

**CAMBODIA (2018)**
**THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR**
**Protocol of 2014 (P029) to the Forced Labour Convention**

<b>REPORTING</b>	<b>Fulfillment of Government's reporting obligations</b>	Yes.	
	<b>Involvement of Employers' and Workers' organizations in the reporting process</b>	No.	
<b>OBSERVATIONS BY THE SOCIAL PARTNERS</b>	<b>Employers' organizations</b>	No.	
	<b>Workers' organizations</b>	No.	
<b>EFFORTS AND PROGRESS MADE IN REALIZING MEASURES TARGETED BY THE PROTOCOL</b>	<b>Ratification</b>	<b>Ratification status</b>	Cambodia has not yet ratified the Protocol of 2014 (P029) to the Forced Labour Convention.
		<b>Ratification intention</b>	
	<b>Existence of a policy and / or plan of action for the suppression of forced or compulsory labour</b>	<b>2018 AR:</b> There is a national policy and/or plan of action for the suppression of forced or compulsory labour as well as for combatting trafficking in persons for the purposes of forced or compulsory labour. The Ministry of Labour and Vocational Training (MLVT) has further strengthened its labour inspection at the workplace in order to make sure that there is no use of forced labour. The Government is also collaborating with stakeholders including unions and workers' and employers' representatives to raise awareness among workers and employers on the issue of forced or compulsory labour so that they can work jointly to effectively eliminate the use of forced or compulsory labour.	
	<b>Measures taken or envisaged for systematic and coordinated action</b>		
	<b>Measures taken or envisaged to prevent forms of forced labour</b>	<b>2018 AR:</b> The following measures have been taken or envisaged: a) <i>Information, education and awareness raising targeting especially people in vulnerable situation and employers:</i> several workshops have been conducted either by the collaborations with stakeholders or by MLVT itself at both Phnom Penh and provinces; b) <i>Strengthening and broadening of the coverage of legislation, particularly labour law;</i> c) <i>Regulation and supervision of the labour recruitment and placement process:</i> the MLVT has a regular inspection program to visit the workplace to check for labour compliance including that of forced or compulsory labour. A special inspection to enterprises upon receiving of any complaints or suspect in this regard also exists; d) <i>Addressing the root causes that perpetuate forced labour;</i> e) <i>Promotion of safe and regular migration:</i> the Government reports that a national policy on migration exists; f) <i>Education/vocational training:</i> information dissemination, training on the issue related to the forced labour; g) <i>Capacity building for the competent authorities:</i> workshops and trainings; h) <i>Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers' organizations:</i> strengthening the implementation of the Trade Union Law which is the crucial legislation to guarantee the freedom of the association; and i) <i>Basic social security guarantees.</i>	
	<b>Measures taken or envisaged to protect victims of forced labour</b>	<b>2018 AR:</b> The following measures have been taken or envisaged: a) <i>Training of relevant actors for identification of forced labour practices:</i> training labour inspectors, labour dispute resolution officers and other relevant actors; b)	

		Legal protection of victims; c) Material assistance for victims; d) Medical and psychological assistance for victims; e) Measures for the rehabilitation and social and professional reintegration of victims; f) Protection of privacy and identity; g) Appropriate accommodation; h) Specific measures for children; and i) Specific measures for migrants.	
	<b>Measures taken or envisaged to facilitate access to remedies</b>	<b>2018 AR:</b> The following measures have been taken or envisaged: a) <i>Information and counselling for victims regarding their rights:</i> a call center has been set up so that the public can call for consultation on any related labour issues. Workers or victims can also come directly to the MLVT for consultations. For example, according to the Government, at the immigration office of the employment department, workers always come to consult with the officers prior to their departure regarding their rights and obligations at the receiving country; b) <i>Free legal assistance;</i> c) <i>Access to remedies and compensation;</i> d) <i>Capacity building and enhanced resources for the competent authorities, such as labour inspection, law enforcement, prosecution services and judges:</i> trainings and workshops are conducted; e) <i>Provision for authorities not to prosecute victims for acts which they have been compelled to commit;</i> and f) <i>Provision of penalties such as the confiscation of assets and criminal liability of legal persons:</i> employers shall be responsible for the act of forced labour under the provision of the Labour Law. However, if the act constitutes the criminal offence, the perpetrator shall also be responsible in accordance with the Criminal Code.	
	<b>Non-prosecution of victims for unlawful acts that they would have been forced to carry out</b>		
	<b>Cooperation with other Member States, international / regional organizations or NGOs</b>	<b>2018 AR:</b> The Government cooperates with other member States as well as with international, regional and non-governmental organizations. The MLVT has cooperated with many development partners at both international and regional levels including international organization such as ILO, ILO-BFC, GIZ, ASEAN and other countries like Thailand, Malaysia, Korea and Japan etc., to suppress forced Labour. The modality can be under the form of MOU, bilateral or multilateral agreement, joint action plan, and other formats of engagement.	
	<b>Promotional activities</b>		
	<b>Special initiatives/Progress</b>		
<b>CHALLENGES IN REALIZING MEASURES TARGETED BY THE PROTOCOL</b>	<b>According to the social partners</b>	<b>Employers' organizations</b>	
		<b>Workers' organizations</b>	
	<b>According to the Government</b>	<b>2018 AR:</b> The Government identifies the following difficulties: a) Lack of awareness; b) Lack of information and data; c) Lack of resources in employers' organizations; and d) Lack of resources in workers' organizations.	
<b>TECHNICAL COOPERATION NEEDS</b>	<b>Request</b>	<b>2018 AR:</b> The Government indicated the need for technical cooperation with the ILO in the following areas: most important: Exchange of experiences between countries or regions; international cooperation. Important: a) Assessment, in cooperation with the ILO, of the obstacles identified and their impact on the realization of the principle; b) Awareness-raising and mobilization activities; c) Collection and analysis of data and information; d) Capacity building for the competent authorities; e) Vocational training, job-creation and income-generation programmes for at-risk populations; and f) Capacity building for employers' and workers' organizations.	
	<b>Offer</b>		