



Analysis of the Implementation of the Policy on Labour Migration 2016-2017

28 November 2017



Contents

Abbreviations.....	3
Introduction.....	4
Methodology	4
Limitations of the Methodology.....	4
Findings.....	4
Analysis of Implementation	5
Good Practices	7
Challenges to LMP Implementation.....	8
Recommendations for Future Implementation.....	8
Increased inter-ministerial cooperation	8
Integrate learnings from evidence and build new evidence as required	8
Continue to promote important policy development	9
Funding	9
Monitoring and evaluation	9
Priorities for Action Plan 2017.....	9
Policy.....	9
Skills training.....	9
Cost of migration	10
Monitoring and evaluation (M&E).....	10
Return and reintegration	10
Annex 1: Summary of Activity Achievements by Area of Implementation	11
Figure 1: Progress of Activities of the Policy on Labour Migration for Cambodia 2015-2018 by Area of Implementation (2017).....	5
Figure 2:Progress of Activities of the Labour Migration for Cambodia for 2015-2018 by Area of Implementation (2016).....	6
Figure 3: Comparison of Activities of the Policy on Labour Migration between 2016 and 2017	7

ILO TRIANGLE IN ASEAN PROGRAMME

Abbreviations

ACRA	Association of Cambodian Recruitment Agencies
ASEAN	Association of Southeast Asia Nations
CAMFEBA	Cambodian Federation of Employers and Business Associations
CLC	Cambodian Labour Confederation
ILO	International Labour Organization
ITI	Industrial Technical Institute
IOM	International Organization for Migration
LSCW	Legal Services for Children and Women
MOEF	Ministry of Economic and Finance
MOFA	Ministry of Foreign Affairs
MOLVT	Ministry of Labour and Vocational Training
MOU	Memorandum of Understanding
MOWA	Ministry of Women’s Affairs
MOSAVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MRC	Migrant Worker Resource Center
MWG	Migration Working Group
NACC	National Alliance of Trade Union in Cambodia
NCCT	National Committee for Counter Trafficking
NEA	National Employment Agency
NPIC	National Polytechnic Institute of Cambodia
PDOLVT	Provincial Department of Labour and Vocational Training
OCWC	Overseas Cambodian Worker Card
Policy	Policy on Labour Migration for Cambodia
RGC	Royal Government of Cambodia
STED	Skills for Trade and Economic Diversification
TVET	Technical and Vocational Education and Training
UN-ACT	United National Action for Cooperation Against Trafficking
WI	Winrock International
WVI	World Vision International

Introduction

The Royal Government of Cambodia (RGC) issued its second *Policy on Labour Migration for Cambodia (LMP)* in December 2014. With the support of the International Labour Organization's (ILO) TRIANGLE programme, the LMP was developed by the Ministry of Labour and Vocational Training (MOLVT) for an implementation period from January 2015 to December 2018. A review was conducted in August 2016. This review updates the progress on the Policy since that that 2016 review.

Methodology

The LMP strategy is divided into six areas of implementation: International Framework, Institutional Framework, Supervision of Recruitment and Placement, Support Services, Migration in the Development Agenda and Return and Reintegration. The LMP was launched in December 2014 and intended to cover a roughly four-year period. As a result, some of the activities are short term (1-2 years) and others longer term (3-4 years).

By identifying the activities being undertaken by key stakeholders, an assessment of progress of implementation of the PML has been updated for 2017, marking each of the LMP activities as “On Target” where the activity has been completed, “Progressing” for those activities where there is evidence that work is underway to complete the activity or that the activity will be completed by or before December 2018, and “Not on Target” where evidence that the activity is currently underway could not be found. A detailed version of the stakeholder and progress mapping can be found in Appendix 1.

On 28 November 2017 a stakeholder meeting was held to validate the findings of the consultant reviewing the progress to date. The findings were presented and the group divided into four groups for discussion and recommendations. These included Policy Action, Skills Training, Cost of Migration, Monitoring and Evaluation Tools and Systems, and Return and Reintegration.

Limitations of the Methodology

The limitations of this methodology are varied. In some cases, a policy activity has not been completed because of a new policy directive. For example, the establishment of provincial ‘one stop services’ to issue all documentation needed for regular migration in provinces with high migration rates was identified as a Policy Activity, but since the drafting of the LMP, it has instead been decided that it is better to have discussions with the Thai Government to establish these centres in Thailand as migrants do not always come back to or stay in Cambodia long enough for the processing of these documents.

Additionally, time and language limitations must be taken into account in having in-depth discussions with all stakeholders to establish all activities being carried out in Cambodia. Stakeholders reports must considered subjective, given that some stakeholders might not report accurately their progress including over or understating it. Noting these limitations, this methodology is nevertheless a useful gauge of progress.

Findings

In contrast to 2016, stakeholders interviewed had significant awareness of the LMP. Ministries were engaged in conducting activities, and were working together with development partners and civil society

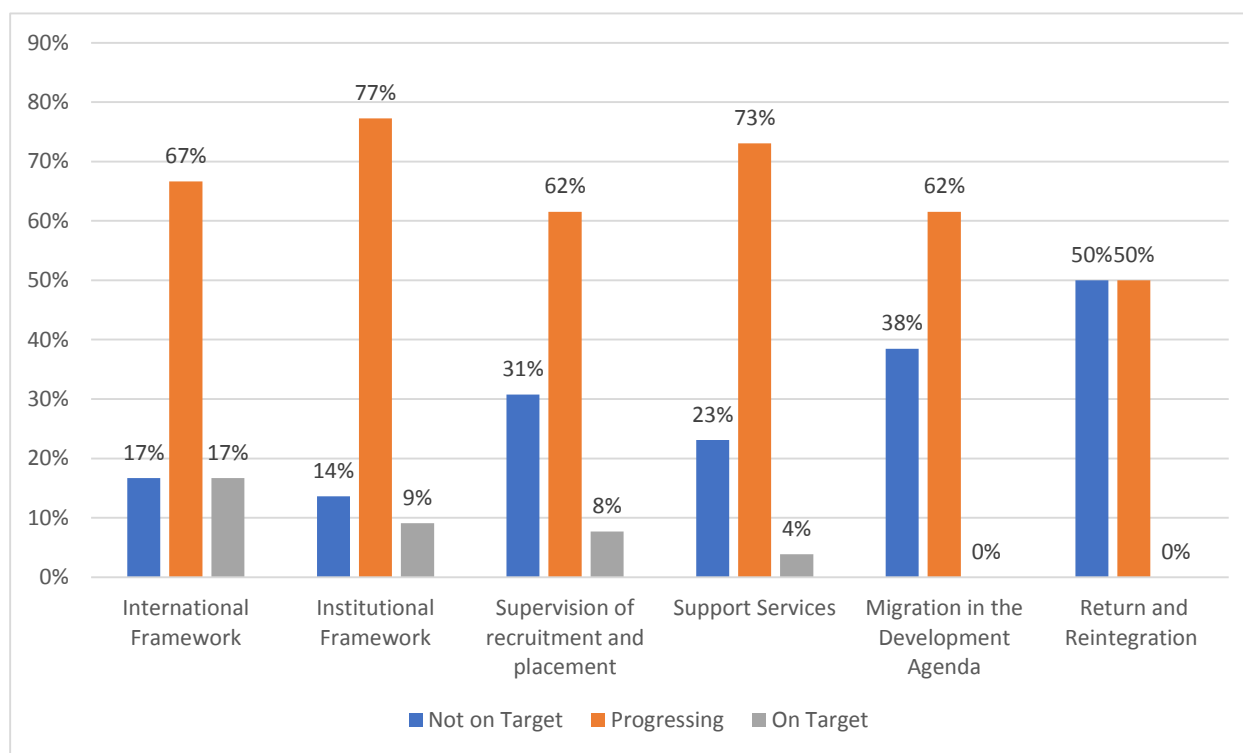
organizations in their implementation. Challenges remain around coordination of activities and the overlaps in activities and responsibilities – both within and across Ministry mandates.

All Ministries interviewed had some element of the LMP in their strategic plans, or research documents, or guidelines, or in the mandate of their subcommittee bodies. This is positive, but those interviewed were not always clear of the links and appropriate reporting roles for each intervention. All considered their work on labour migration as a priority and wanted to ensure the best delivery possible. Often lack of resources and capacity – both human and financial - were identified as challenges.

Development partners, civil society organizations and private sector representatives interviewed also reported significant engagement in the implementation of the LMP. This bodes well for its successful implementation. While progress is clearly demonstrated, much is still driven through development cooperation, and lacks overall coordination and oversight, although this appears to have improved over last year.

Analysis of Implementation

Figure 1: Progress of Activities of the Policy on Labour Migration for Cambodia 2015-2018 by Area of Implementation (2017)



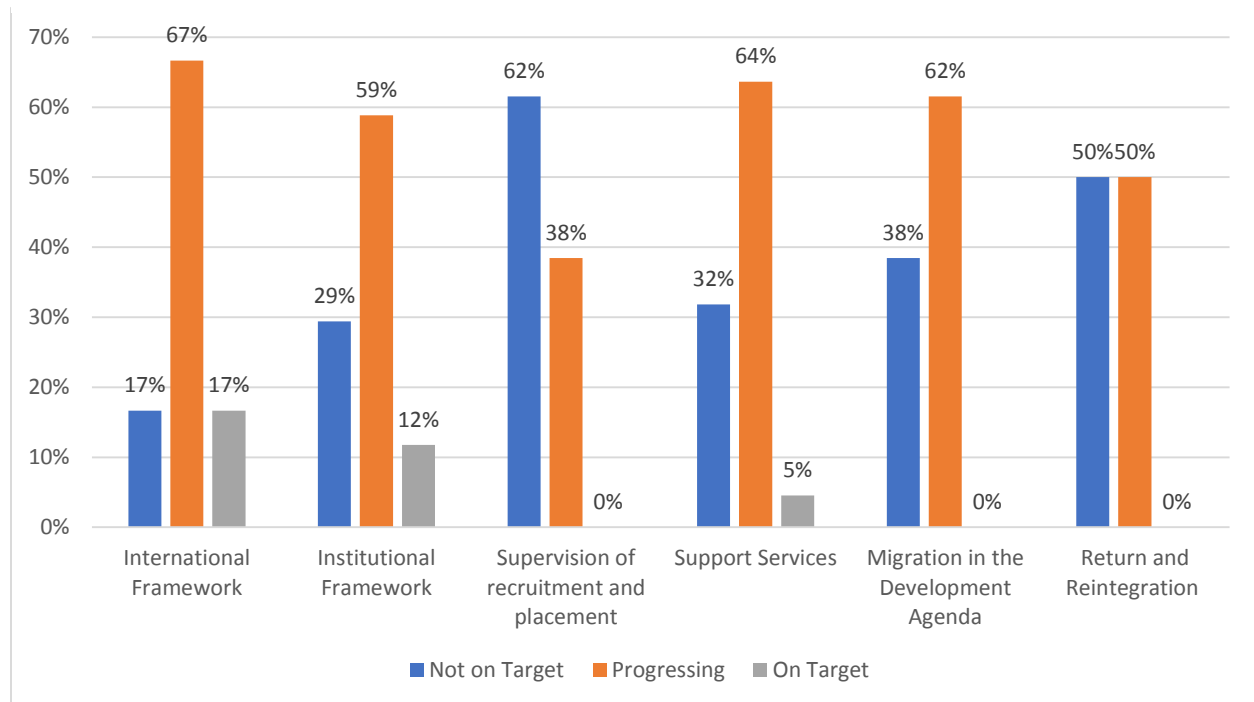
The LMP lists 94 activities under 17 policy goals (See Appendix 1) most of which are assigned to MOLVT as the lead implementing stakeholder. The results achieved until November 2017 (see Figure 1) show significant work is underway in the six areas of implementation to accomplish the plan. In the 2017 action plan, new interventions were added so comparisons between 2017 and 2016 are valuable though not exact.

When compared to the progress documented in August 2016 (See Figure 2) there is significant improvement in some areas of implementation.

- In the international framework 84 per cent of the activities (10 out of 12) are progressing or on target;
- In the institutional framework activities 86 per cent of the activities (19 out of 22) are progressing or on target;
- In the supervision of recruitment and placement 70 per cent of activities (9 out of 13) are progressing or on target;
- In support services 77 (20 out of 26) per cent of activities are progressing or on target;
- In migration in the development agenda 62 per cent of the activities are progressing (8 out of 13); and
- In return and reintegration 50 per cent are progressing (6 out of 12).

It is important to note that development partners, tripartite constituents and civil society organizations are key in implementation of activities with the MOLVT. However, the MOLVT has supported the development of a strong policy framework and made significant step toward effective implementation. While gaps are noted, it is important to recognize progress over the prior year. A detailed summary is in Appendix 1.

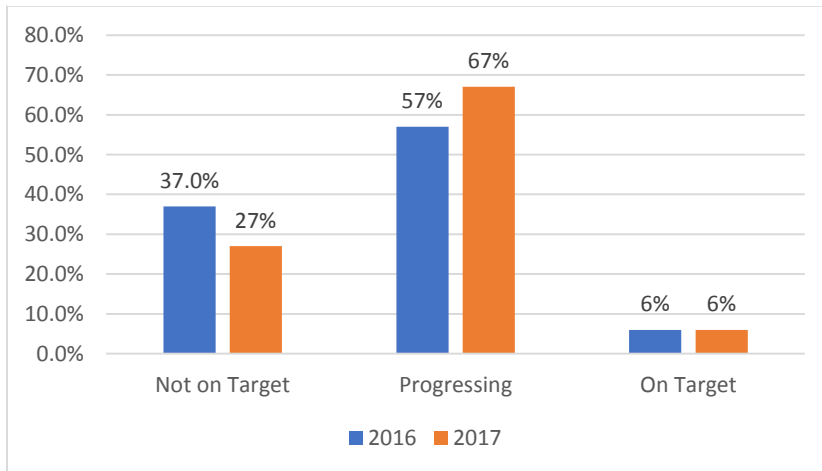
Figure 2: Progress of Activities of the Labour Migration for Cambodia for 2015-2018 by Area of Implementation (2016)



Key areas of improvements over 2016 are:

- The institutional framework is now at 14 per cent not on target, a 15 per cent decrease from 2016. Progress has occurred in the government’s allocation of resources (human and financial) at administering labour migration systems. Government budget is increasingly supporting integration of labour migration into related policies, supporting integration of labour migration into the work of Provincial Departments of Labour and Vocational Training (PDOLVTs) and supporting efforts to speed up regularization of Cambodian workers in Thailand.
- Supervision of recruitment and placement is now at 31 per cent not on target. a 32 per cent decrease from 2016. Key improvements are in the implementation of pre-departure training, improved recruitment policies and implementation, and monitoring mechanisms for recruitment agencies and improved implementation of the complaints mechanism.
- Support services is now at 23 per cent of not on target, a 3 per cent decrease from 2016.

Figure 3: Comparison of Activities of the Policy on Labour Migration between 2016 and 2017



Overall comparison between 2016 and 2017 shows a 10 per cent decrease in activities not on target and a commensurate increase of 10 per cent of activities progressing.

Overall 6 per cent of activities overall are fully on target (completed).

Good Practices

- There was a much higher awareness of the LMP than demonstrated in 2016. All key actors interviewed were aware of the policy and their roles in implementation.
- MOLVT has worked with the PDOLVTs, Migrant Worker Resource Centres, trade unions and legal aid service providers to successfully operate a complaints mechanism for regular and irregular migrant workers with high levels of compensation awarded.
- Increased evidence is informing the implementation of the Labour Migration Policy. This includes the ILO TRIANGLE in ASEAN/IOM Promise Baseline Survey *Risks and Rewards*, ILO’s *Assessment of the Complaints Mechanism for Cambodian Migrant Workers*, *Access to Justice for Migrant Workers in South-east Asia* and IOM’s *Assessment of the Thai Labour Market in Relation to Skills Development for Migrant Workers*. The learnings from these policies can inform future priorities and policy implementation.
- MOLVT is working with the Ministry of Information on messaging policies. The Ministry of Information has issued a letter to all private radio/TV stations not to allow advertising on recruitment if companies do not have an valid license.

- MOLVT continues to engage at the ASEAN level and with the stated priority to promote an improved protection framework and dispute settlement mechanism.
- The ILO's General Principles and Operational Guidelines for Fair Recruitment have been translated into Khmer and disseminated among stakeholders, including through the National Committee on Counter-Trafficking. Efforts to improve practices in recruitment are progressing significantly demonstrated number of activities that are now progressing.
- Safe migration messaging and actions are widely disseminated (although not yet fully coordinated).
- Significant pre-departure training is being reported as being delivered by ACRA.
- Technical and Vocational Training (TVET) is targeting some key areas for building migrant skills.

Challenges to LMP Implementation

- Activities around harnessing labour migration for social and economic development and return and reintegration are still the least progressing sector. This could be because some activities, particularly negotiations with destination countries, negotiation with financial institutions, and some aspects of return and reintegration programs, require more than one Ministries' participation, and inter-ministerial cooperation around LMP implementation has not been high. It could also be because development partner support has not been concentrated in this area.
- While overall significant policy is in place further action is required to standardize MOUs (contracts), and implement other policy priorities.
- The need to clarify the costs of migration to the migrant worker is clearly a priority.
- While progress has been made on the implementation of the complaints process, it is still unclear if the compensation awarded to compensate migrant workers is received.
- The high dependence on development partner funding threatens the sustainability of activities being implemented, and means that other activities may not be implemented at all.
- A significantly higher proportion of migrants chose to migrate via irregular channels, with impact on migration and development outcomes
- Emerging concerns were raised such as the impacts of migration of children and/or other family members.

Recommendations for Future Implementation

Increased inter-ministerial cooperation

- As certain LMP activities, particularly negotiations with destination countries on MOUs, negotiation with financial institutions, and some aspects of return and reintegration programs, require more than one Ministries participation, **increased inter-ministerial cooperation** would ensure that more positive implementation outcomes occur. This could be coordinated in one of the migration working groups or bilaterally.

Integrate learnings from evidence and build new evidence as required

- The recent research and analysis learnings should be adequately integrated and inform new policy priorities.
- Explore areas for further learnings (children whose parents are migrant workers, updated Roadmap for Ratification of Convention 189).

Continue to promote important policy development

- Clarify policy around costs of migration, potential ratification of ILO Convention 189 and the Prakas on the Guarantee of Deposit Use.

Funding

- As much of the LMP implementation is driven through development cooperation, **increased cooperation in donor technical and financial resources** for shared outcomes could see maximised impact of activities.
- Due to the dependence on donor funding, **the Government's allocation of resources (human and financial)** at all levels of the governance of labour migration could be reviewed for reallocation so as to better reflect the contribution that migration makes to development in Cambodia. LMP implementation planning should coincide with annual budget planning which closes in July each year.

Monitoring and evaluation

- **A monitoring and evaluation system** would ensure that all stakeholders are clear and coordinated regarding the tasks assigned to them under the LMP, and also means that they can secure technical and financial resources to implement these tasks.

Priorities for Action Plan 2017

Following is a summary of future priorities identified by the discussion groups (Policy Action, Skills Training, Cost of Migration, M&E Tools and System, and Return and Reintegration) in the 28 November 2017 meeting..

Policy

Discussion in this group focused primarily on recruitment agencies, transferability of social protections, and compensation for workers that have been deceived. Recommendations were that labour counselors should receive skills training (based on Sub Decree 19); sanctions should be put in place against recruitment agencies that do not follow appropriate practice; inspections of recruitment agencies should be increased; a recruitment agency certification system put in place; continued engagement in the ASEAN process to discuss social mobility and transferability of protections under the National Security Fund; recommendation that the government implement the Roadmap for Ratification of Convention 189; and, review the LMP in light of new changes at the global and regional level

Skills training

The skills training group identified the importance of access to training opportunities and skills certification as priorities. Recommendations were for dissemination of information about TVET as broadly as possible; ensure that concrete TVET activities response to national policy (TVET 2017-2015) – for example ensuring soft skills are addressed; financial resources allocated from the national budget, private sector contributions and building the capacity of TVET institutions (as capacity is still limited).

In consideration of Article 4 of the MOU between Cambodia and Thailand – the need to work together was identified as vital. This included a Labour Market Assessment to understand if our skills match the skills needed to identify the gaps, and to start to build capacity of workers in this regard. Other areas

noted were ensuring TVET had synergy with other relevant policies, recognition of prior learning including skills gained while 'on the job', and identification of programs needed for returned migrant workers.

Cost of migration

The group identified an estimated cost of nearly US\$1,600 for a migrant worker to migrate regularly. This figure included costs for transportation, medical check-ups, skills training, visa, workers card, accommodation, and related costs, likely including broker's fees. Obviously, costs vary from location to location. The discussion was also held about key principles in costs – the ILO Convention 181 recommends no costs should be borne by migrant workers. The recommendation was that relevant stakeholders such as ACRA, MRC staff and MOLVT should formulate a policy recommendation related to better managing costs.

Monitoring and evaluation (M&E)

The group identified that MOLVT is the primary body that is responsible for M&E of the LMP. Suggestions were to create a team to monitor the implementation of the LMP. It was also recognized that it is important to be flexible with indicators as the situation changes and some might not be relevant or should be amended or revised. It was also recommended to include the target provinces particularly where the complaints mechanism has been implemented.

Return and reintegration

This group identified the important support that returned workers should have particularly focusing on vocational training skills. They recognised that support services are important for workers returning including social services, health, vocational skills and economic empowerment. A challenge recognised was the lack of knowledge (low education) that can inhibit participation in training. Also sometimes workers cannot take the time off work to be able to attend training and scholarships do not offset the opportunity cost of attendance

Annex 1: Summary of Activity Achievements by Area of Implementation

Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: International Framework						
Policy Goal 1. International standards and instruments related to labour migration and migrant workers are reviewed with respect to the Cambodian context and legal framework, and ratified and implemented in a gender-sensitive manner. Indicator: # of international standards and Instruments related to labour migration that are ratified						
1.1 Study the suitability of ratification of relevant international standards, and consider comparative international experiences in adoption of international instruments, including ILO Conventions No. 97, No. 143, No. 181, No. 189, No. 188, the Forced Labour Protocol, the UN International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families, UN CEDAW (2008) and General Recommendation No. 26.	MOLVT, MOWA, MOFA&IC, MOI Partner agencies, NGOs	UN Women and ILO worked with MOLVT in 2015 on a roadmap to ratification of ILO Convention No. 189 in 2015 and the MOLVT will issue a Prakas to implement some articles of the conventions which are applicable to local context. Signatory to ICPRMW in 2004, no ratification or evident implementation plan.	Progressing	A prakas to outline the implementation of the ILO Convention No 189 should be drafted in line with the UN Women and ILO Roadmap. Changes to rectify the gap analysis such as changes to the Labour Law should also be considered	No new Prakas for 189 has been completed. Minister has recommended it should be a SubDecree or Circular (not a Prakas) In process to prepare. Some comments were that the roadmap needed to be updated, particularly in relation to women domestic workers.	Progressing
1.2 Promote awareness and train stakeholders on relevant international standards, ILO Conventions and the ILO Multilateral Framework on Labour Migration and international good practices.	MOLVT, MOI, MOFA&IC, MOWA Partner agencies, NGOs	ILO translated and disseminated the ILO Multilateral Framework on Labour Migration and advocating for training on international good practices but no evidence of systematic plan for implementation. Good practice sharing at MRC visit.	Progressing		Labour migration policy for Cambodia 2015-2018 , 8 Prakas, and sub-decree 190 were widely disseminated, and 5 PCCTs developed their own action plan in line with NCCT, and MOLVT priority, and this policy of the provincial committee counter-trafficking. ILO General principles and operational guidelines for fair recruitment adopted and translated into Khmer. The copies of which are being disseminated to government, business sector, employers, and trade unions. ACRA trains members on the 8 Prakas and sub-decree 190 – Promotes ethical recruitment	Progressing
Policy Goal 2. The Government contributes to multilateral and regional cooperation on labour migration, particularly within ASEAN, with a clear vision of how ASEAN regional integration and the ASEAN Economic Community (AEC) can enhance decent work opportunities for all migrant workers. Indicators: # of inputs provided by the Cambodian delegation at the ASEAN Forum of Migrant Labour that are incorporated as per recommendation						

<p>2.1 Hold national tripartite consultations, including particularly associations representing workers and industries, to develop a strategy for how Cambodia can benefit from AEC in 2015 in terms of sectors for skilled or unskilled men and women migrants, and as either a sending country, destination country, or both.</p>	<p>MOLVT, MOFAIC, MOI, MOWA, MOEF, ACRA, CAMFEBA, trade unions, donor agencies</p>	<p>ILO holding these consultations with TVET. ILO Skills for Trade and Economic Diversification (STED) project has conducted tripartite consultations but the focus is on how to support the relevant economic sectors to produce goods that are more competitive in both domestic and international markets, including addressing skills gaps of these sectors. Migrant issues were not deliberately discussed.</p>	<p>Progressing</p>		<p>IOM Conducted a Thai Labour Market Assessment</p> <p>ILO STED report on light manufacturing sector is being prepared for printing and disseminating to relevant stakeholders.</p> <p>STED report on food processing sector is being prepared for printing and disseminating to relevant stakeholders.</p> <p>4 priority occupations of light manufacturing and food processing sectors were selected by STED Project Advisory Committee. These occupations are: Arc welding, machining, baking and fruit and vegetable processing.</p> <p>The CS, CBC and CAP levels 1, 2, and 4 and the CS, CBC and CAP levels 1 and 2 for machining, baking and fruit and vegetable processing were drafted by drafting teams, validated by expert workers, endorsed by Industry Advisory Group on manufacturing and approved by the Sub-Committee on Skill Standards and Testing of the National Training Board (Planned for meeting 30 November 2017).</p> <p>25 teachers from National Polytechnic Institute of Cambodia (NPIC) and Industrial Technical Institute (ITI) have attended the Training of Trainers for the pilot training courses on Arc Welding, Machining, Fruit and Vegetable Processing and Baking.</p> <p>6 assessor learners from NPIC, ITI and Regional Polytechnic Institutes of Battambang and Siem Reap have attended the Training Course on Competency Based Assessment Methodology.</p> <p>60 students have completed 3 competency-based training courses level 2 on machining, baking and fruit and vegetable processing in December 2017 piloted by NPIC. 40 students have completed 2 competency-based training courses levels 1 and 2 on arc welding in December piloted by ITI</p>	<p>Progressing</p>
<p>2.2 Contribute to regional dialogue and tools related to the protection of migrants' rights, including through participation in the ASEAN Forum of Migrant Labour and considered application of the Recommendations, the drafting and implementation of the ASEAN Instrument on the Protection and Promotion of the Rights of Migrant Workers for 2015, on labour attachés, and social security.</p>	<p>MOLVT, MOFA&IC, MOI, MOWA</p> <p>Partner agencies, NGOs</p>	<p>Participation in AFML, progress on getting consular officials in place in Korea and Malaysia. ATP2: AMS hold national-level tripartite preparatory meetings for the AFML, will also focus on the implementation of AFML Recommendations by AMS which will involve national level activities such as convening of inter-agency working and monitoring groups. Technical assistance to IOM Cambodia for the Colombo Process (Cambodia joined in August 2016); Facilitation of the</p>	<p>Progressing</p>		<p>TRIANGLE in ASEAN hosted national 10th AFML preparatory tripartite plus stakeholder's consultation with government agencies, worker, and employer's organizations, social partners to review the implementation, progress and generate recommendation for the 10th AFML at ASEAN Level.</p> <p>ILO developed a report of the previous AFML implementation articulating the progress, challenges and lesson learnt between the sending and receiving countries for migrant workers in the ASEAN.</p> <p>The 10th meeting was held in Philippines Oct 2017 – focus on Decent Work for Domestic Workers – international and national standards for protections and implementation of policies and support services.</p>	<p>Progressing</p>

		Colombo Process conference through a regional programme managed by IOM Sri Lanka; Technical assistance to the AFML toward promoting skills development for migrant workers.			<p>The recommendation of 10th AFML from regional level translated into Khmer and disseminated to government institutions, CSOs, and private sector.</p> <p>The action plan for implementation of this recommendation will need to develop in conjunction with MOLVT dissemination information</p> <p>In October IOM hosted a national consultation on the Global Compact for Safe, Orderly and Regular Migration (GCM)) The Cambodian national consultation was structured to cover several thematic priorities identified by a Ministerial Working Group led by the Ministry of the Interior. These were specific to the Cambodian and regional setting and related to climate change and migration, labour mobility, trafficking in persons, remittances and development, border management and the human rights of migrants.</p>	
2.3 Contribute to and assist in strengthening the ASEAN regional labour migration statistics database and strategically use this data.	MOLVT, MOFAIC, MOI ACRA	ASEAN TRIANGLE - AFML Feb 2015 - MOLVT shared with MOP. MOLVT has focal point for LM statistics - NIS in MOP. WI database being used for LM data, not so much complaints. ATP2 ILMS is part covered; we will continue to expand the data collected, build capacity of AMS to collect and share data. ILMS will also strengthen the regional data focal points and promote the use of the database for policy at AMS.	Progressing		<p>MOLVT has focal point for Labour Migration statistics - NIS in MOP. LM statistics updated in 2016 from NIS-MOP and MOLVT, Cambodia, and shared with ILO International Labour Migration Statistic.</p> <p>MOLVT joined meeting in Bangkok on ASEAN regional migration statistics</p> <p>The report circulated with ASEAN member states, key partners from government, employers, trade unions, and NGOs.</p> <p>ILMS will also strengthen the regional data focal points and promote the use of the database for policy at AMS.</p> <p>ACRA reports weak data collection system with members and priority to strengthen</p>	Progressing
<p>Policy Goal 3. In consultation with social partners and civil society organizations, the Government establishes gender sensitive, sector specific minimum standards for MOUs with destination countries as a condition of sending, and key articles for contracts with employers prior to sending any workers abroad. Indicator: % of MOUs that were discussed in tripartite plus consultations before adoption</p>						
3.1. Adopt MOUs that include protection mechanisms and operating procedures including setting maximum fees and costs borne by migrant workers, establishing procedures to enable portability of social security benefits, skills certification, ensuring minimum wage and decent working and living conditions. All MOUs will be considered in tripartite plus consultation and will take into account	<p>MOLVT, destination countries Governments, MOFA&IC</p> <p>ACRA, partner agencies, NGOs, employers</p>	Tripartite plus consultation on Malaysia and Thai MOUs and attempts to implement higher protection standards.	Progressing		<p>MOLVT reports</p> <p>MOU with Hong Kong (China)</p> <p>MOU with Viet Nam</p> <p>MOU with Timor Leste</p> <p>MOU Saudi Arabia (standard contract with days off, etc.)</p> <p>MOU Malaysia (general workers and domestic workers)</p>	Progressing

<p>the adequacy of national labour laws (e.g. protection for domestic workers or proper procedures for identifying victims of trafficking).</p>					<p>Joint Declaration between Philippines and Cambodia, (each countries workers' can go to the consulate of the other if they have no embassy in that country)</p> <p>Preparing MOUs with China, Bangladesh, Romania</p> <p>Discussion with Lebanon</p>	
<p>3.2 Develop key principles to be included in standard employment contracts, including mandatory days off and set working hours,</p> <p>portability of social security benefits, skills certification, minimum wages, and decent working and living conditions. An employment contract including these protection mechanisms between employers and migrant workers must be in place before sending migrant workers to destination countries and should be referenced within or annexed to the MOU. This should be accompanied by a monitoring system to review the contract before migrant workers are sent abroad.</p>	<p>MOLVT, MOFAIC, MOI, MOEF, MOWA ACRA, partner agencies, NGOs</p>	<p>In Malaysia DW MOU Appendix B has employment contract - includes some good protection mechanisms such as DW holding own passport, 1 rest day per week, insurance and risk compensation, pay schedule and non-deduction clauses, opportunity for termination of contract by DW. Does not specifically state set working hours, portability of social security benefits, skills certification, minimum wages, also some worrying clauses like cannot work for another employer, DW needing to pay own repatriation if employer cancels contract. Malaysia GW MOU signed 10 December 2015 for 5 years- Appendix A employment contract - stipulates work hours, pay schedule, overtime pay, rest day, insurance, GW holds own passport - more comprehensive than DW but still not portability of social security benefits, skills certification, minimum wages. ATP2 has plans to develop regional guidelines for the drafting of SECs and Bilateral MOUs, provisions relating to portability of social security are usually not part of SEC but of MOUs or Bilateral Agreements. No MOU with Japan or Korea to have standard employment contract - and not in Kuwait or Qatar MOUs. Saudi Arabia, Lebanon, Brunei, Philippines, China, Viet Nam, Timor Leste to be seen.</p>	<p>Progressing</p>		<p>There is not yet a is a standard contract universally implemented. MOUs do not address portability of benefits.</p>	<p>Progressing</p>

<p>3.3 Revise the labour migration MOU with Thailand to include the above protection mechanisms, and ensure that provides greater incentive for regular migration.</p>	<p>MOLVT, MOFAIC, MOI, MOEF, MOWA</p> <p>ACRA, partner agencies, NGOs.</p>	<p>Thai MOU and agreement revised and attempts to put in higher protection mechanisms. Agreement outlines worker and employer rights and responsibilities - no mandatory days off and set working hours, portability of social security benefits, skills certification, and minimum wages.</p>	<p>On Target</p>		<p>See last year comment</p>	<p>On Target</p>
<p>3.4 Develop an MOU with Malaysia that takes into account the specific needs of domestic workers.</p>	<p>MOLVT, MOFAIC, MOI, MOEF, MOWA.</p> <p>ACRA, partner agencies, NGOs.</p>	<p>DW MOU signed 10 December 2015 - unclear how long this MOU will be in force from the signed copy. Still using words "domestic servant" in art 1, see 3.2 comments.</p>	<p>On Target</p>		<p>2 MOUs adopted in 2016 – adopted two (general and 1 specific to domestic workers (includes, education, legal complaint, monitoring, spot checks). Still need to clarify with Malaysia counterpart on employment contracts, fees, medical insurance and other measures.</p>	<p>On Target</p>
<p>3.5 Conduct tripartite plus stakeholder consultations to feed into annual bilateral meetings assessing MOUs with destination countries.</p>	<p>MOLVT, MOFAIC, MOI, MOEF, MOWA.</p> <p>ACRA, partner agencies, NGOs.</p>	<p>One meeting held between Thai and Cambodia tripartite plus in 2015. MOLVT held a bilateral negotiation with Thailand on trafficking MOU April 2016 with no tripartite prior.</p>	<p>Progressing</p>		<p>Thailand: Have regular meeting two times per year – set up a secretariat at the Ministry of Labour in Thailand – to share information, update progress and set priorities – has started the pathway to set up one window service in Thailand to help migrant workers register.</p> <p>Malaysia – Have had ministerial level and technical meetings – prepared SOPs for implementation, have agreed to establish a training center and issue a certificate by both countries. Process for certificate is progressing</p>	<p>Progressing</p>
<p>3.6 Undertake tripartite plus consultation when considering potential markets for migrant workers in new destination countries and share outcomes of MOU meetings with relevant labour migration stakeholders.</p>	<p>MOLVT, MOFAIC, MOI, MOEF, MOWA.</p> <p>ACRA, partner agencies, NGOs</p>	<p>MOLVT did this with Malaysia. Not with Saudi Arabia signed 11 February 2016. New potential MOU with Timor Leste on vocational training. Lebanon MOU draft -</p> <p>1 visit. Brunei draft. Philippines joint declaration with CMOFA&IC - in countries where Cambodia does not have an Embassy, MWs can go to Philippines Embassy for assistance. Also new MOU proposed with Vietnam.</p> <p>MOU between Cambodia and China will be signed in Sept 2016 - UNACT will facilitate.</p>	<p>Not on target</p>		<p>See last years comment in column 3</p>	<p>Not on Target</p>

3.7 Participate in sub-regional meetings on negotiating and setting up MOUs, adherence to future regional guidelines on drafting and forging good bilateral agreements, and participation in good practice study tours to countries with good labour migration governance mechanisms.	MOLVT, MOFAIC, MOI, MOEF, MOWA. ACRA, partner agencies, NGOs.	ATP2, Under ATP1, we have developed and implemented a capacity building program for CLMV countries which included training of labour attaches and training for negotiating for MOUs and bilateral agreements; we plan to continue with these activities). Have set up MOUs.	Not on target		See last years comment	Not on Target
Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: Institutional Framework						
Policy Goal 4. The MOLVT invests in the capacity of the relevant bodies at central and provincial levels, and takes a leadership role in strengthening interministerial cooperation on labour migration, including actively contributing to the Migration Working Group of the National Committee to Counter Human Trafficking. Indicators: Amount of resources (human and financial) allocated to achieving the Labour Migration Policy goals by the responsible government agencies, contributing social partners and NGOs.						
4.1 Establish and allocate adequate provision of human and financial resources to the Sub-Committee on Labour Migration under the Inter-Ministerial Committee on Examining and Preparing the National Employment Policy, to oversee the implementation of this Policy.	MOLVT, MOFA&IC, MOI, MOWA, MOEF, MOSAVY. Partner agencies, ACRA	MOLVT has formed an inter-ministerial LMWG to oversee the implementation of the trafficking and LM MOUs with Thailand, as well as joining to chair the MWG under the NCCT.	Progressing	4.1 Mobilize technical and financial resources to support the Migration Working Group to oversee the implementation of the Policy on Labour Migration. A secretariat for this group should be formed and meet quarterly.	The Migration Working Group of NCCT reports to NCCT at 1 month, 3 months, 6 months and 9 months and annual basis.	Progressing
4.2 This committee will meet on an annual basis to agree to an annual work plan and have monitoring and evaluation oversight of this work plan which will be measured at each yearly meeting.	MOLVT, MOFA&IC, MOI, MOWA, MOEF Partner agencies.	The Labour Migration Working Group has developed a workplan for implementation of the trafficking MOU. What has not yet been discussed is which group will have responsibility for overseeing LMP implementation. First meeting to evaluate implementation Sept 1.	Progressing	4.2 This committee will meet on annual basis to agree to an annual work plan and have a monitoring and evaluation oversight of this work plan which will be measured at each yearly	See above	Progressing
4.3 Review the Government's allocation of resources (human and financial) at all levels of the management of sending workers' abroad, reflecting the contribution that migration makes to development.	MOLVT, MOFA&IC, MOEF, MOI, MOWA Partner agencies, NGOs	No evidence of progress.	Not on target	4.3 Review the Government's allocation of resources (human and financial) at all levels of the management of sending workers' abroad, reflecting the contribution that migration makes to development.	3 PDOLVTs labour migration intervention integrated. Resources are allocated for implementation. This was not systematic mechanism set up. However, the committee working and speeding up for regularization Cambodian undocumented migrant workers in Thailand in order to meet the grace period up to 31 December 2017.	Progressing

					<p>National committee was set up consisting of (MOLVT, MOI, and MOFA&IC) in order to work with Thai Government for regularization to irregular or undocumented Cambodian migrants working in Thailand.</p> <p>No specific information on budget allocation is stated from government. However, this committee totally used the government allocations for functioning.</p> <p>In all 3 PDOLVTs that support by ILO developed their own annual provincial of plan of action include resources for intervention/ implementation and responding to labour migration such as labour inspection, awareness raising, and capacity building (Battambang, Kampong Cham, Prey Veng). Two PDOLVTs that supported by ILO will have its own work plan as the same way.</p>	
4.4 Research will be undertaken on institutional migration structures in the region and financing arrangements for the complete migration cycle.	<p>MOLVT, PDOLVTs, MOI, MOFA&IC</p> <p>Partner agencies.</p>	<p>TRIANGLE in ASEAN currently conducting a baseline desk review of labour migration policy and practice in Cambodia that will establish a benchmark against the principles and guidelines in the ILO Multilateral Framework on Labour Migration (Completed by the end of 2016).</p> <p>A baseline survey of return migrant workers is also underway, in partnership with IOM.</p> <p>A study of outcomes of migrant worker complaints is being conducted to examine differences based upon country, gender, type of complaint, organization providing assistance and other variables</p>	Progressing	4.4 Research will be undertaken on institutional migration structures in the region and financing arrangements for the complete migration cycle.	<p>The Baseline Desk Review of Labour Migration Policy and Practice in Cambodia was completed and the baseline survey of returned migrant workers was completed. Key findings were that the majority of migrants use irregular channels, very few have access to training or support services, most experience some kind of labour rights abuse during employment, a large portion of migrants struggle to find employment upon return, women migrants are paid less than men, migration can have a significant impact on poverty reduction, on the job training in destination countries is the most strategic modality for delivering training to migrants, having written employment contract before migrating does not guarantee migrants are protected, Thailand is becoming more financially attractive labour market,</p> <p>The study of outcomes of migrant worker complaints was completed. It found that the complaints mechanism provides a clear avenue and progress for lodging complaints. Uptake in complaints, majority handled in a timely manner (78% resolved within 3 months). More men than women complained. Recommends improvements (procedural, costs and fees, sanctions on violating PRAs, increased capacity building at MoLVT etc.)</p>	Progressing
4.5 Build capacity, strengthen and expand the responsible units to manage the prime functions of an overseas employment programme, (including migrant workers' welfare, dispute management, training and orientation, recruitment agency monitoring, complaints processing, return and reintegration), according to the results of the above research.	<p>MOLVT, PDOLVTs, MOI, MOFA&IC</p> <p>Partner agencies.</p>	<p>Progress on dispute management. TRIANGLE in ASEAN: TRIANGLE in ASEAN 's capacity building program with CLMV included 5 areas: data collection, MW Fund, labour attaches, negotiations for bilateral agreements and skills certification/mobility;</p>	Progressing	4.5 Build capacity, strengthen and expand the responsible units to manage the prime functions of an overseas employment programme, (including migrant workers' welfare, dispute management, training and orientation, recruitment agency monitoring, complaints processing, return and	<p>Complaints mechanism training has been conducted with the support of ILO TRIANGLE in ASEAN. MOLVT – have had several trainings on complaints mechanism and can now disseminate information quickly through Telegram (set up group). Provincial Departments can seek information, and they try to solve by themselves, but now have a more effective mechanism to solve and get help.</p>	Progressing

		TRIANGLE in ASEAN will continue pursuing these.		reintegration), according to the results of the above research.	NACC is receiving complaints- have received 600 since June 2017. Using broadcasting, Facebook, taxi, mototaxi drivers for promoting messages	
4.6 Conduct training on Sub-decree 190 and relevant prakas to Government officials, trade unions, community members and NGOs. Ensure comprehensive training of staff members engaged in the overseas employment program and on-going monitoring and capacity building after training. Ensure that when legislation changes, all labour migration stakeholders are updated.	MOLVT, PDOLVTs, MOFA&IC, MOI NGOs, partner agencies, ACRA	ILO conducted training on SD 190 and prakas for all PDOLVTs and PCCTs, MRCs and NGOs.	Progressing	4.6 Conduct training on Sub-decree 190 and relevant prakas to Government officials, trade unions, community members and NGOs. Ensure comprehensive training of staff members engaged in the overseas employment program and on-going monitoring and capacity building after training. Ensure that when legislation changes, all labour migration stakeholders are updated.	ACRA is conducting training to its members CLC is conducting training 5 Provincial Department of Labour and Vocational Training - 5 PDOLVTs in Kampot, Prey Veng, Kampong Cham, Battambang and Kampong Thom provided training to local government officials, NGOs, on travel smart work smart, financial literacy, include mechanism that support and promote safe labour migration Labour Migration Policy, 190 sub-decree, and 8 Prakas and migration tip.	Progressing
4.7 Train labour inspectors and MOI officials to identify instances of exploitation, forced labour or human trafficking and take appropriate victim-friendly action.	MOLVT, Immigration Department MOI, MOWA, NCCT, MOSVY Partner agencies. NGOs	IOM or WI and UN-ACT are working together to provide technical and financial support NCCT to work on this. Ongoing to develop curriculum and organize TOT.	Progressing	4.7 Train labour inspectors and MOI officials to identify instances of exploitation, forced labour or human trafficking and take appropriate victim- friendly action.	IOM led with WI and UN-ACT to develop tools. A checklist has been created and training conducted by ILO and IOM for labour inspectors Pilot inspections have been conducted with ACRA members. Estimates are at least 30 % of members have been through inspection process. NCCT provides training on victim identification for MOI – (NCCT, police)	Progressing
4.8 Train MOI officials at border crossings to collect data on out-migration and ensure that migrant workers have correct migration documents.	NCCT, MOLVT, Immigration Department MOI, MOWA Partner agencies, NGOs	IOM, or WI and UNACT ongoing discussion with NCCT	Progressing	4.8 Train MOI officials at border crossings to collect data on outmigration and ensure that migrant workers have correct migration documents.	Not on target	Progressing

4.9 Increase cooperation between MOI border officials and MOLVT on data-sharing, through a regular dedicated mechanism.	MOLVT, MOI.	MOLVT cooperation with police and army regarding trafficking and exploitation - there is illegal migration happening - discussions around tighter migration control. (TRIANGLE in ASEAN: data collection and sharing of migration data is part of the ILMS project which started under TRIANGLE in ASEAN; this will continue under TRIANGLE in ASEAN)	Not on target	4.9 Increase cooperation between MOI border officials and MOLVT on data-sharing, through a regular dedicated mechanism.	Not yet occurring	Not on Target
4.10 Establish provincial one stop services with MOLVT, MOI and MOFA&IC staff to issue all documentation needed for regular migration in provinces with high migration rates.	MOLVT, MOI, MOFA&IC, MOEF, MOWA.	No more OSSs - one in BTB closed. Cooperation with Thai authority to have OSSC's on Thai side of border - issuing work permits, stay permits to irregular MWs in Thai - under discussion.	Not on target	4.10 Establish provincial one stop services with MOLVT, MOI and MOFA&IC staff to issue all documentation needed for regular migration in provinces with high migration rates.	One Stop Service – no info yet on how this will proceed	Not on target
4.11 MOLVT will maintain active involvement in the Migration Working Group of the National Committee to Counter Human Trafficking.	MOLVT, MOI, NCCT	MOLVT chairing NCCT MWG	On Target	4.11 MOLVT will maintain active involvement in the Migration Working Group of the National Committee to Counter Human Trafficking.	MoLVT chairs Migration Working Group and provides regular reports to NCCT	On Target
Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: Legislative Regulatory Framework						
Policy Goal 5: New legislation and regulations are considered only where gaps are identified, and developed to reflect the specific and distinct needs of women and men migrants through tripartite consultation. Procedures related to labour migration are streamlined to incentivise regular migration. Indicators: % of legislative and regulatory instruments on labour migration that are developed through tripartite plus consultation and are responsive to the different needs of women and men migrants.						
5.1 Improve monitoring of legislation implementation, and consider either streamlining emigration procedures where they are complex or adding guidelines for implementation of aspects of labour migration legislation where necessary.	MOLVT, MOJ, MOEF NEA, ACRA, partner agencies	IOM plans to develop and review the draft of self-monitoring and evaluation checklist for PRA. The checklist will be used by PRA for self-reflection of law and regulation implementation related to management of sending Cambodian migrant workers abroad prior inspection on PRA conducted by MoLVT. Through the Migrant Resource Centre in Poipet IOM are providing information on the	Not on target	5.1 Develop comprehensive gender sensitive policy and guidelines for return and reintegration of migrant workers, and include the promotion of existing service provision on physical and mental health, and access to financial and micro-credit institutes.	IOM is working on an initiative – the Machine Readable International Border pass with MOI ILO supported MOLVT to organize dispute resolution of migrant worker grievance for senior 34 labour officials in order to effectively mediate and facilitate compliant resolution for migrant workers. Gender specific review was conducted in addition to the existing pre-departure training manual. The feedback received from ACRA, its members, Private recruitment agencies.	Progressing

		passport application and issuance system but hope to take it a step further to have the Passport Office allow assistance to migrants to fill out applications for passports and provide independent advice (free of charge). Under the Canadian project STAMP, IOM are looking at improving the design and processing of the border pass, which is now a travel document that allows seasonal work in the adjacent province for up to 30 days. We also aim to assist GDID and MOLVT with improving inter-ministerial cooperation on the Migrant Travel Document they now are issuing.			ILO is developing national guideline on dispute resolution for migrant worker grievance, given the experience from two training courses conducted in 2016 & 2017. And will bring to the workshop for review and endorse guideline, this will be applicable by labour officials, service providers included NGO social workers. ILO collaborated with UN Women and ACRA organized the ethnical recruitment training for 22 private recruitment agencies, included session of gender sensitive responsive for women migration, also and Cambodian migration legislations and regulation provided in the training	
5.2 Develop comprehensive gender-sensitive policy and guidelines around return and reintegration of Cambodian migrant workers, considering vulnerable and deported workers, survivors of trafficking, and workers who were detained in other countries.	MOLVT, MOWA, MOI, MOFA&IC, MOEF, MOSAVY, MOI.	IOM and MOSAVY - SOP on the provision of reintegration support to male victims of trafficking. Hagar - programming and SOPs for trafficking men.	Progressing	5.2 Provide training for local officials and women's provincial committees on mental health issues for returned migrant workers	Unclear if mental health training is occurring SOPS on the Provision of Reintegration Support to Male Victims of Trafficking Research being conducted by IOM on the Impact of Migration on Children	Progressing
5.3 Involve tripartite plus stakeholders in the formulation of all new legislation and regulations, and apply gender mainstreaming tools.	MOLVT, MOI, MOFA&IC. ACRA, partner agencies, NGOs	MOLVT tripartite plus for Thai and Malaysia MOUs, prakas, LMP	On Target	5.3 Work with consular services in destination countries to develop standard operating procedures for return and repatriation of Cambodian migrant workers.	SOPs completed with Malaysia	On Target
				5.4 Improve and expand the complaints mechanism to Provincial Departments of Labour for migrant worker access to justice and compensation.	MoLVT cooperates with LSCW and NACC on complaints	Progressing
				5.5 Raise awareness of the complaints mechanism, and procedures to local leaders, migrant workers, and families	5 PDOLVTs that supports by ILO promote access to justice and compensation, facilitating the complaint resolutions that lodged from migrant workers.	Progressing

				through the provincial mechanism.	5 PDOLVTs work with their ministry, respective agencies in each of their provinces and cooperate with NACC, and LSCW for dealing with legal case complaint to court. This non-judicial system disseminated to local communities in 5 provinces reaching out to potential migrant worker and member of their families.	
				5.6 Develop and promote inclusion of best practices, new knowledge products of labour migration and development with stakeholders annually and feed to regional priority (ASEAN Labour Forum...etc.)	The study Protected or put in harm's way? identified the restrictions on women's labour migration in Southeast Asia, looking at the specific experiences and discrimination as result of banning on women migrant worker corridor to Malaysia. A new report on Access to Justice for Migrant Worker in SEA countries: Cambodia ranked a top country that received and facilitated compliant resolutions for migrant workers. However, ranked the low in criminal sanction. The two reports are widely disseminated at the regional and country level with stakeholders	Progressing
				5.7 Hold an annual meeting with MOLVT and stakeholders for reviewing the implementation of Labour Migration Policy for Cambodia, propose action plan and mobilize resources.	The plan is currently being reviewed and the meeting for updating will be held on 28 November 2017	Progressing
				5.8 Conduct workshop with relevant stakeholders for managing migrant workers to Japan to map out the mechanism, nature and type of jobs, the procedure and protection measures in place.	Mapping has occurred	Progressing
Policy Goal 6. Sex-disaggregated data is collected and analysed on a regular basis to inform evidence-based policy that is tailored to and addresses the experiences of women and men migrant workers.						
Indicators: Regularity of analysis and publication of sex disaggregated data collected on labour migration.						
6.1 Develop and maintain comprehensive database (disaggregated by gender, sector, legal status) with continual monitoring to be published and for supporting evidence-based policy formation, including as part of the ASEAN labour migration statistics database.	MOLVT	WI database being used by MOLVT. TRIANGLE in ASEAN: This is currently under ILMS of TRIANGLE in ASEAN. At national-level, TRIANGLE in ASEAN will help capacitate AMS undertake effective data collection, inter-agency coordination, harmonization of data collected, etc. Not published.	Progressing		Have a database – High Solution – with Winrock International Looking at Overseas Cambodian Worker Card (OCWC) electronic card. All information is on this card – (company, worker, etc.)	Progressing

6.2 Improve the mechanism for monitoring information on irregular and returned migrant workers and improve the coordination among entities that collect, analyse and disseminate data by instituting national meetings of labour migration data focal points from MOLVT, PRAs, MOI, and MOFA&IC in Cambodia and at embassies in destination countries.	MOLVT, PDOLVTs, MOI, MOFA&IC, NCCT ACRA, partner agencies, NGOs	Samaritan's PUrse, IOM, WI working to improve the mechanism for monitoring info on irregular and returned MWs. No meeting of data focal points. TRIANGLE in ASEAN: ILMS will collect data on return migrants from among AMS; no planned activity for collecting data on irregular migration.	Progressing		See last years comment	Progressing
6.3 Use information from MOLVT and MOI databases to create policies to enhance the development impact of migration. Use this information to facilitate migrant-worker transfer of capital and skills by providing incentives.	MOLVT, MOI, MOFA&IC, MOWA Partner agencies	MOI or MOLVT not systematically sharing database information. TRIANGLE in ASEAN: use of ILMS data for policy development is something that TRIANGLE in ASEAN will pursue through the regional technical working group on data.	Not on target		MOI or MOLVT not systematically sharing database information	Not on target
Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: Supervision of recruitment and placement						
Policy Goal 7: The Government monitors and enforces protection mechanisms in the recruitment and placement of migrant workers, including institutionalising inspection of private recruitment agencies, the delivery of predeparture training, and regulating the costs of migration, including brokerage fees. Indicators: # of inspections carried out by MOLVT to assess compliance with the Prakas on sending Cambodian workers abroad.						
7.1 Monitor the delivery of pre-departure training by PRAs as per the specifications outlined in prakas No.046.	MOLVT	ACRA is delivering PDCT and also PRAs are submitting letters to MOLVT and MOLVT staff training MWs. Minister wants to establish a pre-departure training centre where all MWs go to be trained and receive certificate.	Progressing	7.1 Review of the gender-sensitivity of the delivery of the pre-departure training, including dispute resolution and development of recommendations and further guidance to recruitment agency associations, government and CSOs to support implementation.	MOLVT reports that the majority of the focus is on women – worked with UN Women and included the sectors on gender requested for pre-departure training (no new update) ACRA is delivering pre-departure training ILO delivered a gender equality and women empowerment training to key officials from MOLVT, 5 PDOLVTs, MRCs and NGO, with main focused on raise awareness and increase understanding of gender issues, discrimination against women, and gender mainstreaming for institutional level. After the training, Gender Champion Social Networks in 5 provinces established and started sharing their ideas, and information and experience towards reduce discrimination against women	On-Track

<p>7.2 Enforce prakas No. 046 with MOLVT approving PRAs public advertisements for recruitment prior to advertising and taking appropriate legal action against those breaching this prakas.</p>	<p>MOLVT, PDOLVTs</p>	<p>MOLVT working with MOI, difficult to monitor</p>	<p>Not on target</p>	<p>7.2 Capacity building of labour officials who conduct pre-departure training for PRAs to conduct train the trainer workshops.</p>	<p>Good cooperation with the Ministry of Information – has issued a letter to all private radio/TV stations not to allow advertising on recruitment if they do not have an official license.</p> <p>Joined letter issued by MOLVT and Ministry of Information in order to monitor and uphold the regulation of advertisement and recruitment for oversea employment</p> <p>PDOLVTs work together with PDOIs at provincial level to enforce and monitor the jointed letter issued by ministers of MOLVT and MO Information for upholding the ethnical advertisement and recruitment. Media representatives, representatives from Private Recruitment Agencies in all that provinces are willingly to collaborate and promote consistent contents, and information dissemination, and honesty.</p> <p>This is not only being closer monitored in 5 provinces, but also in all provinces under the PDOLVT and PDOI collaboration.</p>	<p>Progressing</p>
<p>7.3 Monitor that as per prakas No. 253, PRAs are intervening when any party in Cambodia or destination countries illegally withholds workers’ personal documents.</p>	<p>MOLVT, MOFA&IC ACRA</p>	<p>No evidence this occurring. TRIANGLE in ASEAN: will have a regional campaign on this in collaboration with employer organizations at the regional and national-levels.</p>	<p>Not on target</p>	<p>7.3 Engage the Ministry of Information on enforcing prakas No. 046 on Government approval of PRAs radio advertisements for recruitment prior to advertising and taking appropriate legal action against those breaching this prakas.</p>	<p>MOLVT reports good cooperation with the Ministry of Information – has issued a letter to all private radio/TV stations not to allow advertising on recruitment if they do not have an official license</p> <p>The ILO General principles & Operational guidelines for fair recruitment is adopted and translated into Khmer.</p> <p>This general guideline will help officials and relevant key stakeholders understand and help to raise awareness on fair recruitment</p> <p>The guideline printed in Khmer version and disseminated to government ministries, workers, and employers ‘organization, and trade unions, and promote the use of this guideline at institutional level , the private recruitment agencies for ethnical recruitment of migrant worker.</p>	<p>Progressing</p>
<p>7.4 Ensure that PRAs keep a database with migrant workers’ information and details about work contract and workplace. Ensure ACRA maintain a secure database of outgoing and returning migrant workers of their members. ACRA will make data available to relevant Ministries, Departments or Embassies in case of missing migrants or migrants in danger.</p>	<p>MOLVT PRAs, ACRA</p>	<p>Evidence PRAs doing this. Unclear whether PRAs currently monitored by ACRA or MOLVT. MOLVT working to impose PRAs to do this.</p>	<p>Progressing</p>	<p>7.4 Establish a multi stakeholder committee to reduce and set caps on recruitment costs over time, through monitoring of costs and fees, examination of alternative recruitment options, effective enforcement and complaints mechanisms.</p>	<p>Costs continue to be a challenge – depend on the country etc.</p> <p>Discussion to set – what are appropriate types of fees to pay. This was raised as an issue by many key informants.</p>	<p>Progressing</p>

7.5 Enforce the job placement service contract between migrant workers and PRAs as per prakas No. 253, and establish a monitoring system to review the contract before migrant workers are sent abroad.	MOLVT ACRA	JPSC being monitored by MOLVT before departure	Progressing	7.5 Establish a transparent mechanism to review the costs of migration borne by employers and migrant workers in association with destination countries, and the costs borne by private recruitment agencies and migrant workers in Cambodia.	JPSC being monitored by MOLVT before departure ILO adopted a new guidelines for Fair Recruitment – been translated into Khmer. General Principles and operational guidelines for fair recruitment (international and translated into Khmer and disseminated), will push forward with ACCRA and other stakeholders – to improve process in business practices with migrant workers. (already in 5 languages in the region)	Progressing
7.6 Terminate or suspend the deployment of Cambodian migrant workers to countries where workers' rights, occupational safety and health, and the national interest are at risk.	MOLVT	Not occurring - e.g. Singapore, Malaysia.	Not on target	7.6 Establish three checklists for PRA inspection; one for MOLVT labour inspectors, one for PRA self assessment, and one for ACRA assessment. When carrying out inspections under prakas No. 250 and prakas No. 251 these checklists should outline standards for ranking and sanctioning PRAs. This checklist should also outline the rewards criteria for PRAs with good performance. The results of the inspection will be publically disseminated and followed up by the Sub-Committee on Labour Migration. A tripartite plus mechanism will access and evaluate PRAs every two years.	Checklist Established by IOM, trained ACRA and its members, and handed over to ACRA for application, and on-going implementation of self-monitoring is reported by ACRA.	Progressing
7.7 Establish a multi stakeholder committee to reduce and set caps on recruitment costs over time, through monitoring of costs and fees, examination of alternative recruitment options, effective enforcement and complaints mechanisms.	Subcommittee on Labour Migration, MOLVT, MOWA	TRIANGLE IN ASEAN: yes, on monitoring of cost and reporting. Nothing on establishment of committees.	Not on target		TRIANGLE IN ASEAN: yes, on monitoring of cost and reporting. Nothing on establishment of committees.	Not on target
7.8 Establish a transparent mechanism to review the costs of migration borne by employers and migrant workers in association with destination countries, and the costs borne by private recruitment agencies and migrant workers in Cambodia.	Subcommittee on Labour Migration, MOLVT, MOWA, MOFA&IC Destination country Governments	TRIANGLE IN ASEAN will collect and publish data on recruitment costs for low-skilled migrant workers in the main migration corridors at regular intervals; this is in collaboration with the World Bank-led KNOMAD project which started two years ago.	Not on target		The need for clear direction on costs was raised by multiple stakeholders	Not on target

	and employers					
7.9 As per prakas No. 47 and sub-decree 190, the MOLVT will annually review the processes and results of each PRA for evaluation, for commending or issuing a warning, or continuing, cancelling or suspending the PRAs license where violations are found.	MOLVT Partner agencies	MOLVT may be reviewing PRAs but no evidence that they are commending or issuing a warning, or continuing, cancelling or suspending the PRAs license where violations are found	Not on target			Not on target
7.10 Establish a checklist which labour inspectors can utilise when carrying out inspections under prakas No. 250 and prakas No. 251, to determine standards for inspection and standards for ranking and sanctioning PRAs. In this checklist, MOLVT should also outline the rewards criteria for PRAs with good performance. The results of the inspection will be publically disseminated and followed up by the Sub-Committee on Labour Migration. A tripartite plus mechanism will access and evaluate PRAs every two years.	Subcommittee on Labour Migration, MOLVT labour inspection department Partner agencies	ILO has drafted a checklist. IOM will run a consultation workshop on checklist - tripartite consultation needed - both self-regulation and MOLVT to monitor. (TRIANGEL IN ASEAN): will develop a regional guideline for labour inspection, especially in migrant-reliant sectors)	Progressing		Checklist for labour inspectors has been established (see above)	Progressing
7.11 Increase monitoring and regulation of PRAs and agents at international, national and regional levels and refer criminal infringements to the criminal justice system, including in destination countries.	MOLVT, PDOLVTs, MOFA&IC	No evidence that this occurring.	Not on target		Complaints mechanism has increased number of complaints. Partners working with MOLVT for resolution – some resolved. Report will refer to criminal justice system if not resolved (two options – mediation – refer to court) No referrals to court reported	Progressing
7.12 Self-regulation tools will be promoted among recruitment agencies as tools to advance ethical recruitment and good practices. MOLVT will reward PRAs effectively self-regulating.	MOLVT	IOM working on this	Progressing		ACRA is using self-regulation tools with members. Members participate in workshops on ethical recruitment, inspections are occurring to ensure compliance with Prakas 190, designed ID pass for recruiters of ACRA	Progressing
Policy Goal 8: Unlicensed brokers or agents, or licensed recruitment agencies linked to exploitative or unscrupulous practices, are targeted with appropriate sanctions to reduce irregular migration and reduce the vulnerability of migrant workers. Indicators: # of brokers and recruitment agencies sanctioned for violation of the Prakas on sending Cambodian workers abroad by type.						

8.1 As per prakas No. 46, the only people licensed to recruit and place workers are registered PRA staff. People found to be unlicensed or fraudulent during inspection or at other times will be subject to judicial penalties.	MOLVT, MOJ	No evidence that any penalties registered.	Not on target			Not on target
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Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: Support Services						
Policy Goal 9. Government consular services are established or enhanced in major destination countries to provide effective assistance to men and women migrant workers regardless of their status, including shelter, legal, labour dispute, social protection and repatriation facilities. Indicator: # of destination countries with trained labour attachés and consular officials posted to provide protection services to women and men migrant workers.						
9.1 Establish labour attachés and consular officials in destination countries to adequately provide protection for men and women migrant workers in destination countries. The mandate of labour attachés should include vetting job orders and employers before allowing Cambodian nationals to be recruited, and transparently communicating with all stakeholders around cases involving Cambodian migrant workers. Labour attachés will receive comprehensive training before being placed in the embassy.	MOFA&IC, MOLVT, MOI, MOWA, MOEF Partner agencies, ACRA, NGOs	Consular officials place in Korea and Malaysia. ASEAN TRIANGLE has trained a Ministry and Consular Officials from Cambodia in Labour Attaché training for the past 3 years and they input to manual at sub-regional level for establishing and managing labour attaché programmes.	Progressing		Consular officials place in South Korea and Malaysia, and Thailand. ASEAN TRIANGLE has trained a Ministry and Consular Officials from Cambodia in Labour Attaché training for the past 3 years and they input to manual at sub-regional level for establishing and managing Labour Attaché programmes.	Progressing
9.2 Labour attachés will work closely with authorities and service providers in destination countries to provide assistance to migrant workers and their families, such as enabling children of migrant workers to attend school and access to health services.	MOFA&IC, MOLVT, MOI, MOWA, MOEF Partner agencies, ACRA, NGOs	No labour attaches in place in South Korea and Malaysia, only consular officials.	Not on target		Consular officials in Korea and Malaysia, and Thailand for providing assistance to migrant workers	Not on target
9.3 In association with local service providers, promote the establishment of community centres for migrant workers in destination countries that provide translation support, and run financial literacy, vocational and language courses.	MOFA&IC, MOLVT, MOI, MOWA, MOEF, MOJ ACRA, destination country & Cambodian NGOs.	No organizations working on this in destination countries.	Not on target		No action	Not on target

<p>9.4 Input to regional guidelines for the accreditation and monitoring of foreign employers of migrant workers, and development of a manual at sub-regional level for establishing and managing labour attaché programmes. Participate in labour attaché trainings and capacity building workshops run at sub-regional levels.</p>	<p>MOLVT, MOFA&IC Donor agencies</p>	<p>Cambodia has participated in 3 labour attaché trainings and capacity building workshops run at sub-regional level, and the manual was presented/validated at the November 2015 MTG.</p>	<p>Progressing</p>		<p>Task is to educate and to cooperate with each other</p>	<p>Progressing</p>
<p>9.5 During complaints processes, provide legal assistance referral services and actively seek legal aid partnerships for men and women migrant workers regardless of their status.</p>	<p>MOFA&IC, MOLVT, MOJ, MOSAVY ACRA, NGOs, Partner agencies</p>	<p>Only CSO legal services being funded by donors. The complaint mechanism and process which is being operated by MOLVT and PDOLVT work with social partner. E.g. LSCW to bring case to prosecution and sanction, and referral case in particular on trafficking to anti-trafficking unit for taking further steps against offenders. This is under the support of TRIANGLE II.</p>	<p>Progressing</p>		<p>Legal assistance is provided by LSCW. MOSVY coordinates legal services – if ID of victim and agrees to file a complaint MOSVY will prepare papers ILO piloted in 5 provinces the complaints mechanism – have expanded to all provinces through the labour departments in Cambodia Two new Migrant Worker Resource Centres (MRCs) expanded to Kampot and Kampong Thom were established to provide ranges of services, and assist migrant workers include counselling receive and facilitate complaint resolution, and outreaches, and capacity development for local authorities, service providers on labour migration legislation application, monitoring.</p>	<p>Progressing</p>
<p>9.6 Establish gender-sensitive shelter facilities in Embassies for distressed men and women migrant workers.</p>	<p>MOFA&IC, MOLVT NGOs, trade unions, partner agencies</p>	<p>IOM and TRIANGLE in ASEAN working on this. Some initiatives for consideration within Cambodian Embassies in Thailand and Malaysia. For example, in Thailand, 24-friendly hotline established in embassy and in Samut Prakan, and Srakao province for immediate support and intervention to migrant workers, but potentially not gender sensitive.</p>	<p>Not on target</p>		<p>Links with international trade unions in other countries and can link for support through these mechanisms</p>	<p>Not on target</p>
<p>9.7 Provide assistance to migrant workers in immigration detention, and actively develop a partnership with immigration detention facilities in order to share information on Cambodian migrant workers in detention.</p>	<p>MOFA&IC, MOLVT NGOs, trade unions, partner agencies</p>	<p>MOLVT discussed in Thailand and went to visit immigration detention centres. Want to establish returned MW centre in BM - MOSAVY funding. Chab Dai was doing in Malaysia. Some initiatives for consideration within Cambodian Embassies in Thailand and Malaysia. For example, in Thailand, 24-friendly hotline established in embassy and in Samut Prakan, and Srakao province for immediate support and intervention</p>	<p>Progressing</p>		<p>In Thailand MOLVT is cooperating with consular in charge of migration – plan to send consular officials to Malaysia and Japan</p>	<p>Progressing</p>

		to migrant workers. IOM is working through Cambodian consulates and host Government to gain access to detention centres and irregular migrants in Indonesia and Malaysia to conduct victim identification and then assisted voluntary return and reintegration.				
9.8 Develop emergency evacuation and repatriation plans for migrant workers outlining comprehensive support offered during repatriation, including recovery of wages and compensation.	MOFA&IC, MOLVT, NCCT, MOI Partner agencies	IOM working on these with MOFA&IC.	Progressing		No new information	Progressing
9.9 Support Thai and Cambodian trade unions to operationalise their joint MOU to support migrant workers as referral service providers.	MOLVT NGOs, trade unions	No evidence of any further work.	Not on target		No evidence of any further work	Not on target
Policy Goal 10. Migrants' access to justice is facilitated through implementing the complaints mechanism in an effective, gender sensitive and timely manner. In the event of a crime, judicial processes are initiated to ensure an adequate penalty, and a deterrent to others. Indicator: % of complaint cases which are resolved to the satisfaction of women and men migrant workers within 3 months.						
10.1 As per sub-decree 190 and prakas No. 249, MOLVT and PDOLVTs will run timely and transparent conciliation processes and establish and utilise a complaints database to record outcomes of conciliation hearings for regular and irregular workers.	MOLVT, PDOLVTs	Successfully being run by 3 PDOLVTs, MOLVT, 3 MRCs, and CSOs and trade unions.	On Target	10.1 The MOLVT and MOEF will work together to pass the prakas on the use of guarantee deposit of private recruitment agencies which ensures migrant workers can be compensated for exploitation or assisted in cases of emergency by utilising the recruitment agency guarantee cash deposit in the instance of exploitation of migrant workers, to compensate migrant workers for any loss where a recruitment or contracting agency fails to meet its obligations, or in the event of force majeure or natural disaster in the destination country.	Some challenges still with guarantee deposit. It is not yet clear on who owns the money. MOLVT reported that ILO helped to develop Prakas, need to apply to various laws – as a result Prakas is not issued, but have recommended – the challenge is who is the owner of the money	On Target

10.2 Provide legal counselling and assistance for regular and irregular, men and women migrant workers when they lodge a complaint or are involved in legal proceedings.	MOLVT, MOJ Partner agencies, NGOs	Only CSO legal services being funded by donors.	Progressing	10.2 Negotiate with employers in destination countries to institute insurance schemes to ensure protection for workers in the event of unpaid salary, death or disability.	This is ongoing within various MOUs Legal services are provided by LSCW and other NGOs	Progressing
10.3 After establishing a complaints database, publish annual reports from the complaints processes with review by tripartite stakeholders.	MOLVT Partner agencies, National Bank	WI database being used by MOLVT but not published.	Not on target		MOLVT has implemented the database and can publish reports. Funding limitations have limited the reports published. The reports are used internally at the MOLVT	Not on target
10.4 Ensure migrant workers can be compensated for exploitation or assisted in cases of emergency by developing policy regarding recruitment agency guarantee cash deposit to ensure that these funds can be utilised in the instance of exploitation of migrant workers, to compensate migrant workers for any loss where a recruitment or contracting agency fails to meet its obligations, or in the event of force majeure or natural disaster in the destination country.	MOLVT, MOEF	3 tripartite consultations held to draft Prakas on Guarantee Deposit not yet passed, need discussion with MOEF to implement effectively.	Progressing		MOLVT reported that ILO helped to develop Prakas, need to apply to various laws – as a result Prakas is not issued, but have recommended – the challenge is who is the owner of the money	Progressing
10.5 Negotiate with employers in destination countries to institute insurance schemes to ensure protection for workers in the event of unpaid salary, death or disability.	MOLVT, MOFA&IC Partner agencies	MOLVT keen to work bilaterally with Thailand and Malaysia to institute - very difficult. (TRIANGLE IN ASEAN) has a broad range of activities on social protection in both COO and COD)	Not on target		MOLVT – difficult to discuss with mobile workers – discuss with NSF – now have more clear criteria and are considering this.	Not on target
Policy Goal 11. The Government facilitates migrants' access to vocational training programs to develop and recognize the skills of migrant workers as a measure to enhance protection and earning potential. Training programmes and skills recognition systems are developed for women and men in consultation with employers and governments of destination countries, according to labour market needs, in specific occupations and sectors. Indicators: # of women and men migrant workers who upgrade their vocational skills through relevant training, including on language, skills and occupational safety and health.						
11.1 Establish quality programs to upgrade the vocational skills of men and women migrant workers through relevant training, including training on	MOLVT, MOSAVY, MOEF	IOM planning on working on this with TVET.	Progressing	11.1 Working group to oversee the implementation of the LMP to recruit a consultant to conduct research on migrant	New TVET Gender Policy developed	Progressing

language, skills and occupational safety and health.	TVET, NTB, partner agencies			workers to departure and after migration.		
11.2 Promote recognition and accreditation of migrant workers' skills and qualifications in Cambodia and destination countries prior to return as a measure to enhance protection and incomes.	MOLVT, MOFA&IC TVET, NTB, partner agencies	IOM planning on working on this with TVET. TVET has been in discussion with Thai Government.	Progressing	11.2 Conduct upskilling training for Cambodian migrant programs in destination countries.	Malaysia and Cambodia have agreed to establish a training center and issue a certificate by both countries. Process for certificate is progressing.	Progressing
11.3 Participate in ASEAN and sub-regional programmes to develop MRAs for occupations and sectors.	MOLVT Partner agencies, CAMFEBA	ILO regional project. ATP2: has a regular program on MRS started in former phase of TRIANGLE; TRIANGLE in ASEAN will study the applicability of MRAs.	Progressing	11.3 As per article 4 of the MOU between Cambodia and Thailand on Labour Cooperation, the two parties shall cooperate on skills development, knowledge and technical sharing in order to upgrade skills of manpower, and enhance labour productivity through an exchange program, and utilising study, research, and technical expertise	ILO regional project.	Progressing
11.4 Establish a skills recognition system based on a skilled assessment test, competency standards, and skill accreditation for migrant workers once returned.	MOLVT, MOSAVY TVET, NTB, partner agencies	IOM planning on working on this with TVET. TVET has been in discussion with Thai Government.	Progressing	11.4 Establish quality programmes to upgrade the vocational skills of men and women migrant workers through relevant training, including training on language, skills and occupational safety and health. These programs need to include updated curriculum, training of trainers and updating of infrastructure.	No additional information	Progressing
11.5 Study the potential niche markets that are open to semi-skilled workers with relevant vocational training.	MOLVT, PDOLVTs Partner agencies, NGOs	ILO regional project working on this.	Progressing	11.5 Promote recognition and accreditation of migrant workers' skills and qualifications in Cambodia and destination countries prior to return as a measure to enhance protection and incomes.	Malaysia and Cambodia have agreed to establish a training center and issue a certificate by both countries. Process for certificate is progressing.	Progressing

				11.6 Participate in ASEAN and subregional programmes to develop MRAs for occupations and sectors.	Participating in various ASEAN programs as available	Progressing
				11.7 Establish a skills recognition system based on a recognition of prior learning (RPL), skilled assessment test, competency standards, and skill accreditation for migrant workers once returned both in country and in the region (ASEAN and especially with partnering country).	Malaysia and Cambodia have agreed to establish a training center and issue a certificate by both countries. Process for certificate is progressing.	Progressing
				11.8 Create incentive and motivation tools for migrant workers to engage in trainings and conduct an outreach and promotion program among target population. Awareness raising and mobile training should be conducted in the target areas; Phnom Penh, and provinces along the border (Siem Reap, Takeo, Kampong Cham, Battambang, Koh Kong, Prey Veng, Svay Rieng, and Kampong Thom).	See 2.1 above – training is occurring	Progressing
				11.9 Study the potential niche markets that are open to semi-skilled workers with relevant vocational training.	Labour Market Survey	Progressing
Policy Goal 12. The Government cooperates with local leaders, social partners and civil society organizations to provide accurate and up-to- date information on safe migration and rights at work in major migrant-sending communities and in transit hubs. Indicator: # of women and men who are provided with accurate and up-to date information on safe migration and rights at work.						
12.1 Facilitate safe migration by giving prospective or current migrant workers information related to labour migration at the time of deciding to migrate and predeparture, using gender-sensitive delivery.	MOLVT, MOI, PDOLVTs Partner agencies,	MRCs, IOM MRC in Poipet, MOSAVY transit centre in Poipet. IOM is predominantly serving returned migrants coming through immigration deportation with information on how to apply for passports, lists of jobs from NEA, direct assistance if VM or VOT, and assistance from MRC workers to contact employers to find	Progressing		MoSAVY – Poipet Transit Center MOLVT – 25 provinces – through the POLVT ILO – 5 MRCs	Progressing

	NGOs	out further details regarding advertised jobs.				
12.2 Information desks should be extended to more PDOLVTs, and set up at the airport and other departure points.	MOLVT Partner agencies, NGOs	2 new MRCs at NEAs to be implemented.	Progressing		All PDOLVTs serve as MRC as reported by the MOLVT	Progressing
12.3 Coordinate with MOI to access the village safe structure to target change makers at provincial, commune and village level for increased safe migration training, including specifications around regular migration, the rights of migrant workers and recourse mechanisms.	MOLVT, PDOLVTs Partner agencies, NGOs	Not sure if this particular mechanism being used, but MOE, MOSAVY, MOWA and NGOs and CBOs conducting safe migration training.	Progressing		Safe migration training occurring by various key actors including MOE, MOSAVY, MOWA and NGOs and CBOs conducting safe migration training.	Progressing
12.4 Endorse a public safe migration campaign to advertise nationally the procedures and benefits of migrating regularly.	MOLVT, PDOLVTs, NEA Partner agencies	Not occurring.	Not on target		The campaign on anti-human trafficking developed with the focus on strengthening social safety net for safe and regular migration, and law enforcement. This will be rolled out in December 2017. In 5 provinces that support by TRIANGLE IN ASEAN, the annual plan of action developed under the lead and coordinate of PCCT. Priority included a prevention, and campaign on anti-human trafficking with the focus on strengthening of social safety net for safe and regular migration, and law enforcement. In all other provinces, anticipating that they developed their provincial action plans under the overall guidance and support of secretariat of NCCT, incorporate this focus of into the campaign work plan.	Progressing
12.5 MRCs should be replicated in more provinces with increased resources and functions, and should be available to family members when a migrant worker is abroad.	MOLVT, PDOLVTs, NEA Partner agencies, NGOs	2 MRCs planned for NEAs, IOM also plans to expand.	Progressing		All 5 MRCs are functioning 3 MRCs are on-going implementation (Battambang, Kampong Cham, and Prey Veng) 2 more MRCs expanded to Kampot and Kampong Thom through partnership with National Employment Agency (NEA)	Progressing
12.6 Strengthen public and private employment services for men and women migrant workers by providing counselling, skill matching and assessment for men and women workers by expanding the National Employment Agencies' labour market information	MOLVT, MOEF, Subcommittee on Labour Migration	ILO and IOM working with NEA	Progressing		NEA makes aware of vacancies – hold meetings in provinces The training opportunity is free of charge and offered by the government, MOLVT and PDOLVT The 5 MRCs working together with PDOLVT to match vacancy of vocational and technical training skills at provincial level to	Progressing

function to incorporate employment and migration related services for migrant workers before departure and after return.	Partner agencies, NGOs				potential migrant workers, and youth in general to attend the courses	
12.7 Raise awareness among potential and returned migrant workers about the mandate of National Employment Agency.	MOLVT, NEA, District and commune authorities, Partner agencies, NGOs	WI is working in partnership with NGOs and local authorities in CTIP target provinces to raise this awareness. In Battambang job centre, specific activities have been focused on facilitating potential migrant workers and families access to job information and job placement, where MRCs-Job center providing counselling to people migration, include safe migration and financial literacy. In the following months, there will be an expansion of NEA job-center in Kampong Thom and Kampot where the focus will be for interventions, capacity building, basic financial training, facilitating access to job information, and raise awareness of safe migration.	Progressing		WI – partners – get involved with TVET through partners – Bong Piet TVET Program – where job resource center – can refer options – employment referral system just signed an MOU with the Ministry of Labour with TVET – to share information on resources. When we have a training at community – when we inform – platform	Progressing
Policy Goal 13: Feasibility studies are conducted by the Government on further protection mechanisms for men and women migrant workers such as the revolving credit and loan funds, and migrant welfare funds to assist men and women migrant workers with migration. Indicators: # of feasibility studies that are conducted on developing further protection mechanisms for women and men migrant workers.						
13.1 Based on the recommendations of the ILO Migrant Welfare Fund (MWF) feasibility study and guidelines, establish and manage a MWF through tripartite consultations, including development of a strategic plan, plus human and financial resources and timeframe. Pilot a small project in selected provinces where there are an identified high number of out migrants. Conduct assessment on the impact of project implementation and consider expanding to other provinces.	SubCommittee on Labour Migration, MOLVT, PDOLVTs, MOEF Partner agencies, NGOs	Covered by ATP2 capacity building program for CLMV. We have finished the feasibility study and we plan to pilot this in Lao PDR and Myanmar – however these countries have not yet progressed with the pilot – so ATP are open to piloting in Cambodia and have set aside funds for pilots and would not exclude Cambodia if they are interested.	Progressing		MOLVT – Cambodia has agreed to the program, but no progress Migrant welfare fund – in process of negotiation with destination fund - so when they pay they can get the NSF Funds (social security fund) – only migrant workers - they pay but they don't know it back	Progressing

Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: Migration in the National Development Agenda						
Policy Goal 14. Labour migration continues to be included within national development and sectorial plans to recognize and maximise the development potential of migration for Cambodia, and ensure coherent development planning. Indicator: # of Cambodian national policies adopted which recognize the potential of labour migration to contribute to economic and social development						
<p>14.1 Streamline labour migration into Cambodian national policies, particularly the National Employment Plan, Rectangular Strategy Phase III (2013-18), the National Strategic Development Plan 2014-18, and the National Policy of Cambodian Youth Development with the National Youth Action Plan 2014–2018, and national budget.</p>	<p>MOFA&IC, MOI, MOLVT, MOSAVY, MOEF</p>	<p>NEP - Objective 3.6: to oversee and protect migrant workers in obtaining decent employment and skill recognition. The National Strategic Development Plan</p> <p>2014-2018, categorises emigration as an issue for the National Committee for Population and Development to work on in association with other line ministries and agencies, to strengthen its human resources for integrating population-related issues into the development planning processes at all levels for planners and policy makers. The National Policy of Cambodian Youth Development in association with the National Youth Action Plan 2014–2018, seeks to provide alternatives to migration, while the Millennium Development Goals Acceleration Process includes providing employment and training services as alternatives to migration and options for returning migrants. The Rectangular Strategy Phase III 2013-2018 demonstrates a strong Government commitment to promoting employment as a central part of their medium-term development strategy. These policies and initiatives have yet to be transformed into operational programmes and services that either provide adequate alternatives to migration for certain parts of the population, enhance the</p>	<p>Progressing</p>		<p>See past year</p> <p>Gender Policy and Action Plan TVET 2017-2026 – does not specifically address migration but promotes TVET accessibility and availability for women and girls</p> <p>The Sustainable Development Goals include mainstreaming of Migrant issues</p>	<p>Progressing</p>

		development impact of migration, or that will benefit returning migrant workers in their economic and social reintegration.				
14.2 The Sub-Committee on Labour Migration will facilitate an inter-ministerial scoping exercise to streamline labour migration into sectorial development policies such as rural development, agriculture, industry, tourism and services, in terms of productively using remittances and skills transfer.	Subcommittee on Labour Migration, MORD, MOT, MOAFF, MOEF, MOIH, MOWA, MOEYS, MOP. Partner agencies, NGOs	Sub-committee has not facilitated but has been streamlined regardless into plans. Unclear if these include productively using remittances and skills transfer.	Not on target		Sub-committee has not facilitated but has been streamlined regardless into plans. Unclear if these include productively using remittances and skills transfer.	Not on target
14.3 Integrate labour migration issues into the national ILO decent work country programme, international development assistance programmes (ODA), and UNDAF.	MOLVT, MOI, MOFA&IC ILO, trade unions, CAMFEBA, UNDAF, partner	Incorporated into the ILO DWCP Strategy 2016-18, ODA and UNDAF.	Progressing		Incorporated into the ILO DWCP Strategy 2016-18, ODA and UNDAF.	Progressing
Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017
Area of Implementation: Migrants' remittances and investments						
Policy Goal 15. The Government works with financial institutions in Cambodia and destination countries to enable access to safe, efficient and cheaper remittance and financial services for migrant workers. The impact of remittances on development is enhanced through support services provided to migrants and their families, including gender sensitive financial literacy training, a broader range of financial services and products, and dialogue and tools for diaspora engagement. Indicator: # of women and men migrant workers provided with training on sending remittances, productive use of remittances and financial literacy.						
15.1 Monitor PRAs assistance to migrant workers in establishing bank accounts, accessing financial services in destination countries as per prakas No.252, ensuring that workers receive their wages and other payments as stated in their employment contract, and arranging a savings and transfer system as per prakas No. 253.	MOLVT, MOFA&IC, labour attachés ACRA, NGOs	Most MWs have bank accounts - in bilateral negotiations. In Malaysia - before MWs repatriate they need to have certified letter from embassy to say that they have checked the MW bank book and that have been paid regularly, etc. Malaysia will not issue checkout visa until everything is clear. Malaysia is inspecting	Progressing		MOLVT still use private system – more high risk – charge is very high. MOLVT – and destination country can talk to find a better way, Migrant workers need to have bank account, if they have a bank acct, then they can transfer – not fully working.	Progressing

		DWs and have SOPs - bilateral negotiation to discuss SOPs of MOUs - Malay officials are implementing sanctions against employers - mostly DW employers.				
15.2 Encourage financial institutions to facilitate safe and low-cost remittance transfer from destination countries, including scaling up remittance facilities in communes with high migration rates, reducing costs of remittance transfers and promoting greater transparency and competition between financial institutions.	MOEF, MOLVT, MOFA&IC Cambodia and destination countries financial institutions	This encouragement of financial institutions hasn't been occurring, but MOLVT seems to think this isn't an issue as portals such as WINGS etc. have very low cost remittance services and this is what MWs are using. ATP2 plans to develop an ASEAN remittance cost comparison web portal to collect and publish data on recruitment cost.	Not on target		This is not prioritized as mechanisms such as WINGS and others are available from Thailand. The priority focus has been ensuring access to bank accounts also so money can be transferred through tis mechanism	Not on target
15.3 Negotiate with labour-receiving countries to facilitate migrant worker access to financial services, and encourage employers to deposit salaries into bank accounts, instead of paying cash. Insert this clause into the standard MOU.	MOEF, MOLVT, MOFA&IC, labour attachés ACRA, Cambodia and destination countries financial institutions	MOLVT thinks this is occurring and thinks no negotiation with labour-receiving countries needed. There are clauses in both Malaysia MOUs about depositing wages into bank accounts. The Thai agreement does not.	Not on target		MOLVT reports this is occurring already.	Not on target
15.4 Monitor and enforce the remittance sending information and financial literacy section of the standardised pre-departure training curriculum.	MOLVT ACRA, NGOs, partner agencies	Been rolled out by ACRA and ATP2 project.	Progressing		Part of the pre-departure training by ACRA and NGOs	Progressing
15.5 Assist in linking migrant worker families and financial institutions to obtain loans with low interest rates that cater to the needs of migrant workers.	MOLVT, MOEF NEA, NGOs	Not occurring.	Not on target		Happening in 5 provinces TRIANGLE IN ASEAN assists 5 MRCs and work with local stakeholders and service providers to identify modules on gender dimension of labour migration, gender sensitivity and promotion of financial literacy, entrepreneurship and business skills for returned migrant workers.	Progressing
15.6 Provide financial literacy training and counselling services to migrant workers and their families on productive uses of remittances.	MOLVT, NEA ACRA, trade unions	ATP2 will continue to implement the financial literacy curriculum that was developed under ATP1 to countries where ASEAN migrant workers go.	Progressing		Financial literacy training occurring through 5 MRCs in 5 provinces This is part of Migrant Worker Resource Centre Manual—financial literacy. Delivered financial literacy training to potential migrant workers	Progressing

15.7 Promote the establishment of village development funds or village savings groups.	MOLVT, MOSAVY, District and commune authorities. NGOs, financial institutions	WI provides technical and financial support to SP, CEDAC, Sovannaphom, work with communities to develop commune investment plan and budget for TIP and migration. KWCD working in Sihanoukville in Prey Nup.	Progressing		WI provides technical and financial support to SP, CEDAC, Sovannaphom, work with communities to develop commune investment plan and budget for TIP and migration. KWCD working in Sihanoukville in Prey Nup Prevention strategy providing training to the population is not enough – have livelihoods and soft skill training	Progressing
15.8 Support entrepreneur training for migrant workers and their family members.	MOLVT Partner agencies, NGOs	Financial literacy programmes MRCs deliver, CSOs conduct.	Progressing		NGOs conducting entrepreneur training, livelihoods training,	Progressing
15.9 Study international commitments and practices on remittances, as well as current remittance and savings practices in Cambodia. Collect / trace remittance flows to enhance the knowledge base on remittance services and costs in migration key corridors.	Partner agencies	ILO TRIANGLE is conducting a baseline survey of returned migrants that will examine remittance and savings practices. Also, TRIANGLE will conduct a deep-dive analysis of remittance data from a representative household survey on financial inclusion completed by Finscope for UNCDF. TRIANGLE in ASEAN will continue to implement the financial literacy curriculum that was developed under ATP1 to countries where ASEAN migrant workers go.	Progressing		ILO TRIANGLE in ASEAN/IOM Promise Baseline Survey	Progressing
15.10 Identify diaspora groups in destination countries and returned migrant communities and promote the effective use of returned migrants' resources (skills and finances) for community development through dialogue on a common agenda for development and tools, for example a Handbook for Returned Migrants.	MOLVT, MOFA&IC, labour attachés, MOSAVY, MOEF Partner agencies, NGOs, destination country governments and financial institutions	ILO-IOM return migrant baseline survey.	Progressing		ILO-IOM return migrant baseline survey completed (see other comments)	Progressing
Action Points	Resp Govt Contributing Partners	Progress in 2016	Eval 2016	Action Points 2017	Progress in 2017	Eval 2017

Area of Implementation: Return and reintegration						
Policy Goal 16. Productive return and reintegration of women and men migrant workers is enabled through evidence-based policy, and strengthened service provision for social and economic reintegration, including employment services, skills development and recognition, enterprise development training, and investment programmes.						
Indicators: # of women and men migrant workers provided with services to support successful return and reintegration into their origin communities.						
16.1 As per prakas No. 252, ensure that PRAs assist in preparing all necessary arrangements so that workers can successfully repatriate, including working with the Cambodian Embassy or competent authority to resolve any issues in the destination country before repatriating, and as much as possible exploring cross-border legal support if required, even once the migrant is repatriated to Cambodia. Ensure that PRAs arrange a MOLVT certificate of recognition for work completed and improvement in skills once returned to Cambodia.	MOLVT, MOI, MOFAIC, MOJ ACRA	No skills certification is occurring. In Malaysia - before MWs repatriate they need to have certified letter from embassy to say that they have checked the MW bank book and that have been paid regularly, etc. Malaysia will not issue check-out visa until everything is clear. Malaysia is inspecting DWs and have SOPs - bilateral negotiation to discuss SOPs of MOUs - Malay officials implementing sanctions against employers.	Not on target		Under the sub-decree 190, article 28, upon arrival in the Kingdom of Cambodia, the recruitment agencies shall send the workers to the Ministry of Labour and Vocational Training to receive a certificate for the employment they have worked abroad for possible future use. No progress has been made. There is need to reinforce the article of the sub-decree by closer working with MOLVT and ACRA to make sure this part is implemented in the next course of action.	Not on target
16.2 Negotiate with destination countries to provide gender-sensitive exit medical checkups for returned migrant workers to ensure that they are physically and psychologically able to reintegrate to their home community.	MOLVT, MOH, MOFA&IC ACRA	Not occurring.	Not on target		No new information	Not on target

16.3 Link returned migrant workers to National Employment Agencies' for gender sensitive counselling, skill matching and job placement.	MOLVT, MOFA&IC NEA	WI is working in partnership with NGOs and local authorities in CTIP target provinces to raise this awareness. In Battambang job centre, specific activities have been focused on facilitating potential migrant workers and families access to job information and job placement, where MRCs-Job center providing counselling to people migration, include safe migration and financial literacy. In the following months, there will be an expansion of NEA job-center in Kampong Thom and Kampot where the focus will be for interventions, capacity building, basic financial training, facilitating access to job information, and raise awareness of safe migration.	Progressing		Occurring Open Institute – job information platform for migrant workers when they want to find a long-term job – Bong Pat. Can refer to company -etc. WI, NGOs, MOLVT	Progressing
16.4 Link returned migrant workers to employers' organizations, and organise special placement services for skilled men and women returned migrant workers.	MOLVT NEA, TVET, CAMFEBA	WI and IOM	Progressing		WI and IOM	Progressing
16.5 Promote and provide incentives for enterprise creation and development, by coordinating with financial institutions to provide information on potential investment programmes, financial services or credit facilities, and transnational business initiatives catering for men and women migrant workers.	MOLVT, MOEF Financial institutions , NGOs	New Thai MOU doesn't include this. Thai Government will not pay out this savings or insurance fund or social security - MOLVT interested in going forward on this.	Not on target		No new information	Not on target
16.6 Facilitate full refund of accumulated contribution to the savings fund and interest to migrant workers as per the Cambodia and Thailand MOU and establish this in other countries MOUs.	MOLVT, MOFA&IC ACRA, PRAs	Korea this occurring. Unsure whether occurring in other MOUs where included - Malaysia, Thailand, Japan.	Not on target		No new information	Not on target
16.7 Negotiate with employers in destination countries to institute repatriation insurance schemes to ensure funds for travelling home and upon returning home.	MOLVT, MOFA&IC ACRA, PRAs	WI is working with SP to establish a system to screen and manage information of crossing border migration by using high technology.	Not on target		SP they have their own database and screening form – we want the national committee to have their system – pushing this forward.	Not on target

16.8 Establish a system to screen deportees that allows migrant workers to lodge complaints on return and access legal representation, and counselling with men and women service providers.	MOLVT, MOJ, MOI, MOFA&IC NGOs, partner agencies	No evidence this occurring	Progressing		Yes, this is a part of Is this complaints mechanism Currently, ther eis more focus and support for women workers/women migrant workers	Progressing
16.9 Establish a network of returned migrants and their families facilitated by counsellors or social workers to assist with family reunification.	MOLVT, MOSAVY, MOWA NGOs, partner agencies	IOM and MOSAVY - SOPs for male reintegration, Hagar, LSCW - returned MW female network	Not on target		There is an Standard Operating Procedure for for male reintegration –In cooperation with MOSAVY, NGOs support	Not on target
16.10 Establish specific gender-sensitive support services for workers who were abused or exploited.	MOLVT, MOSAVY, MOWA NGOs, partner agencies	ILO TRIANGLE - Occurring at MRCs	Progressing		ILO TRIANGLE - Occurring at MRCs Winrock International is providing gender training to its implementing partners	Progressing
16.11 Facilitate increased communication between families and workers abroad, either through more visits home during the working period or facilitating contact in Migrant Worker Resource Centres.	MOLVT, MOSAVY, MOWA NGOs, partner agencies	MWG part of NCCT, LMG under the MOLVT and it has secretariat led by under-secretary - involves police, military police. MOLVT not leading this research but ILO and IOM are carrying out a baseline survey of returned migrant workers that will provide detailed data on the costs and social and economic outcomes of migration (completed by the end of 2016). Research also undertaken by MOWA and UNW in Battambang.	Progressing			Progressing
Policy Goal 17. The social cost of migration is mitigated through specific programmes, including through the provision of support to the families and children of migrant workers. Indicator: # of studies conducted on the social costs of Cambodian labour migration.						
17.1 The Sub-Committee on Labour Migration will engage a consultant to study the potential negative effects and social costs of Cambodian emigration and implement programs to mitigate these after tripartite consultation on the research findings.	Subcommittee on Labour Migration Partner agencies	MWG part of NCCT, LMG under the MOLVT and it has secretariat led by under-secretary - involves police, military police. MOLVT not leading this research but ILO and IOM are carrying out a baseline survey of returned migrant workers that will provide detailed data on the costs and social and economic outcomes of migration (completed by the end of 2016). Research also undertaken by MOWA and UNW in Battambang.	Progressing		ILO TRIANGLE in ASEAN/IOM Promise Baseline Survey	Progressing

