



International
Labour
Organization



ILO/Korea
Partnership
Programme

Social Dialogue and Capacity Building for Strengthening Labour Disputes Prevention & Resolution Mechanisms in Cambodia

March/2025

Tailors work on a production line in a local clothing plant in Cambodia. © Marcel Crozet/ILO 2016

► At a glance



Partners

- Ministry of Labour and Vocational Training (MoLVT), Arbitration Council (AC), workers and employers such as Cambodian Federation of Employers and Business Associations (CAMFEBA)
- Korea Labor and Employment Service (KLES)



Donor

Government of the Republic of Korea



Duration

July 2024 – December 2026



Target beneficiaries

Workers and employers



Geographical focus

Cambodia, ASEAN

► Background

Effective dispute prevention and resolution mechanisms are crucial for fostering fair employment relations and enhancing enterprise productivity. While Cambodia recognizes this need, its existing mechanisms to address labour disputes face significant challenges, particularly in terms of awareness of labour laws, dispute resolution procedures, capacity, and compliance issues. Conciliation services provided by the Ministry of Labour and Vocational Training (MoLVT) and the Arbitration Council (AC) have encountered these issues, limiting their effectiveness.

Cambodia also lacks tripartite labour relations commissions, which are common in other countries for resolving both individual and collective disputes. As a result, many disputes are escalated to civil courts, where legal decisions are made without addressing the underlying causes of conflict, preventing meaningful improvements in industrial relations.

Workers' organizations have noted that the dispute resolution process is lengthy, emotionally draining, and financially burdensome, particularly for workers earning minimum wages. Constituents have identified social dialogue and capacity building to strengthen national labour dispute resolution mechanisms among one of the key priorities, including enhancing the technical capacities of conciliators and arbitrators, and reinforcing the Arbitration Council as a credible, independent institution.

Without improvements to dispute resolution systems, including mediation and collective bargaining, labour conflicts will continue to hinder productivity, economic growth, and workers' access to decent work. This project aims to support social dialogue to review Cambodia's existing policies, institutional frameworks, and practices in labour dispute resolution, identify areas for reform, and build capacity to strengthen the system.



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► Project outcomes

The project aims to enhance the effectiveness of Cambodia's labour dispute resolution system, contributing to stable and collaborative labour relations and the promotion of decent work.

A key outcome of the project is to promote productive and stable labour relations through social dialogue and capacity building, guided by ILO standards and informed by Korea's experience. The project will support tripartite and bipartite dialogue to review existing dispute resolution mechanisms, identify areas for improvement, and strengthen practices

such as collective bargaining, workplace cooperation, and enterprise-level grievance mechanisms. Additionally, the project will enhance the capacity of conciliation, mediation, and arbitration processes to ensure more effective dispute resolution.

Inclusivity is central to the project, with a focus on integrating gender equality and disability inclusion in both participation and in addressing the specific challenges faced by women and persons with disabilities in the workplace and during dispute resolution processes. Through knowledge-sharing and application of international standards, the project aims to build a more inclusive, equitable, and sustainable labour relations system in Cambodia.

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