



**ASEAN Regional Conference
of Senior Officials
On
Strengthening the Protection
and Empowerment of Women
Migrant Workers**

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CAMBODIA

Interventions Addressing Issues of Women Migrants

1. Country Overview

- ▶ Cambodia is one of the ten nations of Southeast Asia and part of mainland Southeast Asia.
- ▶ It is bordered on the North by Laos and Thailand
- ▶ On the West by Thailand, and on the East by Vietnam.

Population

- ▶ Its geographic area is 181,040 square kilometers (69,900 square miles).
- Cambodia's population was 12,491,501 in July of 2001, according to the *CIA World Fact book*. This compares with a population of 5,728,772 in 1962; 6,682,200 in 1981; and 11,426,223 in 1998.
- The current population growth rate is a relatively high 2.25 percent. If this population rate were to continue, the country's population would double to approximately 25 million by the year 2033.
- ▶ Khmer is also the official language. Theravada Buddhists are the dominant religious group, claiming 95 percent of the population.

2. Situation of Migration

- ▶ Women are active participants in internal and international migration, and comprised 50 percent of the stock of migrants in Cambodia in 2013.
- ▶ Cambodian migration (Legal and illegal):
 - Thailand
 - Malaysia
 - South Korea
 - Japan
 - Viet Nam
 - And other
- ▶ With the number of people repatriated, according to a report from Cambodian Embassy in the Kingdom of Thailand, in early 2012, the number of Cambodian working legally in Thailand account for 50,000. These figures do not include migrants migrating to Thailand illegally and not yet registered such as those working on fishing boats and those who are re-trafficked to other countries.

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- ▶ In the 2007/2008 period, 5,873 Cambodians migrated to Malaysia for work.
- ▶ In the 2009/2010 period however, the Cambodian Ministry of Labor and Vocational Training (MoLVT) figures showed an increase to 27,995, the majority of these migrant workers were women.
- ▶ In response to the sudden growth of migrant workers sent overseas, the Cambodian Government developed Cambodia's Policy on Labor Migration in 2010.
 - to develop a sound labor migration policy, legal framework and effective management based on international instruments and social dialogue;
 - to adopt a rights based approach to the prevention of and protection against abusive migration practices and the application and enforcement of national law and regulation; and
 - to mainstream migration into the development agenda so that skills gained from migration
 - Improvement in rights at work and better working conditions; creation of a national social security system; and development of technical and

3. Migrant Worker Statistics of Cambodia

Migrant workers outside Cambodia reported by Ministry of Labour and Vocational Training (MLVT) in 2013

- ✓ To Thailand = 13, 468 people and 4,628 women
- ✓ To Malaya = 90 people and 28 women
- ✓ To Japan = 111 and 53 women
- ✓ To Korea = 8,820 and women 1,889

Total 22,469 people and 6,598 women.

4. Program for Promoting labour migration

Referring to:

- ▶ Decision No. 92 dated Dec 08, 2009 on the Organization and Functioning of the Secretariat of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation of Women and Children (NC/STSLs)
- ▶ Sub-decree 57 on Sending Khmer Migrants to Work Abroad, issued in 1995, is the primary legal framework that aims to regulate the deployment of Cambodian workers abroad.
- ▶ Prakas 108 issued in May 2006, on Education of HIV/AIDS, Safe Migration and Labour Rights for Cambodian Workers Abroad, aims to promote pre-departure training for migrant workers on health issues, safe migration, and labour rights to reduce their vulnerability to health problems.
- ▶ Sub-decree 70, issued in July 2006, on the Creation of the Manpower Training and Overseas Sending Board (MTOSB), and is designed specifically to regulate the sending of workers to the Republic of Korea.
- ▶ Prakas 012/2007 created a labour migration taskforce to formulate and implement policy and action plans, including the coordination of technical assistance in the area of labour migration.
- ▶ Sub-decree 68/2009 regarding the cost of passports for migrant workers was issued in 2009

5. Migration Assistance's in Cambodia

- The Establishment and Functioning of the Migration Working Group of the Secretariat of the National Committee to Lead the Suppression of Human Trafficking, Smuggling, Labor, and Sexual Exploitation of Women and Children (NC/STSLs) , which are member from MoWA, MLVT, MoSVY, MOI, MOJ, MFA ,NGOs, sub-national levels
- The General Department of Labour of the MLVT is the primary body managing labour migration. The Manpower Training and Overseas Sending Board (MTOSB) – under the authority of the MoLVT - is a public employment agency tasked with recruiting, training and sending workers to abroad, especially to Korea.
- Cambodia has signed MoU with Thai and Agreement with Viet Nam. In the currently being drafting MOU with Malaysia.
- Migration to Korea is good practice because of protection system through operate through the Employment Permanent System (EPS) in order to hold them accountable for the prevention and management of irregular migration.

The institutions and sub-national level involved in migration working group



6. Kinds of Migration's Assistance

- ▶ Prevention of safe migration and information
- ▶ Provide legal assistance and
- ▶ Law Enforcement and Justice
- ▶ Provide assistance on the protection, rehabilitation, reintegration and repatriation
- ▶ Provide health care assistance and child affairs
- ▶ Provide short term of vocational training for Pre-departure
- ▶ Provide assistance on the repatriation of the victims, and
- ▶ Others support service: Job announcement , finding news , apply job within Cambodia and abroad

7. Strategies of Intervention

- ▶ Policy on Labour Migration, 2010 in place
- ▶ National Strategic Development Plan on Employment and Vocational Training 2006-2010.
- ▶ Development of Employment Policy and Labour
- ▶ Review policy paper regarding to the Labour Migration in Cambodia
- ▶ Implementation of sub-degree 190 on the Management of the Sending of Cambodian workers Abroad through Private Recruitment Agencies.
- ▶ Establish the management system databases for migrant's workers and compliance process
- ▶ Establish a mechanism system for receiving and complaint resolution of migrants workers

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- ▶ Development of training curriculum to guide migrants workers for pre-departure
- ▶ Implementation of Prakas N.2574 was issued in 14 July, 2014, on the procedure and the forms to issue Passport for Cambodian Migrants Workers to work abroad
- ▶ Promoting the announcement about legal migration and support services
- ▶ Set up One Stop Service into four places to facilitate the migrants workers to work outside the country
- ▶ Establish inter- ministry working group to identify and provide the registration process for migrants workers to work in Thailand, including Passport

8. Areas of Concern for Cambodian Migrants

Common problems faced by Cambodian migrant workers include:

- the withholding of travel documents
- delayed payment or underpayment of wages
- harsh working conditions (long work hours, unhygienic environments, extreme temperatures)
- lack of freedom of movement and communication
- confinement in factories or employers' premises
- limited access to health services
- Low skills/ low education
- harassment by security authorities and sexual harassment

9. Remaining Challenges

- ▶ Two primary areas of concern for Cambodia with regard to:
 1. underage recruitment of female migrant workers to Malaysia to serve as domestic help;
 2. the labour exploitation of irregular male migrant workers in the fishing sector in Thailand.
- ▶ Domestic workers are particularly vulnerable to abuse and exploitation: they work in private homes and are dependent on their employers for shelter, food and other forms of support.
- ▶ Limited knowledge of the local language and low skills or limited access to the labour law/regulation support
- ▶ Irregular migrants face similar challenges in Thailand , because they have no documentation or access to protection and redress under local law., especially labour for men who are migrated to work in the illegal (Fishery, construction etc,)

10. Monitoring / Return /Dispute Resolution

- ▶ Focus on increasing the regulation of recruitment to improve protection of migrants from the start of their migrations experience.
- ▶ Responsible for monitoring the well-being of a worker through their employment to return home.
- ▶ Challenge for migrants workers who may (during or at the end of their contract) have a legitimate dispute that needs to be raised in the country of employment, where there is an absence of guidance or support on how to raise it.

Who will joint this process

- ▶ National Level
- ▶ Provincial Level and Sub-national level
- ▶ Cooperation with NGOs, MLVT and line ministries who involve for migrants workers protection networks and monitoring and evaluation

11. Protection for female migrants

- ▶ National laws and framework have been developed and reviewed to respond to the needs and Sub-decree 190 on the Management of the Sending of Cambodian Workers Abroad through Private Recruitment Agencies was adopted in 2011.
- ▶ Protection for migrant workers once abroad is provided through MOUs with receiving countries including Korea, Thailand, and others. This includes a gender-responsive standard contract between migrant workers and recruitment agents, and gender responsive pre-departure training provisions.
- ▶ The MLVT developed the National Policy on Foreign Labor Markets, and provides training to men and women workers to enter “Home Service” employment abroad.





Thank you

