



Cambodia (July – September 2019)

Key partners	Ministry of Labour and Vocational Training (MOLVT) Department of Labour and Vocational Training (PDOLVT), Kampong Cham, Prey Veng Battambang, and Kampot Cambodian Labour Confederation (CLC) National Employment Agency (NEA) Legal Support for Children and Women (LSCW) Phnom Srey Organization for Development (PSOD)
Target sites	Kampong Cham, Prey Veng, Battambang and Phnom Penh, and Kampot
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Background information

Cambodia is a major country of origin for migrants, with over one million living abroad in 2017 (UNDESA). Most seek work outside of the country due to lack of sufficient employment opportunities available domestically and the significant wage differentials of employment overseas. The primary destination country for Cambodian migrant workers is Thailand, with workers commonly migrating into the fishing, agriculture, livestock, construction, manufacturing and service sectors, including domestic work.

Only a small portion of these workers use regular channels to migrate due to the high cost, long delays, and administrative complexities involved. According to a survey conducted by the ILO and IOM, less than a third of Cambodian migrants use regular channels to migrate, with the majority relying on social networks and unlicensed brokers (53 per cent) to go abroad. (ILO and IOM, 2017).

Since 2010, the Republic of Korea has become the second most popular destination for regular Cambodian migrant workers. Cambodia also has a Memorandum of Understanding (MOU) with Japan, but far fewer migrants travel there for work, likely due to the technical requirements of the Industrial Training Program and Technical Internship Program. MOUs with the governments of Qatar and Kuwait were signed in 2011 and 2009 but so far no Cambodian migrant workers have been sent through these channels.

Bilateral agreements on deployment of domestic workers abroad have also been signed with several destination countries, including Malaysia, Singapore, and Saudi Arabia. However, these agreements have proven contentious, with reports of abuse and exploitation of domestic workers recorded in all countries where Cambodian domestic workers are employed. In response, the Cambodian Government suspended 'first-time' migration to Malaysia for domestic work in 2011. After several years of bilateral negotiation between Cambodia and Malaysia, an MOU to resume deployment of domestic workers was signed in 2015. However, the restriction remains officially in place pending agreement on standard operating procedures for sending domestic workers abroad (ILO, 2017).

The Cambodian Labour Migration Policy and Action Plan (2019-2023) outlines the Government's commitment to leveraging the benefits of labour migration for the country's long-term development. The policy is unique within South-East Asia in applying a holistic and multi-ministerial approach to labour migration governance.

Cambodia at a glance

 Population: 15.8 million

 Labour Force: 8.8 million

Migrants in Thailand

MOU migrants = 311,290
(Women= 129,680 / Men=181,610)

Registered migrants completing
nationality verification = 64,273
(Women= 26,503/ Men= 37,770)

Seasonal migrants = 33,095
(Women= 14,529/ Men= 18,566)

Source: Office of Foreign Workers Administration,
Department of Employment, Ministry of Labour, Thailand
(May 2018)

304,660 migrants registered at one-stop
service centres
(Women= 133,705/ Men= 170,955)

Source: Department of Employment, Ministry of Labour,
Thailand (August, 2019)

Migrants in other destination countries

Malaysia: 5,995 migrants
(Women= 4,643/Men=1,352)

Source: Immigration Department, Ministry of Home Affairs,
Malaysia (March 2017)

Republic of Korea: 43,571 migrants
(Women=8,319/Men=35,252)

Japan: 2,383 migrants
(Women=1,461/Men=922)

Singapore: 400 migrants
(Women=400/Men=0)

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

Main programme activities: July – September 2019

On 30 July, the [12th ASEAN Forum on Migrant Labour \(AFML\) national tripartite plus preparatory meeting](#) was organized to take stock of progress in implementing previous AFML recommendations and to discuss recommendations for the 12th AFML. It resulted in [13 national recommendations](#) focusing on skills development required for migrant workers to adapt and adjust to the future of work and the changing demands of the workforce. (W11: M39)

In July, programme partner Legal Support for Children and Women (LSCW) produced a policy brief outlining their experiences of migrant workers accessing the **Complaints Mechanism for Cambodian Migrant Workers**, including remedies sought and granted. Using case studies, this brief provided information on how the legal framework is currently being used, as well as challenges, lessons learnt, and recommendations.

On 6 August, TRIANGLE in ASEAN along with other key UN agencies, worked with the Provincial Committee on Counter Trafficking (PCCT) on the development of a **draft 5 year national strategic plan on human trafficking**. The review emphasized a rights-based intervention and standards including trafficking, labour migration and future of work perspectives, enhancements to the protection of migrant workers, and improvements to the repatriation and reintegration programmes including access to referrals for local job and employment information system and skills training programmes.

From 12 to 13 September, TRIANGLE in ASEAN attended a joint ILO and UN Women training session (through the Safe and Fair programme) on **gender and statistics**. The training focused on a breadth of topics including women and leadership, economic security, migration, gender-based violence, the Sustainable Development Goals, and the environment. A key focus of the training was ensuring participants had a better understanding of how to incorporate data and statistics to improve gender mainstreaming into policy and programme design and implementation. TRIANGLE in ASEAN contributed its experience in collecting statistics on migrant workers. The training was attended by 43 (W27: M16) representatives from civil society organizations.

On 25 September, TRIANGLE in ASEAN along with other key UN agencies provided input to the **first draft on the referral system for victims of trafficking** led by the Ministry of Social Affairs. TRIANGLE in ASEAN'S input reflected the need to adhere to international standards, protocols, and principles on trafficking in person and national regulatory framework and legal system.

During the last three months, TRIANGLE in ASEAN programme implementing partners have provided updates on achievements made during the period of their last agreements (April 2017-July 2019). Highlights include:

- LSCW oversaw **dispute resolutions for 67 (W23:M44) migrants**, with a total amount of **USD\$84,600** granted as compensation for migrant workers.
- The Migrant Worker Resource Centre (MRC) in Kampong Cham reported a total project beneficiary number of **11,182 migrant workers** (including 7,308 women) all of whom received migration information and counselling. In total, 45 cases (including 22 cases by women migrant workers) were filed and referred by the MRC to the Provincial Department of Labour and Vocational Training (PDOLVT) and LSCW for dispute resolution. A total of **US\$6,755** was ordered in compensation (requested amounts totalled US\$ 11,500).
- The MRC in Prey Veng provided **labour migration counselling** through a combination of community outreach activities, at the office, and on the telephone to **3,776 people** and **legal assistance was provided to 194 migrants** (W93: M101). The MRC was able to oversee a resolution for all migrant workers to whom they provided legal assistance such as compensation being ordered or documents like passports being returned.

Upcoming activities and key dates (October - December 2019)

Date	Event	Location	Attendees	Purpose
22 October	12 th ASEAN Forum on Migrant Labour (12 th AFML), post-event	Phnom Penh	Civil society, workers' organizations, UN agencies, TRIANGLE in ASEAN, programme partners	To coordinate implementation of the 12 th AFML recommendations.
29 October	Meeting to finalize the Code of Conduct for Cambodian Private Recruitment Agencies	Phnom Penh	ACRA, MAC, MOLVT, IOM	To finalize and adopt the Code of Conduct.
7 November	Project Advisory Committee Meeting	Phnom Penh	TRIANGLE in ASEAN, programme partners, PAC, MAC, ACRA, MOLVT, ILO	To update on progress, achievements and lessons learnt from programme implementation during 2019, and propose priorities and strategies for 2020.
18-22 November	Study visit from Lao PDR to MRCs	Phnom Penh, Prey Veng, Kampong Cham	MRC staff from Lao PDR, Ministry of Labour and Social Welfare, Lao Federation of Trade Union officials, ILO	To learn about the operations of MRCs in Cambodia, explore best practice and build network among the MRC providers.

5 December	Workshop to develop the annual action plan on labour migration policy 2019-2023, including the printing of policy and guideline on dispute resolution of migrant workers	Phnom Penh	Tripartite constituents, social partners, line ministries, UN, INGOs, TRIANGLE in ASEAN	To discuss the implementation of Cambodia's Labour Migration Policy (2019-2023).
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Media Coverage

Date	Title	Media source
26 August	Japanese centre ordered to stop training, sending workers	Phnom Penh Post
17 September	CLMTV countries agree framework for mobile social security scheme	Phnom Penh Post
19 September	Cambodia to curb recruitment fees	Bangkok Post
26 September	Migrant worker dies, three hurt in Thailand	Khmer Times

The **TRIANGLE in ASEAN** programme extends the cooperation between the **International Labour Organization (ILO)**, the **Australian Department of Foreign Affairs and Trade** and **Global Affairs Canada** on protecting migrant workers and enhancing development opportunities. **TRIANGLE in ASEAN** aims to ensure that the benefits of labour migration are equally realised by men and women migrant workers; employers and governments. In shifting emphasis towards leveraging the development potential of migration, **TRIANGLE in ASEAN** aims to shape labour migration opportunities to support inclusive and sustainable growth in the ASEAN Economic Community. **TRIANGLE in ASEAN** engages institutionally with **ASEAN** and focuses on delivering in six countries (**Cambodia, Lao PDR, Malaysia, Myanmar, Thailand, and Viet Nam**).