

ILO Country Office for Thailand, Cambodia  
and the Lao people's Democratic Republic (Co-Bangkok)  
ILO/EC Project "Monitoring and Assessing Progress on Decent Work" (MAP)



International  
Labour  
Office

# Tripartite National Launch Event of The Cambodia Decent Work Country Profile

Report  
Phnom Penh Hotel, Cambodia  
30 July 2012



This document has been produced with the financial assistance of the European Union. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.

**ILO COUNTRY OFFICE FOR THAILAND, CAMBODIA AND THE LAO PEOPLE'S DEMOCRATIC  
REPUBLIC (CO-BANGKOK)**

**ILO/EC PROJECT "MONITORING AND ASSESSING PROGRESS ON DECENT WORK" (MAP)**

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The Cambodia Decent Work Country Profile**

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**International Labour Office  
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## Foreword

The *Tripartite National Launch Event of the Cambodia Decent Work Country Profile* took place in Phnom Penh, Cambodia on 30<sup>th</sup> July 2012 and was co-organized by the Ministry of Labour and Vocational Training (MOLVT) and the ILO. The meeting was a follow-up to the *ILO Declaration on Social Justice for a Fair Globalization* (2008), which recommends the establishment of appropriate indicators or statistics, if necessary with assistance from the ILO, to monitor the progress made in the implementation of the ILO Decent Work Agenda.

In the past, countries have called for the ILO to support their efforts to monitor and assess progress towards decent work. In response, the ILO, with funding from the European Union, is implementing the technical cooperation project “Monitoring and Assessing Progress on Decent Work” (MAP). The project works with Government agencies, workers’ and employers’ organizations and research institutions to strengthen the national capacity to self-monitor and self-assess progress towards decent work. Based on consultations with the Cambodia tripartite constituents and various stakeholders in September 2009, Cambodia was selected as one of the pilot countries to participate in the global MAP project.

The half-day tripartite national launch event was the third tripartite workshop organized under the MAP project in Cambodia, following the tripartite training and consultation workshop held in May 2011 for the identification of decent work indicators and the tripartite validation workshop for the review and validation of the draft profile. The event involved around 70 participants, including officials and representatives from government ministries and provincial departments of labour, the Cambodian Federation of Employers and Business Associations (CAMFEBA), trade unions, the National Institute of Statistics (NIS), and other related agencies.

The highly participatory event included remarks by involved tripartite representatives, presentation of the profile overview and key findings, technical discussions on use of the profile.

This report provides a summary of the event discussions and proceedings and can be a useful reference for producers and users of decent work statistics. I hope that the continuation of such initiatives to enhance the collection, analysis and monitoring of Decent Work Indicators will contribute to better policies and programmes to realize decent work in Cambodia.

Jiyuan Wang

Director

ILO Country Office for Thailand, Cambodia and the Lao People’s Democratic Republic

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## Introduction

The *Tripartite National Launch Event of the Cambodia Decent Work Country Profile* took place in Phnom Penh, Cambodia on 30<sup>th</sup> July 2012 and was co-organized by the Ministry of Labour and Vocational Training (MOLVT) and the ILO. The workshop was held as part of the EU-funded MAP Project, which was launched in response to the 2008 *ILO Declaration on Social Justice for a Fair Globalization*,<sup>1</sup> and its accompanying recommendations to support countries to establish appropriate indicators or statistics to monitor progress made toward decent work.

The Decent Work Country Profile for Cambodia provides an overview and authoritative baseline of the decent work situation in the country. It analyses statistical and legal indicators within the framework of national economic, labour and social policies, tentatively over the past ten years (depending on data availability). The purpose of the document is to give baseline information on the state of decent work in Cambodia, the progress made in decent work, and highlight the gaps that still remain, in both decent work and its measurement. It is also intended as an advocacy tool for mainstreaming decent work into national policies and development plans, including the National Strategic Development Plan and (ILO sponsored) Decent Work Country Programme.

The event aims to:

- Launch the first-ever Cambodia Decent Work Country Profile;
- Present and discuss key findings, especially (decent work) gaps identified in the profile; and
- Debate among key stakeholders on what to do next, both to increase the data available for monitoring and analysis, and to address identified decent work deficiencies through appropriate policies, strategies, plans and projects.

The expected outputs and outcomes of the workshop are:

- Launching the Cambodia Decent Work Country Profile;
- Wider public and political awareness of the decent work agenda in Cambodia, the recent progress the country has made, and the deficits still to be overcome;
- Discussion and planning to improve data availability, capacity of tripartite partners and other stakeholders to better monitor and assess progress across decent work landscape.

The event was organised in the following format:

- The launch event began with an opening session where representatives of support organisations (EU, ILO), the government and workers and employer organisations delivered their remarks and plans in relation to decent work monitoring and assessment in Cambodia;

<sup>1</sup> See: [http://www.ilo.org/global/What\\_we\\_do/Publications/Officialdocuments/lang--en/docName--WCMS\\_099766/index.htm](http://www.ilo.org/global/What_we_do/Publications/Officialdocuments/lang--en/docName--WCMS_099766/index.htm).

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- This was then followed by a presentation to provide an overview of the profile's development, key decent work progress and gaps identified in the profile and functions of the profile for the tripartite representatives to consider and make use of;
  - Then a panel discussion was organized and facilitated by the ILO where tripartite representatives and later the floor were invited to address some questions mainly on future uses of the profile in policymaking and organizational planning/priority setting (for tripartite constituents); and
  - Finally, the moderator provided a short summary and conclusion, as well as setting forth some ideas on how to continue and expand this work with relevant stakeholders in Cambodia.

## **1. Welcome and opening session**

*Moderator: Mr Hoeung Sophon, Director of Labour Market Information Department, Ministry of Labour and Vocational Training*

### **1.1. Welcome remarks by the ILO representative**

*Mr Jiyuan Wang, Country Director, International Labour Organization Office for Thailand, Cambodia and Lao PDR*

Mr Jiyuan first expressed his pleasure in attending the national launch of this first decent work country profile. He then took the participants back to the origins of the decent work agenda and explained why it has become important and internationally recognized. He gave the definition of decent work, that is, work that is productive, remunerative, and undertaken in conditions of freedom, equity and dignity, before pointing to the growing regional and global recognition of the four key pillars of the decent work agenda (job creation, rights at work, social protection and social dialogue) as key to both societal wellbeing and sustainable economic growth and development.

Mr Wang briefed the participants on the EU supported project on Monitoring and Assessing Progress toward Decent Work (MAP), which was developed to support the development of tools, methodologies and strategies to better measure decent work in developing and transition economies. Mr Wang noted that ILO through this project has been assisting Cambodia in developing its capacities for decent work indicator identification, data collection and storage, and policy oriented analysis for decent work and national development –the contributions of which have helped produce the document we see before us, a profile that outlines in clear terms the baseline situation of decent work, its recent progress and continuing challenges for Cambodia.

In concluding, he encouraged the government, social partners and other stakeholders to continue in their commitment to realizing the decent work goals in the interest of Cambodian people, based on effective and nationally accepted tools for monitoring and assessing progress.

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## **1.2. Welcome remarks by the EU Delegation representative**

*Ms Michelle Labeeu, EU Delegation Charge d’Affaires*

Ms Labeeu began by highlighting the EU’s strong commitment to the decent work agenda, which is evident in its continued and varying support to the projects of ILO and other partner organisations across the world, including Cambodia.

She took the opportunity to recognize the decent work country profile and offered three key functions of the document: as a baseline assessment, as a tool to measure recent progress on decent work, and as a means to identify gaps in the decent work landscape. Reflecting on the key findings of the profile, Ms Lebeeu noted that despite robust economic growth and tangible increases to living standards in Cambodia, there has also been clear increases in inequality in recent years, and low paid and poor quality employment remain widespread.

She also reiterated the EU’s continued support to other aspects of the decent work agenda, including social protection, vocational training, raising education, skills and employment opportunities for vulnerable groups, and boosting women’s involvement in the economy and development.

In her final remarks, Ms Lebeeu acknowledged the valuable work undertaken by the ILO and its tripartite partners in the development of the decent work country profile and expressed hope that the findings would be well addressed by policymakers in the coming years, including in subsequent economic, social and labour policies and strategies.

## **1.3. Welcome remarks by the Workers’ Representative**

*Mr Ath Thorn, President of Cambodian Labour Confederation (CLC) and Representative of the Cambodian Trade Unions*

Mr Ath Thorn first expressed his pleasure to speak on behalf of Cambodian unions at the event. He noted the good recent progress made in relation to decent work in Cambodia and the good cooperation and collaborations among all the stakeholders in monitoring and assessing the decent work in the country. However, he also drew attention to major decent work deficits and challenges facing Cambodian workers today, which included persistent interference of employers and government officials in the activities of independent unions, the low minimum wage and its limitation to the garment sector alone, excessive working hours and inadequate social protection.

Before ending his remarks, Mr Thorn noted his appreciation for the production of this profile, and encouraged the government, employers and other concerned agencies to work together in further areas to improve the situation of workers based on its key findings. He also assured the continued cooperation of the unions in such efforts. Mr Thorn also thanked the ILO and the Ministry of Labour and Vocational Training for coordinating this work in a professional manner.



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#### **1.4. Welcome remarks by the Employers' Representative**

*Mr Senaka Fernando, Vice President and Treasurer of the Cambodian Federation of Employers and Business Associations (CAMFEBA)*

Mr Fernando began by expressing his pleasure to speak on behalf of employers at this launch event. He pointed to good examples of recent progress toward decent work in Cambodia, particularly in the areas of industrial relations, employment promotion and social protection, as well as in the implementation –by the ILO, government and social partners- of the first (2006-2010) and second Decent Work Country Programme (2011-2015). He appreciated significant participation and cooperation of the tripartite constituents to realize the goals of the programme.

As Cambodia has continued to raise its self-monitoring and assessment capacity, Mr. Fernando reiterated his organization's continued participation and support to this work. He also reiterated his organization's request for a tripartite advisory committee to be established to better coordinate this work. Finally, he stated his appreciation for the MOLVT for its wise leadership in the implementation of the Decent Work Programme in Cambodia, and to the ILO for their technical and financial support to the decent work agenda in the country.

#### **1.5. Opening remarks by the Representative of the Ministry of Labour and Vocational Training**

*H.E Mr Leng Se, Under-Secretary of State, Ministry of Labour and Vocational Training*

After welcoming the participants to the workshop, H.E Mr Leng Se reminded the participants of the government's commitment to create harmony in the world of work and poverty reduction through the decent work agenda. He also noted that the ministry was proud to have this important Decent Work Country Profile validated, published and distributed among key stakeholders. There was a need for the country to be able to better track the progress it is making toward decent work, and in this regard the profile is useful in that it provides a strong baseline assessment and overview of outstanding deficits across various aspects of the decent work agenda. This profile will thus be useful for policy makers, social partners, researchers, and development agencies to prepare their programs to fit and respond to the actual situation in the country, therefore strengthening their contribution to the realization of national development goals.

H.E Mr Se then advised participants to study the key findings of the profile and think about how they can help address the identified gaps through well designed policies and programmes. He also encouraged further efforts to improve data collection for current and additional decent work indicators, for better monitoring and assessment of the decent work situation in Cambodia.

Finally, before officially opening the tripartite launch event, H.E Mr Leng Se thanked the participants for their cooperation and contribution to the decent work monitoring and assessment process, and in particular the development and the use of this profile in the interests of the country. He ended by expressing his appreciation to the EU and the ILO for their financial and technical support to this work.

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## 2. Presentation: Introducing the Decent Work Country Profile : process and findings

*Presenter: Mr David Williams, Regional Coordinator (Asia), ILO/EC MAP Project*

David Williams then gave a short presentation on the Decent Work Country Profile for Cambodia, by first reflecting on the origins of the MAP project through the 2008 ILO Declaration of Social Justice for a Fair Globalization, and the subsequent selection of a national set of decent work indicators for consideration by member states. Mr Williams then gave an overview of the structure of the standard decent work country profile, before then moving into a summary of the key findings of the Cambodia profile specifically. In this he drew upon several interesting developments in the data, including the widening gap between men's and women's real wages, the simultaneously growing prevalence of underemployment in main jobs and excessive hours in all economic activities, and the ongoing challenges of reducing vulnerable employment and providing adequate labour market opportunities for youth.

Mr Williams also reflected briefly on areas where data deficits hinder our ability to make any "assessment" of progress toward decent work –in the areas of social security, and social dialogue and tripartism, for example. He then concluded with some reflections on the benefits and uses of the profile – for identifying development priorities and targets, for socio-economic policymaking, and for the work of the social partners, for example - and a look forward to what is needed next; namely, the continued collection of data for the measurement of progress toward decent work, and continued efforts to "mainstream" decent work as an integral feature of national development plans and policies

## 3. Tripartite Panel Discussion: The way-forward

*Moderator: Mr Tun Sophorn, ILO National Coordinator, Cambodia*

Following the presentation session, a short panel discussion was organized and facilitated by the ILO. Panellists consisted of 5 representatives from the government, employers and workers' organizations and were given 5 minutes each to give their thoughts on "the way forward" for their organizations with regard to the measurement of decent work, and indeed, its realization in practice.

- The MoLVT representative, Mr Hoeung Sophon, posed what for him is the primary question emerging from this work: how will the government and its partners work together in the coming years to collect the data that is currently missing from the profile, and importantly, how we will ensure that this data is continually produced and analysed for the purposes of informed policymaking? To him, there was a need to have a good plan to collect and analyse data further and to do this, commitment, human and technical resource were definitely required.
- Mr Ngy Simaneth, also from the MoLVT, added that the Cambodian government has considered labour as a priority and taken various actions to improve their wellbeing, including improvements to vocational training, the establishment of the National Employment Agency (to provide employment services and labour market information to job seekers, among others), and investment promotion for continued employment growth.
- Mr Heang Kanol of the National Institute of Statistics added to this by stressing the continued reliance on donor funds for all of Cambodia's household surveys, as well as highlighting some obstacles resulting from the incoherence of

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“international” definitions of certain indicators (ILO and UNFPA, for example, define unemployment differently, and both provide funding for their own surveys through the Ministry of Planning). Mr Kanol, in closing, noted that for the regular measurement of specific selected decent work indicators, it may be more effective to commission a specific, yet smaller survey on decent work, using a representative sample of households, and designed with the inputs of both employers and workers. This would reduce reliance on irregular national surveys like the socio-economic survey (CSES) and labour force survey (LFS), which are not specifically aimed at producing data for the decent work indicators.

- The workers’ representative, Mr Ath Thorn, noted that labour rights were one of the foremost concerns of the unions as regards decent work, and that this includes the right to a decent living wage and a permanent employment contract (for those whose jobs are deemed to be permanent in nature). He concluded with 2 main points for the wider union movement in Cambodia: (1) that he and other union leaders have a specific strategy on how to promote labour rights in the coming years, and that all union members should embrace the decent work country profile as a guide for their future activities; and (2) that trust between workers, employers and the government was the most important component of any successful strategy for decent work.
- The employers’ representative, Mr Senaka Fernando focused his remarks on the decent work country programme, noting employers’ support for it whilst at the same time observing certain potential barriers to its success, namely: (1) the huge skills mismatch in the country, and the effect this is having on both employers and unemployable young people; (2) the huge informal sector, and the specific challenges of extending decent work to this sphere; (3) the presence of certain unscrupulous employers, the type of which exist in every country; (4) the reliance of the programme on donor funds; and (5) the lack of reliable data to monitor the success of the programme. He emphasized the need to work together to overcome these barriers.

#### **4. Closing session**

Mr Hoeung Sophon, Director of Labour Market Information Department, MoLVT and the event moderator provided a summary and recap of the event. The half-day event was attended by around 70 participants from the government ministries and provincial departments of labour, trade unions and employers, and other interested organizations.

The event began with an opening session where the government, ILO, EU and representatives of the employers and workers’ organizations provided remarks on the topics in focus.

The participants were given an overview of the development process, key findings and decent work gaps identified and functions of the Decent Work Country Profile. The presentation was then followed by a panel discussion where tripartite representatives and the floor were invited to address questions on the future plans and uses of the profile to promote decent work in the country.

Finally, on behalf of the Ministry of Labour and Vocational Training, he thanked the participants for their time and commitment to this work, before advising them to update their organizations on the proceedings of today, with a view to further supporting the decent work agenda –and specifically, the measurement of decent work- in the future. Finally he extended his sincere thanks to the EU and ILO for their financial and technical support to the MAP project and related activities, and appealed for further support,

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particularly in raising the capacity of government officials and social partners (employers and workers) to collect and analyse decent work data for evidence based policymaking.

## Annex I. List of participants

No.	Title	Name in English	Position	Organization	Telephone
<b>Trade Unions and Employer Organizations</b>					
1	Mr.	Yoeung Chhun	President	KYFTU	012 882 870
2	Mr.	Huon Sokpheaneath	Legal Officer	CAMFEBA	012 899 531
3	Mr.	Din Sokchea	Officer	CLFU	097 6333 210
4	Ms.	Ros Tith Malay	Officer	CCU	099 648 504
5	Mr.	Nuon Chantha	Officer	NACC	012 941 662
6	Mr.	Youn Thearin	Secretary General	CNC	088 835 5880
7	Mr.	Senaks Fernondom	Treasurer	CAMFEBA	078 721 804
8	Mr.	Un Dara	Vice President	CNCLP	
9	Mr.	Ath Thorn	President	CLC	
10	Mr.	Yam Thai San	Officer	CUMW	012 502 866
11	Mr.	Rath Rott Mony	Deputy SG	CCU	090 571 671
12	Mr.	Pang Channy	President	CWUF	092 488 077
13	Mr.	Khy Watanak	Officer	CLC	010 769 777
14	Mr.	Ou Sophat	President	WRP	012 482 284
15	Mr.	Preap Munysovann	Assistant to President	CUMW	092 52 00 58
16	Mr.	Sath Chhieng Hour	President	CNCLP	016 866 682
17	Mr.	Cheng Chamroeun	Communication Officer	CLC	016 693 781
18	Mr.	Pav Sina	President	CUMW	015 777 588
19	Mr.	Reim Bora	Member	NACC	017 784 465
20	Mr.	Chey Sovan	Vice President	CNCLP	012 529 404
<b>Ministries and Provincial Departments of Labour and Vocational Training</b>					
1	Mr.	Has Bunthy	Director	DLVT, Svay Rieng	012 391 217
2	Mr.	Cheng Heang	Director	DLVT, Kg. Cham	011 652 227
3	Mr.	Pich Panha	Chief Office	MoLVT	017 456 069
4	Mr.	Khon Narith	Deputy Director	MoLVT	012 662 288
5	Mr.	Sok Khorn	Official	MEF	016 86 88 17
6	Mr.	Kry Seanglong	Deputy Director	MoEYS	012 851 535
7	Mr.	Say Ung	Deputy Director	CARD	012 926 789
8	Mr.	Prum Chan Vichet	Chief Office	DLVT, Sihanouk Ville	017 878 331
9	Ms.	Prok May Kannitha	Deputy Director	NSSF	016 506 111
10	Mr.	Taing Heang Tharith	Advisor	NEA	012 456 123
11	Mr.	Touch Sophat	Deputy Chief	NEA	012 666 591
12	Mr.	Hem Sophou	Chief Office	MIME	012 282 464
13	Mr.	Suos Sarath	Official	MOI	

14	Mr.	Heang Veasna	Department Director	MoLVT	
15	Mr.	Ngy Simaneth	Department Director	MoLVT	088 956 88 88
16	Mr.	Pol Chandara	Department Deputy Director	MoLVT	012 659 948
17	Ms.	Chuth Leang Vanny	Deputy Director General	MoWA	012 849 285
18	Mr.	Sann Souharo	Translator	IDEAL	012 997 878
19	Mr.	Khim Phally	Deputy Director	MOC	097 58 7777 7
20	Mr.	Heang Kanol	Deputy Director	NIS/MOP	016 55 10 75
21	Mr.	Oeun Thearith	Department Deputy Director	MRD	012 797 967
22	Mr.	Un Vallero	Department Director	CDC	012 915 570
23	Mr.	Meak Vanna	Official	CDC	012 229 994
24	Mr.	Pheng Kruy	Official	LMI/MoLVT	097 75 57 072
25	Mr.	Keus Dara	Official	LMI/MoLVT	092 726 072
26	Mr.	Toeu Changseng	Official	LMI/MoLVT	092 447 047
27	Mr.	Ouk Sobonna	Department Deputy Director	LMI/MoLVT	012 86 83 35
28	Mr.	Nen Vuthy	Department Deputy Director	LMI/MoLVT	012 939 425
29	Mr.	Phin Phalleng	Official	LMI/MoLVT	012 258 661
30	Mr.	Aok Dy	Deputy Chief Office	LMI/MoLVT	097 222 8858
<b>ILO, NGOs and Development Partners</b>					
1	Ms.	Ok Malika	National Project Officer	ILO	016 87 27 03
2	Mr.	Nuon Veasna	Consultant	ILO	012 853 916
3	Mr.	Kheng Kimly	Admin/Fin	ILO	012 834 862
4	Mr.	David Williams	Project Coordinator	ILO	
5	Ms.	Peng Lody	Program Assistant	ILO	016 78 22 27
6	Mr.	Tun Sophorn	National Coordinator	ILO	023 220 817
7	Ms.	Pameva Sawad	Project Coordinator	GIZ	012 204 145
8	Mr.	Seng Rethy	Legal Advisor	USAID	012 77 55 62
9	Ms.	Michelle Labeeu	Chargé d'Affaires	EU	
10	Mr.	V. Vire	Education Advisor	EU	
11	Ms.	Frishna Kahmel	Head of Dev't Corporation	Embassy of Sweden	
12	Mr.	David Welsh	Country Director	ACIL	
13	Mr.	Tong Kimsun	Researcher	CDRI	012 528 704
14	Mr.	Nou Keosothea	Coordinator	CDRI	012 998 470
15	Mr.	Sok Lor	Executive Director	ACF	

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## Annex II. Event programme

**National Launch Event of the Cambodia Decent Work Country Profile**  
**30<sup>th</sup> July 2012**  
**Phnom Penh Hotel, Phnom Penh, Cambodia**

<b>30th July 2012</b>	
08.00-08.45	<i>Registration</i>
08.45-09.00	<b>Opening Session: Welcome and opening remarks (5-7 mins each)</b> <ul style="list-style-type: none"><li>▪ Mr Jiyuan Wang, Director, CO-Bangkok / Representative of ILO</li><li>▪ Ms Michelle Labeau, Charge d’Affaires, EU Delegation to Cambodia</li><li>▪ Mr. Ath Thorn, President of Cambodian Labour Confederation (CLC) and Representative of the Cambodian Trade Unions</li><li>▪ Mr Senaka Fernand, Vice President of the Cambodian Federation of Employers and Business Associations (CAMFEBA)</li><li>▪ H.E. Mr. Leng Se, Under-Secretary of State of Labour and Vocational Training/Representative of MoLVT</li></ul>
10.00-10.20	<b>Coffee/tea break</b>
10.20-11.40	<b>Presentation Session – Introducing the Decent Work Country Profile : process and findings</b> <p style="text-align: center;">Mr David Williams, Regional Coordinator, ILO/EC MAP, ILO Bangkok</p> <b>Q &amp; A</b> <b>Tripartite Discussion Panel</b> <p style="text-align: center;">Mr. Tun Sophorn, ILO National Coordinator, Cambodia</p>
11:40-12.00	<b>Conclusion and closing</b> <p style="text-align: center;">Mr. Hoeung Sophon, Director of Labour Market Information Department, MoLVT</p>