In all intervention activities, girl child laborers are given priority for receiving the benefits.

Output 3.7: Promoted Youth Employment for Decent Work: This Output is to promote youth who are at legal age to work with appropriate employment and conditions, so that they can stop younger siblings/children at workplace and send their younger children to school. This Output covers **Four (5) key activities**, they are: promote youth who are at legal age (15+) to work with appropriate conditions and protected. Provide support to children of 15 and over to access to decent work options and provide them vocational training for employment; in working with RGC/MLVT Centres or apprenticeship approaches with local NGOs programs based on the job market. Work with Association of Cambodia Recruiting Agencies (ACRA) to make sure, children under age of 15 will not allow to work, but for those 15 and above are given an appropriate skills and job with decent conditions and wage. Provide access to support services and mobilize resources to ensure children have access to education until the age of 15 years; through provide scholarships for formal and non-formal education.

Strategy 4 includes One Output, consisting of a total of 7 key activities, as summarized as the following

Output 4.1: Established CBaaC for mobilizing resources and participation in contributing the RGC's Twin Goals by 2016 and beyond. This output is to mobilize resources from implementing CAMFEBA's PAECL contributing to the RGC's twin goal by 2016. This Output covers **Seven (7) key activities** such as build network to mobilize resources from Government agencies, UN Agencies, Development partners and other private sectors including buyers (inside and outside countries). Set motivative strategies to resource mobilization to support, sponsor, or funding on any activity on the child labour elimination of the implementation of CAMFEBA-PAECL toward 2016. Contact government ministries, CRC, Employers, private Companies, Key I/NGOs and development partners; organize a child labor concert, sports and social gathering for funds raising to contribution on child labor elimination by 2016 and beyond and ensure the accountability and transparency for the fund use.

Strategy 5 includes One Output, consisting of a total of 7 key activities, as summarized as the following

Output 5.1: Advocacy and sensitization among employers' in formal and in-formal sectors: This output is to develop advocacy and awareness strategies for employers, workers, policy maker and public on combating WFC toward 2016. This Output covers **Five (5) Key Activities** such as Develop and disseminate all IEC materials (print, audio, and visual) on combating WFCL by 2016 in Cambodia to the public audience, target Employers, GMAC, Policy makers, parents, children and youth. Work with government ministries: MOI, MoLVT, Chamber of Commerce, CRC and Worker Organization to develop the media strategies for promote the child labor elimination and the RGC's Twin Goals Commitment by 2016. Ensure buyers countries well recognized and support the RGC's twin goals in complete elimination of the WFCL by 2016

Strategies and key outputs of the CAMFEBA's PAECL to be implemented

▪ **Strategy 1:** Enhance and strengthen CAMFEBA's Institution to lead, coordinate for monitoring and reporting contribute the realization of the RGC Twin Goals by 2016, for a complete ending the worst forms.

Enhanced Capacity of CAMFEBA's Institution

Coordinated and well implemented the CAMFEBA - PAECL inline with other national policies in combating WFCL in Cambodia

Capacitated and sensitized GMAC, Employers and their member and all private sectors to joint their efforts on elimination of child labor toward the RGC Twin goals.

▪ **Strategy 2:** Strengthen all concern stakeholders CAMFEBA and their Employers' Organizations members, including the members of GMAC in promoting and implementing CAMFEBA – PAECL and others strategies and policies and legislation frameworks, including the Code of Conducts, Corporal Social Responsibility (CSR) etc for accelerating the child labor elimination in Cambodia towards 2016.

Policy and Institutional Development:

Legislation and Enforcement:

▪ **Strategy 3:** Promote participations of CAMFEBA and employers' organization in formal and in-formal sectors for removal, prevention, protection, OSH and CLMS and provide appropriated alternatives support to children/youth such education and skill to children and youth employment and decent work and combating commercial sexual exploitation of children (CSEC) and child labor, to achieving the Government twin goals by 2016.

Research and Study

Promoted the Occupational Safety and health (OSH)

Established and conducted Child Labor Monitoring

Removed/Prevented and Protected children and improved their livelihood and their families:

Prevention

Protection

Promoted Youth Employment for Decent Work

▪ **Strategy 4:** Mobilize resource to ensure CAMFEBA and their Employers' Organizations members and Social Partners of Trade Union and Government Counterpart will have sufficient resources for combating child labor toward the target reduction of the Cambodian twin goals by 2016:

Mobilizing Resources

▪ **Strategy 5:** Develop advocacy and awareness strategies on the negative impacts of child labor for public, especially to ensure that CAMFEBA and their Employers' Organizations members will have continued contribution support to the Government Twin Goal by 2016 and sustainable action beyond by 2016 in Cambodia.

Advocacy and sensitization among employers' in formal and in-formal sectors

V. IMPLANTATION OF THE EMPLOYER'S PLAN OF ACTION IN ELIMINATING CL IN CAMBODIA

Implementation Table for the CAMFEBA's Plan of Action on the Elimination of the Child Labor (WF) in Cambodia (2012-2016) attached in the Annex I.

VI. REPORTING, MONITORING AND EVALUATION

a. Monitoring and evaluation

To ensure the sustainability of national policies and programs, the CAMFEBA's Plan of Action on the Elimination of CL (WF) in Cambodia needs periodic review. Periodic reviews aim to gauge the performance of a set of activities against the set strategies and objectives. Reviews are a means to detect deviations from the plan; determine factors that impede or facilitate the ease of implementation; and to assess the strengths and weaknesses in implementation.

Monitoring and evaluation uses specific indicators as measures. Standard indicators include sets of activities; numerical targets in terms of outputs; the timeframe for completion; the implementation structures of the activities, logistical requirements and the outcomes.

Information required for reviews usually comes from field reports, periodic assessments and planning meetings, feedbacks from target groups, etc. The Plan for Research and Study will reflect means of verification such as Annual Reporting, Mid-term Evaluation, Project-End Evaluation, action researches, process documentation, field monitoring and site-visits and other participatory approaches.

In order to provide for more specific indicators by which the overall goals would be measured against, the Employer's Plan of Action in Eliminating CL (WF) in Cambodia CAMFEBA - PAECL will be translated into Action Programs to define levels of commitment and responsibilities among actors.

b. Monitoring and Evaluation Mechanisms

The implementation of the CAMFEBA-PAECL requires coordination among several agencies, which will be subject to monitoring and evaluation by Employer, government and international donor countries. The institutional framework presented for the implementation of the CAMFEBA-PAECL would also be the framework for monitoring and evaluation. At the national level, the following structures were identified:

- The Cambodian National Council for Children and its sub-committee for child labor;
- Cambodian National Council for Children (CNCC) and Provincial/Municipal Council for Children (P/MCC);
- National Sub-Committee on Child Labor and Other Forms of Commercial Exploitation of Children (NSC-CL)
- Provincial/Municipal Committee on Child Labor and Other Forms of Exploitation of Children
- National Committee on the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation (S.T.S.L.S.)
- Coordinative mechanisms among inter-ministries and Tripartite and/or bipartite bodies and international organizations and NGO's –
- CAMFEBA/Employer's Mechanism/Chamber of Commerce at national and provincial levels, network of the private sector associations
- Provincial Council, District Council and Commune Councils

VII. CONCLUSIONS

The CAMFEBA/Employers' Organizations develops this CAMFEBA PAECL is to contribute the RGC's Twin goals for complete eliminating WFCL by 2016 and to reducing the incidence of child labor among children aged 5-17 years from 16.5% in 1999 to 13 % in 2005 and to 8 % by 2015.

The CAMFEBA's PAECL has not specifically set a "Gender Component" to be addressed. It is of course "Gender" and its sensitization will be the cross-cutting issue of all areas or components of the implementation of this CAMFEBA's PAECL. In order to address issues related to girl child laborers, the CAMFEBA's PAECL seeks to increase the number of girls to have accessed or received benefits from the all interventions such as removal, prevention, protection, rehabilitation including education and skill services.

Annex I: Implementation Table for the CAMFEBA's Plan of Action on the Elimination of Child Labor (WF) (CAMFEBA – PAECL) in Cambodia (2012 - 2016)

Implementation Table for the CAMFEBA's Plan of Action on the Elimination of Child Labor (WF) (CAMFEBA – PAECL) in Cambodia (2012-2016)

Outputs	Key Activities	Responsible Institutions	Timeframe	Expected Outcomes	Indicators	Resources and Budget
Strategy 1: Enhance and strengthen CAMFEBA's Institution to lead, coordinate for monitoring and reporting the issues child labor, especially its worst forms in the country and in the region, including buyers.						
1.1. Reviewed and established CAMFEBA Mechanism for implementing the PAECL toward RGC's Twin Goals.	1.1.1. Strengthen and scale up the CAMFEBA structure and its mechanism roles in combating child labor (WF) to all 24 provinces, through working with Chamber of Commerce alignment.	CAMFEBA	Plan Life	- CAMFEBA Mechanism for implementing the PAECL toward RGC's Twin Goals established and well function in coordination, facilitation, monitoring and reporting the CL issues and its WFCL in the country and in the region.	- CAMFEBA has set structure and mechanism in 24 provinces, through working with CC - # of Private Sector, Business companies involved.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
To ensure the CAMFEBA Mechanism well function for 24 provinces in Cambodia, contribute the RGC's Twin goals for complete the WFCL 2016	1.1.2. Set clear role and responsibility of Employer, Companies and private sector in combating WFCL.	CAMFEBA	Plan Life	- The mechanism will be sustainably functioned for coordination and mobilizing resources in combating WFCL by 2016 and beyond.		CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	1.1.3. Involve in all activities to review policies, legislation, instruction, International Conventions on eliminating CL and its WFCL, especially the domestic work, construction and farm works etc.	CAMFEBA	Plan Life		- # of policies, legislation, instruction, International Conventions reviewed - # of policies, legislations, and instructions developed and implemented.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	1.1.4.	Participate in any meetings, conferences, workshop, awareness-raising and campaign representing the CAMFEBA/Employer community in eliminating WFCL and in supporting the RGC's Twin Goals by 2016.	CAMFEBA	Plan Life		- # of CAMFEBA and private representatives participated in meetings, conferences, campaign in combating WFCL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
1.2. Coordinated and well implemented the CAMFEBA - PAECL inline with other national policies in combating WFCL in Cambodia	1.2.1.	Lead and coordinate members of CAMFEBA, including GMAC, Chamber of Commerce and private sector to take responsible in eliminating WFCL by 2016.	CAMFEBA	Plan Life	- CAMFEBA - PAECL will be implemented inline with other national policies in combating WFCL toward 2016 in Cambodia.	- # of report, minutes and meetings with GMAC, Chamber of Commerce recorded.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	1.2.2.	Work in collaboration with Social Partners (Government and Worker Organizations) and NGOs/ and CSOs	CAMFEBA	Plan Life	- Good cooperation among the Social Partners and NGOs including the CSNACL for combating WFCL.		CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
To ensure the GMAC, Chamber of Commerce and private sector to take responsible in implementing the CAMFEBA's PAECL to support the RGC's Twin goal by 2016.	1.2.3.	Promote the CAMFEBA – PAECL by 2016 to all members and stakeholder including the buyers for their contribution and commitment for RGC Twin Goals by 2016.	CAMFEBA	Plan Life		- # of buyers, business companies contributes the RGC's Twin goals.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	1.2.4.	Participate in all relevant mechanism in mainstreaming the CAMFEBA – PAECL into their plans and efforts.	CAMFEBA	Plan Life		- # of relevant mechanism have the presence of CAMFEBA, and the role of CAMFEBA and private sector highlighted for combating WFCL toward the twin goals in Cambodia.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	1.2.5.	Publicized and disseminated the CAMFEBA – PAECL to all employer members, government ministries and workers and key I/LNGOs for integrate the CAMFEBA – PAECL into their action plan.	CAMFEBA	Plan Life	- The CAMFEA – PAECL distributed and used for further strategies, program implementation by the stakeholders who received it.	- # of Private Sector, Business companies ministries, local government understand the CAMFEBA-PAECL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
1.3. Capacitated and sensitized GMAC, Employers and their member and all private sectors to joint their efforts on elimination of child labor toward the RGC Twin goals.	1.3.1.	Work with GMAC, Private Companies, businessmen, and the Chamber of Commerce at national and provincial levels to develop a capacity building and sensitizing approaches for taking action in combating WFCL, Commercial Sexual Exploitation of Children and Child Safe Tourism and promoting the youth employment for decent work.	CAMFEBA	Plan Life	- GMAC, Employers and their member and all private sectors to capacitated and thereafter able to action for eliminating WFCL toward the RGC Twin goals.	- # of GMAC members, Private Sector, Business companies have better knowledge.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	1.3.2.	Provide capacity building for the role and responsibilities of GMAC, Private Companies, Businessmen, and the Chamber of Commerce in taking action for combating WFCL, Commercial Sexual Exploitation of Children and Child Safe Tourism and promoting the youth employment for decent work.	CAMFEBA	Plan Life		- # of GMAC members, Private Sector, Business companies increases their roles and responsibilities to eliminate the WFCL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	1.3.3.	Keep inform and update all the progress of the child labor elimination and Commercial Sexual Exploitation of Children and Child Safe Tourism and promoting the youth employment for decent work to key members of GMAC, Private Companies, businessmen, and the Chamber of Commerce at national and provincial levels.	CAMFEBA	Plan Life		- # reports, minutes of the meeting among GMAC members, Private Sector, Business companies increases are well recorded.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	1.3.4.	Highlight the CAMFEBA and their members commitment in all activities/events, meetings, workshop, conference etc at the country, regional and global on elimination of WFCL	CAMFEBA	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	1.3.5. Work with all stakeholders such as GO, Workers, I/LNGOs and SCNACL to monitor and report and take immediate action for combating WFCL.	CAMFEBA	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
Strategy 2: Strengthen all concern stakeholders CAMFEBA and their Employers' Organizations members, including the members of GMAC in promoting and implementing CAMFEBA – PAECL and others strategies and policies and legislation frameworks, including the Code of Conducts, Corporal Social Responsibility (CSR) etc for accelerating the child labor elimination in Cambodia towards 2016.						
2.1. Policy and Institutional Development:						
To Support and endorse and implement child labor policies toward eliminating of WFCL by 2016	2.1.1. Participate and provide technical inputs for developing national policies in combating WFCL in Cambodia.	CAMFEBA Worker, Government Ministries ILO IPEC	Plan Life	Policies and legal frameworks on combating WFCL toward eliminating of WFCL by 2016, developed, endorsed and implemented through the integral efforts of CAMFEBA and their members in the country.	- # of policies endorsed and implemented toward eliminating of WFCL by 2016	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	2.1.2. Initiate and develop or update policy, regulations, including the Code of Conducts, Corporal Social Responsibility (CSR) etc around the child labor elimination in Cambodia,	CAMFEBA Worker, Government Ministries ILO IPEC	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	2.1.3. Review and integrate roles and commitment of CAMFEBA and Employers in combating child labor (WF) into policies related the child labor elimination in Cambodia.	CAMFEBA Worker, Government Ministries ILO IPEC	Plan Life		- # of policies indicated roles and responsibility in combating WFCL in Cambodia.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	2.1.4.	Mainstream elimination of WFCL into Chamber of Commerce regulation and business plan, for not employing children under age, however promote for the youth employment for decent work, for combating WFCL.	CAMFEBA Worker, Government Ministries ILO IPEC	Plan Life		- # of members of chamber of commerce recognized and put efforts in combating WFCL through not employing children under legal age.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	2.1.5.	Mainstream elimination of WFCL into the Cambodia Red Cross, strategy and activity plan as an emergency responses and urgent address of child labor.	CAMFEBA Worker, Government Ministries ILO IPEC	Plan Life	- Cambodia Red Cross accepted the WFLC as an emergency issues to be addressed by their program activities.	- # of members of of Cambodia Red Cross of commerce recognized and put efforts in combating WFCL through not employing children under legal age.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	2.1.6.	Support the implement approved national frameworks on CL elimination such as NPA-WFCL, National Social Protection Strategy for the Poor and the Vulnerable (NSPS), EFA, CMDGs etc.	CAMFEBA Worker, Government Ministries ILO IPEC	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
2.2. Legislation and Enforcement:							
To update existing legislative instruments to reflect Cambodia's commitments under ILO Convention 138 and 182 and the Twin Goals	2.2.1.	Participate and update existing Labor Law as it relates to child labor, and reflects Cambodia's commitments under ILO Convention 138 and 182 and the RGC's Twin Goals.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	The national legislative instruments, including the hazardous list of Cambodia's commitments reflecting the ILO Convention 138 and 182 reviewed and updated.	- # of legislative instruments endorsed and implemented toward eliminating of WFCL by 2016	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	2.2.2.	Initiate, to develop or amend Ministerial Order (Prakas) on child labor, reflecting Cambodia's commitments under ILO Convention 138 and 182 and the RGC's Twin Goals.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	2.2.3.	Support RGC to create a new legislative instrument to protect and govern child labor in the informal economy (domestic work, semi-industries, construction work, family farms etc)	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	2.2.4.	Support in establishing any new law on penalties (to include compensation for child laborers).	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	- New law on penalty on compensation for child labor.	- # of new laws, policies on CL and WFCL elimination initiated or drafted, endorsed and implemented accordingly.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
Strategy 3: Promote participations of CAMFEBA and employers' organization in formal and in-formal sectors for removal, prevention, protection, OSH and CLMS and provide appropriated alternatives support to children/youth such education and skill to children and youth employment and decent work and combating commercial sexual exploitation of children (CSEC) and child labor, to achieving the Government twin goals by 2016.							
3.1. Research and Study:							
To collect and analyze the WFCL with holistic addressed to the child labor.	3.1.1.	Work with ILO IPEC, RGC – (Ministry of Planning), Workers' Organizations SCNACL etc to conduct a comprehensive research on WFCL and its strategy to be addressed in the country.	CAMFEBA NIS/MoP, Worker Org. ILO IPEC	2012-2013	A comprehensive report on child labor and its WFCL developed and programs implemented.	- # of WFCL identified and determined strategies to support them accordingly.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.1.2.	Identify WFCL by headcount through an appropriate methodology of ID poor (NSPS), and determined the WFCL and vulnerable groups to be supported through removal, prevention, protection and rehabilitation etc.	CAMFEBA NIS/MoP, Worker Org. ILO IPEC	2012-2013			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.1.3.	Widely disseminate the compiled research report to all stakeholders in hard and soft including website.	CAMFEBA NIS/MoP, Worker Org. ILO IPEC	2012-2013		- # of report printed and disseminated to all key stakeholders.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC

						ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.1.4. Use finding and recommendation of the report to develop programs/projects to contribute the implementation of CAMFEBA – PAECL, NPA-WFCL as well as other national policies in targeting child labor elimination by 2016.	CAMFEBA NIS/MoP, Worker Org. ILO IPEC	2012-2013			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
3.2. Promoted the Occupational Safety and health (OSH)						
To enhance the OSH at the Workplaces.	3.2.1. Work with MLVT, ILO Workers' organization and local employers to create a standardized checklist for labor inspections, including section on child labor.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	2012-2013	OSH Guideline developed and implemented throughout workplaces/establishments in the country.	- The OSH system established. - # of employers implements the OSH checklists at their workplaces/ establishments.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.2.2. Provide protective equipment and materials (including masts, clothes, boots, gloves, lights, sounds etc.) base on the nature of work for workers and special protection for children/youth who work at the workplace.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	2012-2013		- Protective equipment and materials (including masts, clothes, boots, gloves, lights sounds conditions etc.) provided based on working conditions.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.2.3. Provide first aid kits and emergency accessibility for workers in case of emergency.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	2012-2013		- # of first aid kits provided and well instructed.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	3.2.4.	Monitor and control-check for all equipment and materials regularly ensure the quality and working conditions at the workplace, especial attention for children/youth	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	2012-2013			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
3.3. Established and conducted Child Labor Monitoring (CLM) at the workplace/establishments	3.3.1.	Develop and clear ID database of children/youth working in each of their workplace and establishments for monitoring.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	CLM System developed and implemented throughout workplaces/establishments in the country.	- The CLM system established. - # of employers implements the CLM at their workplaces/establishment.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
To set up a system of Child Labor Monitoring	3.3.2.	Monitor and control-check for of working condition children/youth regularly and ensure youth employment and decent work.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	- Regular checking and monitoring conducted.		CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.3.3.	Support and provide all necessary information to Labor Inspectors, Child Labor Monitor as required.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	Good cooperation with Labor Inspectors, Child Labor Monitor.	- # of child labor in target establishments/enterprises reported "None".	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.3.4.	Involve and support in Monitor and control-check for of working condition children/youth regularly.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

3.4. Removed/Prevented and Protected children and improved their livelihood and their families							
To remove children working in WFCL and provide alternative support services	3.4.1.	Provide appropriated alternatives to families of children have been removed from the workplace with better livelihoods	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	A modality or Best Practice of strategic intervention for CAMFEBA and their members in remove/withdraw children from workplaces recorded for further replication in the country and in the region, by 2016 and beyond.	- # of children work in WFCL removed and provide them alternatives support for not allow them to engage in the WFCL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.4.2.	Provide support and counseling services to parents, school principle, educators and working children to for reintegration into schooling.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of parents, school principle, educators and working children provided counseling.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.4.3.	Provide support for reintegrating children into formal education (school materials, bicycle, sponsorship etc).	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of children integrated into formal education, and they have received school materials, bicycle, sponsorship etc.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.4.4.	Provide direct services or advice and information through government vocational training center, local NGOs, on accessing vocational training and alternate employment opportunities.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.4.5.	Provide post-removal monitoring through child labor inspector or community child	CAMFEBA Worker,	Plan Life		- # of children monitored through post-removal	CAMFEBA Worker, Government

	labor monitor ensuring them they are not going to hazardous work.	Government Ministries ILO IPEC I/LNGOs			monitoring and ensure they are not going to hazardous work or WFCL.	Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
3.5. Prevention: Ensure other vulnerable children not engage in or fall into the WFCL.	3.5.1. Set up the prevention strategies and implement them, ensuring no children under age employed by employers both formal and in-formal sectors (including domestic work, semi-industries, family farms etc.)	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	A report, documentation of the Best Practice of strategic prevention intervention for CAMFEBA and their members in combating WFCL recorded for further replication in the country and in the region by 2016 and beyond.	- # of children work in WFCL prevented and provided them alternatives support for not allows them to engage in the WFCL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.5.2. Provide support to children/working children back to original family/places or extend family for those are migrants or orphan and provide alternative skills or education until legal age (15 years old) for working.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.5.3. Work with recruitment agencies of worker to sensitize the issues of child labor, the national and international legal framework such as NPA-WFCL, CAMFEA-PAECL, ILO C. 138, 182, UNCRC toward the RGC's Twin goals by 2016.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of recruitment agencies of worker sensitized on the issues of child labor, the national and international legal frameworks.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.5.4. Set up Job Information Center, and Vocational Skill Training in the critical or high populated areas to promote youth employment link in the WFCL elimination and contribute to the RGC's Twin Goals.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of Information Centres of employer set up.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	3.5.5.	Develop and disseminate all IEC materials (print, audio, and visual) on combating WFCL by 2016 in Cambodia to the public audience, target Employers, GMAC, Policy makers, parents, children and youth.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of IEC materials (print, audio, and visual) developed, printed, produced and disseminated to employers, GMAC members, children and youth.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
3.6. Protection	3.6.1.	Set up the working conditions for children/youth (15 years old + based on the labor law and ILO Instruments) and monitor for protecting children specifically inspected where children of 15 and over are at work	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	A report, documentation of the Best Practice of strategic protection intervention for CAMFEBA and their members in combating WFCL recorded for further replication in the country and in the region by 2016 and beyond.	- # of children work in WFCL protected and provided them alternatives support for not allows them to engage in the WFCL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
To well protect working children at the legal age and ensure the labor law, regulation and penalties (to include compensation for child laborers) applied.	3.6.2.	Apply to labor law and other regulation for working children, especially on penalties (to include compensation for child laborers).	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- A penalties (to include compensation for child laborers) widely implemented in all establishments in all sectors.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.6.3.	Work with RGC/MLVT, Workers organizations and civil society set the “better working conditions” for children of 15 and over.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- A “better working conditions” for children of 15 and over developed with all key stakeholders (RGC/MLVT, Workers organizations and civil society)	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.6.4.	Work with RGC/MLVT, workers organizations and civil society to sensitize “better working conditions” for children of 15 and over.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of the training, workshops, conference for sensitizing “better working conditions” for children of 15 and over conducted and reported.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	3.6.5.	In all intervention activities, girl child laborers are given priority for receiving the benefits.					
3.7. Promoted Youth Employment for Decent Work							
To promote youth who are at legal age to work with appropriate conditions and protected.	3.7.1.	Promote youth who are at legal age to work with appropriate conditions and protected.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	- Strategic for promoting youth for their employment with appropriate conditions developed and implemented throughout the employers. - A Youth employment policy developed and implemented.	- # of children of the age 15 + have appropriate employment and protected from the WFCL.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.7.2.	Provide support to children of 15 and over to access to decent work options and provide them vocational training for employment; in working with RGC/MLVT Center or apprenticeship approaches with local NGOs programs based on the job market;	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of children above 15 who allow to work with decent work reported.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.7.3.	Work with Association of Cambodia Recruiting Agencies (ACRA) to make sure, children under age of 15 will not allow to work, but for those 15 and above are given an appropriate skills and job with decent conditions and wage.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of children below 15 not allowed to work reported.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	3.7.4.	Provide access to support services and mobilize resources to ensure children have access to education until the age of 15 years; through provide scholarships for formal and non-formal education.	CAMFEBA Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		# of children support through the service provided by CAMFEBA and their members.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	3.7.5.	In all intervention activities, girl child laborers are given priority for receiving the benefits.					
Strategy 4: Mobilize resource to ensure CAMFEBA and their Employers' Organizations members and Social Partners of Trade Union and Government Counterpart will have sufficient resources for combating child labor toward the target reduction of the Cambodian twin goals by 2016:							
4.1. Established the CBAC for mobilizing resources and participation in contributing the RGC's Twin Goals by 2016 and beyond.	4.1.1.	Set up the motivation strategies to encourage for more resource mobilization to support, sponsoring, or funding on any activity on the child labour elimination of the implementation of CAMFEBA-PAECL toward 2016.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	- A CBAC and its role and responsibilities for resources mobilization developed. - A resources mobilization document or concept note developed for mobilizing resources both in and outside Cambodia.	- # Government ministries, CC, CRC, development partners, etc. contributed to eliminate the WFCL increased - % of funds contributed to eliminate the WFCL increased	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
<i>To mobilize resources from implementing CAMFEBA's PAECL contributing to the RGC's twin goal by 2016.</i>	4.1.2.	Work with all CAMFEBA members and interested parties to set up a Work with GMAC to set up a Cambodia Business Alliance Against Child Labour (C.BaaC) to ensure that the contribution of the action against child Labour is fully supported by the business community.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	- Amount of funds for WFCL elimination obtained from members of CAMFEBA, Buyers, Government Partners, UN Agencies and Development partners etc.		CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	4.1.3.	With support from Chamber of Commerce and government ministries use media strategies, disseminate all the information related to child labor events i.e World Day against Child Labor or the International Children Day, etc. to inform employers, buyers, NGOs, relevant stakeholders, especially to international and national business associations obtaining their support to the RGC's Twin goals.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	4.1.4.	Build up the network of government ministries, CRC, Employers, private Companies, Key I/NGOs and development partners for possible funding and approach them for introduction of CAMFEBA Commitment in supporting the RGC's Twin goals by 2016.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- A list of network of government ministries, CRC, Employers, private Companies, Key I/NGOs and development partners developed for approaching to seeking for fund support.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	4.1.5.	Mobilize funds from the interested parties in and outside the country, including buyers, private companies, individual etc for supporting the commitment of CAMFEBA programs and beyond.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		# of buyers outside the country contribute funds for CL elimination o CAMFEBA.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	4.1.6.	Organize a child labor concert, sports and social gathering for fund-raising for CAMFEBA, Employer members' contribution on child labor elimination by 2016 and beyond.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	Public, especially the key government institution, UN Agencies, Development partners, CSOs, private sectors, and buyers have knowledge of CL and contribute funds (cash or in-kind) to combating WFCL toward 2016.	- # of the Government institutions, UN Agencies, Development partners, CSOs and private sectors contributed their funds to CL elimination through CAMFEBA.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	4.1.7.	Ensure that the contribution funds are well managed with accountability and for child labor elimination by 2016 and beyond.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
Strategy 5: Develop advocacy and awareness strategies on the negative impacts of child labor for public, especially to ensure that CAMFEBA and <i>their Employers' Organizations</i> members will have continued contribution support to the Government Twin Goal by 2016 and sustainable action beyond by 2016 in Cambodia.							
5.1. Advocacy and sensitization among employers' in formal and in-formal sectors.	5.1.1.	Work with government ministries: MOI, MoLVT, Chamber of Commerce, CRC and Worker Organization to develop the media strategies for promote the child labor elimination and the RGC's Twin Goals Commitment by 2016.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	An advocacy and sensitization strategies for employers developed and implemented in formal and in-formal economic sectors in the whole country.	# of government ministries, GMAC, CC, private companies raised on the WFCL in the public	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
To develop advocacy and awareness strategies for employers, workers, policy maker and public on combating WFC toward 2016	5.1.2.	Develop and disseminate all IEC materials (print, audio, and visual) on combating WFCL by 2016 in Cambodia to the public audience, target Employers, GMAC, Policy makers, parents, children and youth.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # of IEC materials (print, audio, visual and web-pages) developed, printed and disseminated - # of Companies, private sector involved and contributed.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

	5.1.3. Work with GMAC factories and the workers who will be able to convey the messages on child labor and sensitize all the other workers in the factory on the issues of the child labor and its elimination through disseminating the materials as posters, leaflets, fliers, brochures etc.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life			CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	5.1.4. Develop and implement a media strategy (print, audio visual media and the Internet) to share with the world the efforts being made by employers in Cambodia for the elimination of Child Labor, achieving Cambodia's Twin Goals including the safe migration of youth for decent work.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life		- # media strategies developed on WECL elimination among government ministries, private sectors etc.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.
	5.1.5. Ensure buyers countries well recognized and support the RGC's twin goals in complete elimination of the WFCL by 2016.	CAMFEBA, GMAC, Worker, Government Ministries ILO IPEC I/LNGOs	Plan Life	Buyer support and contribute to CAMFEBA PAELC in Cambodia	- # Buyers (in side and outside countries) recognized and contributed to the RGC's Twin goals.	CAMFEBA Worker, Government Ministries, CRC ILO IPEC ADB, WB, EU JICA, GTZ, USAID, DFID, AusAid, UN Agencies etc.

