



International  
Labour  
Organization

## Quarterly Briefing Note

### GMS TRIANGLE Project: Cambodia

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<b>Duration:</b>	June 2010 – June 2015
<b>Key Partners:</b>	Ministry of Labour and Vocational Training (MOLVT), Cambodian Labour Confederation (CLC), Cambodian Confederation of Trade Unions (CCTU), National Union Alliance Chambers Cambodia (NACC), and Association of Cambodian Recruitment Agencies (ACRA)
<b>Target Sites:</b>	Kampong Cham, Prey Veng, Battambang and Phnom Penh
<b>Focal Point:</b>	Mr Rim Khleang, National Project Coordinator (NPC) for Cambodia, <a href="mailto:rim@ilo.org">rim@ilo.org</a> , +(855)12-928-971

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#### Background Information

Up to 300,000 young people enter the Cambodian domestic labour market each year. Limited job opportunities at home, coupled with attractive wage differentials in nearby countries, makes migration an attractive option for Cambodian workers. The primary destination is Thailand, with workers migrating into the fishing, agriculture, construction, manufacturing and domestic work sectors.

The GMS TRIANGLE project's survey of target provinces revealed that knowledge about safe migration and rights at work among potential migrants is very low. Over one-third of potential migrants were not able to correctly identify any of the terms that should be included in a standard labour contract and the majority were not aware of the support resources available in destination countries.

In Malaysia, demand for Cambodian domestic workers increased dramatically – from 3,360 in 2008 to 11,918 in 2010. However, as of October 2011, the Cambodian Government prohibited employment of domestic workers in Malaysia due to recurring problems prior to departure and in destination. The Royal Government of Cambodia and the Malaysian Government have drafted an MOU for sending general workers and an MOU for sending domestic workers to Malaysia.

In August 2011, the Cambodian Government adopted Sub Decree 190 on the sending of workers abroad through private recruitment agencies. In 2013 the MOLVT launched eight new *prakas* to supplement Sub Decree 190, strengthening the existing protection mechanisms for migrant workers, and setting standards for private recruitment agencies, the recruitment process, pre-departure orientation training, and a process by which migrant workers can lodge complaints. In 2014, the MOLVT adopted a new labour migration policy for 2015-2018.

In June 2014, over 250,000 Cambodian migrant workers returned from Thailand after reports of a crackdown against irregular migrant workers. Since June 2014, around 700,000 Cambodians have been registered in Thailand, the first step in a regularisation process.

**Population:** 14.9 million  
**Labour Force:** 7.0 million

#### Migration to Thailand:

- **696,388 registered migrant workers and dependents (October 2014)**

Source: Department of Employment, Ministry of Labour, Thailand.

#### Migration to Malaysia:

- **13,839 regular migrant workers (December 2013)**

Source: Immigration Department, Ministry of Home Affairs, Malaysia

#### Statistics of migrant workers sent overseas through official channels:

- **Thailand (through MOU):** 88,656 (F: 32,807/M: 55,849)
- **Malaysia (for domestic work):** None since the ban in 2011
- **Malaysia (for factory work):** 11,149 (F: 5,427/M: 6042)
- **Korea (through EPS):** 31,406 (F: 5,606/M: 25,790)
- **Japan:** 334 (F: 119/M: 215)
- **Singapore:** 111 (F: 111)

Source: Department of Employment and Manpower, Ministry of Labour and Vocational Training, Cambodia (May 2014)

**Main Activities (October – December 2014)**

- On 18 December, to mark International Migrants Day, the *Labour Migration Policy for Cambodia 2015-2018* was launched at an event organized by MOLVT with the support of the GMS TRIANGLE project. In the lead up to the launch, the GMS TRIANGLE project supported the third consultation workshop on the development of the *Labour Migration Policy for Cambodia 2015-18* with input from tripartite and civil society stakeholders on 16 October.
- On the 17 October, MOLVT hosted the second technical tripartite workshop to develop *prakas* around the use of private recruitment agencies' guarantee deposit. The GMS TRIANGLE project has technically supported the MOLVT to finalize the *prakas* and will provide further assistance to develop an operational annex to the *prakas* outlining detailed procedures of withdrawal of the Guarantee Deposit in terms of process and delegation. During the workshop it was decided not to develop a *prakas* on minimum standards of training centres of private recruitment agencies, and instead the MOLVT requested GMS TRIANGLE's support to develop a checklist for labour inspectors to use for inspection, reward and penalty and ranking of Private Recruitment Agencies.
- On the 26-28 November, GMS and ASEAN TRIANGLE projects technically supported MOLVT to run a training-of-trainers for private recruitment agencies and government officials using the Cambodia-Thailand and Cambodia-Malaysia national standardised Pre-Departure Training Curriculum (PDTC).
- The printing of the English and Khmer version of the MRC Operations Manual has been completed and will be used in a training to be held in early 2015. The Manual will be distributed to relevant NGOs and stakeholders.
- The GMS TRIANGLE project has supported Chab Dai (a local NGO) to publish and distribute the second edition of the *Referral Directory: Services for Labour Migrants and Survivors of Trafficking 2014* to local and international stakeholders.
- A documentary filmed by the MRC in Battambang run by the National Employment Agency (NEA), promoting safe migration and the services of the MRC in Battambang will be aired on national Cambodian TV channels between 16-21 December to celebrate International Migrants Day.
- On the 9 October, the GMS TRIANGLE inputted to the National Tripartite Preparatory Meeting for the 7th ASEAN Forum on Migrant Labour in Siem Reap to prepare for the ASEAN Forum on Migrant Labour meeting themed, *Towards the ASEAN Community by 2015: with enhanced measures to protect and promote the rights of migrant workers*.
- The GMS TRIANGLE project was invited to be the keynote speaker at the Kampong Cham PDOLVT celebrations for the National Day against Trafficking, and International Migrants Day.

**Main Activities in the Next Quarter (January – March 2015)**

- The ILO will provide technical comments for the MOLVT *Prakas* on Use of Private Recruitment Agency Guarantee Deposit, and work with MOLVT to devise an annex to the *prakas* outlining detailed procedures of withdrawal of the guarantee deposit in terms of process and delegation.
- The GMS TRIANGLE project will work with MOLVT and the technical working group to finalize the checklist for inspection, reward and penalty, and ranking of Private Recruitment Agencies.
- A complaints mechanism analysis will be conducted, and based on the resulting recommendations, a capacity building plan devised for dispute resolution skills training for officials at MOLVT, Prey Veng PDOLVT staff, Kampong Cham PDOLVT staff, and Kampong Cham MRC staff.
- The MRC Operations Manual training will take place in January 2015. Training will be provided for MRC staff from national and provincial levels, NGOs, trade unions, MOLVT, PDOLVTs and NEA staff in Phnom Penh.
- MOLVT will be supported to run and facilitate a second training-of-trainers on the PDTC with the remaining private recruitment agencies and government officials.