



KINGDOM OF CAMBODIA

NATION RELIGION KING

**POLICY
ON
LABOUR MIGRATION FOR CAMBODIA
2019-2023**



Foreword

The Royal Government of Cambodia, under the wise leadership of **Samdech Akka Moha Sena Padei Techo Hun Sen Prime Minister of the Kingdom of Cambodia** has proudly been leading Cambodia to the development and growth ever over the past two decades, directing Cambodia to new phase of growth including politics, diplomatic, socio-economic developments. In line with the implementation and the achievements of the Rectangular Strategy from all three phases, the Royal Government of Cambodia for the Sixth Legislature of the National Assembly formulated the socio-economic policy agenda and the Rectangular Strategy Phase IV for Growth, Employment, Equity and Efficiency, of which the sixth key element of Strategy 1 “labour market development” in the Third Triangle Element “the development of private sector and employment” stipulates the continued strengthening of the labour migration governance, the expansion of the multilateral, and bilateral cooperation in order to open up for the formal foreign labour market, to prevent the irregular labour migration, to promote the protection of the rights, interests, occupational safety and health, as well as honour and dignity for migrant workers, to provide the facilitation of a family relation and communication including, repatriation and reintegration of migrant workers, through providing job counselling, self-employment creation, skills recognition, and the transfer of social security benefit from destination countries to Cambodia.

The Royal Government of Cambodia recognizes that labour migration significantly contributes to inclusive and sustainable economic growth, as well as poverty alleviation and improving livelihoods. In this regard, labour migration can benefit migrant workers and their families, and also their communities and the nation. The Government defines that the labour migration to destination countries is a job opportunity and an additional choice to the existing job opportunities in the country. It is important to recognize that labour migration processes occur without any form of coercion.

The launch of the Policy on Labour Migration for Cambodia 2019-2023 is the part of the government’s formulation socio-economic policy agenda of the Royal Government of Cambodia for the Sixth Legislature of the National Assembly for the Rectangular Strategy Phase IV for Growth, Employment, Equity and Efficiency, complementing the National Strategic Development Plan 2019-2023, the National Employment Policy 2015-2025, the TVET Policy 2017-2025, the Cambodia Industrial Development Policy 2015-2025, the National Social Protection Framework 2016-2025.

The Policy on Labour Migration for Cambodia 2019-2023 builds on the foundation of the previous labour migration policies (2010-2014 and 2015-2018) and aims to enhance the effectiveness of labour migration in Cambodia. The policy focuses on three main pillars (1) Strengthening labour migration governance framework, (2) Protection and promotion of the rights of migrant workers; and 3) Harnessing labour migration to maximise social and economic development.

This policy vision is to develop a labour migration governance framework that protects, safeguards, and empowers all¹ migrant workers to the profitable, high productivities, and positive work experience, regardless of age, disability, culture, ethnicity, gender, sexual, orientation, expression, religion, political opinion, membership of trade union or other

¹ All migrant workers refer to women, men, and LGBT+ migrant workers

community group, legal status, or sector of work. Moreover, this policy aims to eliminate the financial constraints and other structural barriers that limit women, men migrant workers, and other vulnerable groups access to decent work opportunity. This Policy also places measures that increase emphasis on migration through skills recognition, access and utilization of social protection programmes, support services available to returned migrant workers, and reducing the reasonable cost of labour migration. The MOLVT will collaborate with relevant line ministries, institutions, service providers, civil society, private sector, trade unions, and receiving countries towards the full and effective application and implementation of this Policy.

This Policy on Labour Migration for Cambodia 2019-2023 is the result of several consultations between the Royal Government of Cambodia, workers' and employers' organizations, associations of recruitment agency, civil society groups and international organizations. The Policy has been reviewed against the priorities outlined in the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, the Global Compact for Migration for the safe, regularly, and orderly, as well as the Sustainable Development Goals, to ensure coherence with regional and global priorities.

I would like to express my gratitude to all parties involved in the development of this policy, especially to the International Labour Organization (ILO) for their invaluable technical support and the Australian Government Department of Foreign Affairs and Trade for their generous funding support.

Phnom Penh, 17th December 2018

Ith Samheng

Minister for Labour and Vocational Training

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The Ministry of Labour and Vocational Training is also grateful for Tripartite Action to Enhance the Contribution of Labour Migration to Growth and Development in ASEAN Programme (TRIANGLE in ASEAN) of the International Labour Organization for providing crucial technical assistances during the development of the Policy on Labour Migration for Cambodia for 2019-2023, and the Australian Government Department of Foreign Affairs and Trade for their generous funding support.

Abbreviations

ACRA	Association of Cambodian Recruitment Agencies
ADB	Asian Development Bank
AEC	ASEAN Economic Community
AFML	ASEAN Forum on Migrant Labour
AMS	ASEAN Member State
AQRF	The ASEAN Qualifications Reference Framework
ASEAN	Association of Southeast Asian Nations
ATM	Automated Teller Machine
BACK	Bar Association of the Kingdom of Cambodia
CAMFEBA	Cambodian Federation of Employers and Business Associations
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CoC	Code of Conduct
CQF	Cambodia Qualifications Framework
DFAT	Australian Department of Foreign Affairs and Trade
EPS	Employment Permit System (Republic of Korea)
ILO	International Labour Organization
IOM	International Organization for Migration
JPY	Japanese Yen
KHR	Cambodian Riel
LGBT+	Lesbian, Gay, Bisexual, Transgender and Diverse People of all Sexual Orientations, Gender Identities or Expressions
LMP	Labour Migration Policy
M&E	Monitoring and Evaluation
MAC	Manpower Association of Cambodia
MOAFF	Ministry of Agriculture, Forestry and Fisheries
MOEF	Ministry of Economy and Finance
MOC	Ministry of Commerce
MOEYS	Ministry of Education, Youth and Sports
MOFA&IC	Ministry of Foreign Affairs and International Cooperation
MOH	Ministry of Health
MOI	Ministry of Interior
MOIN	Ministry of Information
MOJ	Ministry of Justice
MOLVT	Ministry of Labour and Vocational Training
MOP	Ministry of Planning
MOSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
MOT	Ministry of Tourism
MOU	Memorandum of Understanding
MOWA	Ministry of Women's Affairs
MRC	Migrant Worker Resource Centre
MRS	Mutual Recognition of Skills
MTOSB	Manpower Training and Overseas Sending Board
MWF	Migrant Welfare Fund
NCCT	National Committee to Counter Human Trafficking
NEA	National Employment Agency
NESDB	National Economic and Social Development Board (Thailand)
NGO	Non-governmental organization
NIS	National Institute of Statistics

NSSF	National Social Security Fund (Cambodia)
NTB	National Training Board
NV	Nationality Verification (Thailand)
ODA	Overseas Development Assistance
PDOLVT	Provincial Department of Labour and Vocational Training
PRA	Private Recruitment Agency
SDGs	Sustainable Development Goals
SEC	Standard Employment Contract
SSS	Social Security Scheme (Thailand)
TIP	Trafficking in Persons
TU	Trade union
TVET	Technical and Vocational Education and Training
UN	United Nations
UNDAF	United Nations Development Assistance Framework
UN Women	The United Nations Entity for Gender Equality and the Empowerment of Women
USAID	United States Agency for International Development

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1. Introduction

Over the past two decades, Cambodia has fully maintained peace, national unity, and political stability, which has allowed Cambodia to continue growing in all sectors and achieve a high economic growth with an annual average rate of 7.7%. This strong and rapid economic growth has helped reduce poverty, create more quality jobs and boost the development of the private sector. In fact, this high growth has doubled Cambodia's per capita gross domestic product (GDP) in the last 10 years, or nearly six times over the past two decades. This has pushed Cambodia to move from a lower-income country to a lower-middle-income country in 2015.

These proud achievements can be reached under a win-win policy that allows the Royal Government can divert the resources gained from the benefits of peace to invest heavily in the construction of infrastructure (water, roads, and electricity) as well as the development of human capital, which has formed up a solid foundation for the start-up of the national economy. At the same time, the subsequent adoption of the Royal Government's Socio-Economic Development Policy, which focuses on opening up Cambodia's economy and integrating it into the region and the world, has facilitated the flow of foreign trade and investment, which has boosted the economic activities in the country, especially in labour-intensive sectors, as well as diversified from agriculture to industry and services. This economic progress has provided the opportunity to create more quality jobs, raise wages, improve living standards, expand wider social protection and reduce risky migration from year to year.

As a result, between 2013 and 2018, among 1.3 million new jobs created, there is an increase of 894 thousand in the industrial sector and 1,005 thousand in the services sector, while the employment in the agricultural sector having lowest productivities decreased by 617 thousand people. In line with the creation of local jobs, the Royal Government has also put great efforts to find more foreign jobs for the people to improve their livelihoods and the return of skilled labour for the social and economic development of the country. As of 2018, there are 1.23 million Cambodian workers working and staying abroad. According to the estimates of the World Bank, remittances of Cambodian workers working abroad to Cambodia in 2018 reaches 1.43 billion US dollars, or 5.8% of GDP which increases 42.9% from 1 billion US dollars in 2013. Labour migration is a vital driving force in contributing to the development of family economy, community and society in Cambodia; this not only provides opportunities for Cambodians to earn a decent income and be able to send money to their family members, but this also provides new knowledge, work experience and technical skills which are important foundation for them to use for their future.

Although Cambodia has achieved a significant growth in a long run and still continue to sustain in good economic condition as present, the process of Cambodian socio-economic development has reached a stage where it is facing new challenges that are completely different from the past that Cambodia must strive to overcome them in order to maintain the high growth, create better jobs and occupations in responding to the higher aspirations of the citizens and maximize the positive effects of labour migration. In response to the changes of this context, the Royal Government in the 6th legislature of the National Assembly has adopted the **Rectangular Strategy Phase IV** and the **Cambodia Industrial Development Policy 2015-2025**, which integrated comprehensive solutions aiming to press the restructuring of the national economy from production-based growth to productivity-based growth with creation of value-added to strengthen competitiveness, continue to ensure high growth, create better jobs both in the country and overseas, and increase stable and inclusive incomes. At the same time, the Royal Government has also adopted the National Strategic Development Plan 2019-2023, the National Employment Policy 2015-2025, the National Policy on Technical and Vocational Education and Training 2017-2025, and the National Social Protection Policy Framework 2016-

2025 and the framework for the Cambodia Sustainable Development Goals 2016-2030 aiming to increase decent employment opportunities for the people and improve productivity, promote the development of skills and human resources, and strengthen labour market governance to meet the needs of socio-economic development and the changes in economic and demographic structures both in the regions and the global.

In addition to the above policies, the Royal Government will launch the “Policy on Labour Migration for Cambodia 2019-2023” aimed at strengthening labour migration governance, increasing effectiveness in protecting, promoting the rights and benefits, and linking labour migration to social and economic development. This policy is the third phase of the policy document issued by the Royal Government, which has collected inputs from partners in society and sub-national administrations, especially the experiences and good practices that have been successfully implemented of the first phase in 2010 and the second phase in 2014, and prioritize activities by identifying the governing institutions and responsible institutions in taking actions, as well as developing a framework for sustainable, effective and right-based and gender-based labour migration management for Cambodia.

2. Labour migration trends,

2.1- Determinants of Labour Migration Trends

A. Cambodia Demographics

Cambodia is currently in a Demographic Transition, moving from a high fertility and high mortality rate to a low fertility and low mortality rate. In fact, in 2018, the population under the age of 24 is the largest in the demographic structure of about 50.2% of the total population, in which this age group represents for those who were born during the 1990s. With such a structure, Cambodia has a large population of young people to supply in the economy, and these young people will play an important role in boosting socio-economic development, especially to continue to contribute to Cambodia's economic growth for the next three decades. Meanwhile, the table 1 also illustrated that the proportion of working-age population (15 to 64 years) increased from 52.8% in 1990 to 64.2% in 2018, while the number of this age group is doubled from 4.7 million to 10.4 million in the same period of time, and this number will continue to increase to 11.6 million or 65.1% of the total population in 2025.

Table 1: Number and proportion of Cambodian population by age from 1990 to 2025

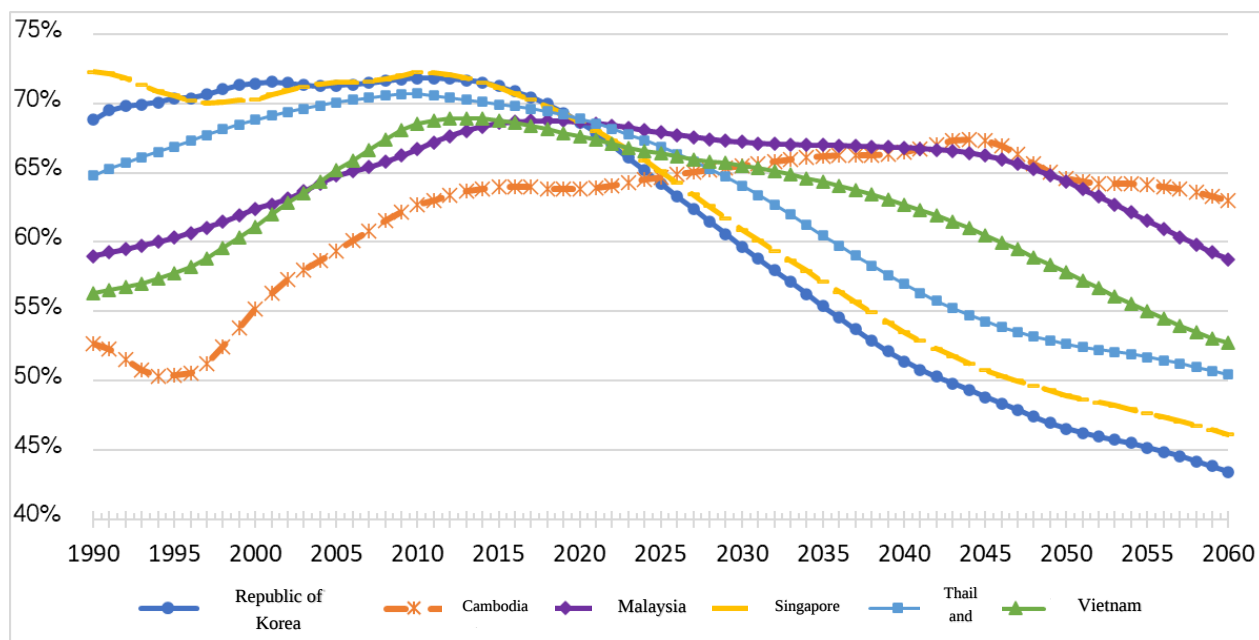
Total population by age (Thousands)	1990	2000	2010	2018	2025
0-14	3,974	5,054	4,769	5,071	5,222
15-24	1,695	2,398	2,988	3,079	3,039
25-34	1,233	1,746	2,401	2,886	3,043
35-44	861	1,256	1,640	1,911	2,823
45-54	562	825	1,225	1,540	1,384
55-64	388	499	751	1,016	1,312
65+	260	374	534	742	987
15-64	4,739	6,724	9,006	10,433	11,600
Proportion by age (%) of total population					
0-14	44.3%	41.6%	33.3%	31.2%	29.3%
15-24	18.9%	19.7%	20.9%	19.0%	17.1%
25-34	13.7%	14.4%	16.8%	17.8%	17.1%
35-44	9.6%	10.3%	11.5%	11.8%	15.9%
45-54	6.3%	6.8%	8.6%	9.5%	7.8%
55-64	4.3%	4.1%	5.3%	6.3%	7.4%
65+	2.9%	3.1%	3.7%	4.6%	5.5%
15-64	52.8%	55.3%	62.9%	64.2%	65.1%

Source: Data estimation from United Nations Population Division

If compared to neighbouring countries and regions, the proportion of the Cambodian working-age population is lower than in Thailand and Vietnam. With a young-age population and a high fertility rate, Cambodia is in the early stages of demographic dividend while the proportion of working-age population is projected to continue to grow until 2045. At the same time, Singapore, Malaysia, Thailand and Vietnam have already reached their peak, and the ration of the working-age population has gradually begun to decline, that has started in Thailand and Singapore since 2010, in Vietnam since 2013 and in Malaysia since 2018 (Figure 1 below). This trend is already observed in developed countries such as Japan and the Republic of Korea. Due

to demographic factors, some countries in the region have been facing labour shortages to sustain their economic growth.

Figure 1: Proportion of the working-age people in Cambodia compared to other countries from 1990 to 2060



Source: Data estimation from United Nations Population Division

Although the education of working-age population has increased significantly, which the number of people with post-secondary and upper secondary education has doubled between 2013 and 2017, majority of the working-age people still have low levels of education and skills. In this context, technical vocational training and education and skills development are important contributing factors to increasing opportunities for the Cambodia's manpower to capture better jobs both local and abroad. At the same time, in the context of labour migration, the recognition of skills will play an important role in allowing workers to use the skills, knowledge and resources acquired from labour migration abroad to effectively contribute to the development of family economy, community, and society.

Table 2: Education level of the working-age population (15-64 years) in 2013 and 2017

Education Level	Number (Thousands)						Average Change Per Year (2013-2017)								
	2013			2017			Number (Thousands)			Percentage (%)			Growth Rate (%)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Post-Secondary Education	214	112	326	394	271	665	45	40	85	39.4	44.7	41.7	16.5	24.6	19.5
Upper Secondary Education	285	181	466	471	363	834	46	46	92	40.7	51.4	45.3	13.4	19.0	15.7
Lower Secondary Education	1,030	749	1,779	976	884	1,860	-13	34	20	-11.7	38.1	10.0	-1.3	4.2	1.1
Primary Education	1,266	1,294	2,561	1,390	1,318	2,708	31	6	37	27.1	6.6	18.1	2.4	0.5	1.4
Primary school not completed	1,402	1,814	3,216	1,375	1,757	3,131	-7	-14	-21	-6.0	-16.1	-10.4	-0.5	-0.8	-0.7
None or only some education	402	856	1,257	450	768	1,218	12	-22	-10	10.5	-24.7	-4.9	2.9	-2.7	-0.8
សរុប	4,599	5,006	9,604	5,056	5,360	10,416	114	89	203	100.0	100.0	100.0	2.4	1.7	2.0

Source: Cambodia Socio-Economic Survey 2013 and 2017

B. Economy and Labour Market of Cambodia

Cambodia has achieved high economic growth of about 7.0% between 2013 and 2018, while the global economic situation has its uncertainty and some countries are facing a public debt crisis. In the same period of time, the number of employed people (15 years +) increased at 1.3 million, from 8.3 million in 2013 to 9.6 million in 2018, meaning that the annual average rate increases by 2.9% which is higher than the annual average growth rate of the Cambodian working-age population of 2.7%. This indicates that in the last five years, the Cambodian economy has created around 260,000 new jobs as an average per year for young people of working age each year and those who are looking for jobs, especially migrant workers returning to Cambodia. As a result, the ratio of employed population (15 years+), indicated the economic capability in providing jobs for working-age people or those who look for jobs, maintains a fixed rate of around 80.6% in the same period of time. However, this ratio is higher for men (86.4%) than for women (75.2%). Meanwhile, the unemployment rate (15 years+) is at a lower rate than 1%, but the youth unemployment rate (15-24 years), especially young men, is higher than the unemployment rate (15 years +) as illustrated in Table 3 below.

Among 1.3 million new jobs created between 2013 and 2018, there is a rise of 894,000 in the industrial sector and 1,005,000 in the service sector, but the jobs in agricultural sector which has a lower productivity declines to 617,000.

Table 3: Key Indicators of the Economic and Labour Market

		2013	2014	2015	2016	2017	2018
GDP Annual Growth Rate (Fixed Rate in 2000) ⁽¹⁾		7.4%	7.1%	7.0%	7.0%	7.0%	7.0%
Total Employment Status (Thousands, 15 years +) ⁽²⁾		8,274	8,521	8,626	8,955	9,102	9,555
Employment Growth Rate (15 years +)		3.6%	3.0%	1.2%	3.8%	1.6%	5.0%
Labour Force Participation Rate (15 years +)	Total	81.0%	80.8%	80.9%	81.0%	81.0%	81.1%
	Female	75.6%	75.5%	75.5%	75.6%	75.6%	75.6%
	Male	86.8%	86.6%	86.7%	86.8%	87.0%	87.1%
Ratio of Employed Population (15 years +)	Total	81.8%	80.9%	80.1%	80.1%	80.1%	80.3%
	Female	86.8%	86.5%	86.2%	86.2%	86.3%	86.6%
	Male	77.2%	75.9%	74.5%	74.5%	74.4%	74.5%
Unemployment Rate (15 years +)	Total	0.3%	0.4%	0.5%	0.6%	0.6%	0.6%
	Female	0.2%	0.3%	0.4%	0.4%	0.4%	0.5%
	Male	0.4%	0.5%	0.6%	0.7%	0.7%	0.7%
Unemployment Rate (15-24 years)	Total	0.5%	0.7%	0.8%	0.9%	1.0%	1.0%
	Female	0.3%	0.5%	0.6%	0.6%	0.7%	0.7%
	Male	0.6%	0.9%	1.0%	1.1%	1.2%	1.3%

Source: Compiled by (1) Ministry of Economy and Finance, (2) Cambodia Socio-Economic Survey, and ILOSTAT database of the International Labour Organization

Meanwhile, the labour market of Cambodia is not in well progress since the labour force and the demand of labour force are unequal between urban and rural areas. The employment interaction services and information distribution are not yet fully developed between job seekers and recruitment information. This has caused some people with existing skills and work experience to miss out on job opportunities in the economic sectors and at the

provinces/capital, which have been developed, due to a lack of information. This also led the people to migrate abroad in search of job opportunities.

C. Regional labour demand and supply situation

If looking at the level of economic development, ASEAN has become one of the fastest growing regions in the world, especially in attracting foreign direct investment, but member countries are currently located in different positions of the economic development stage and demographic structure stage. In fact, the aging population is rapidly increasing and the declining of birth rates in some countries, such as Thailand, Singapore and Malaysia (as shown in Figure 1 above), have brought them to be in needs of labour force from other countries in order to maintain and reduce the rate of decline of the working-age population. At the same time, some other countries in the region, such as Cambodia, the Philippines and Indonesia, which have the potential of rise of the working age population, are facing the increase of the demand for employment each year which led them to become a great source of labour supply. This has led to rocket the movement of migrant workers to meet the needs and decent employment opportunities in the social and economic development of each country. The below table shows the estimates of labour demand in Singapore, Malaysia and Thailand based on the United Nations Economic and Social forecast (medium scenario), fixed employment growth rate and fixed labour force participation rate. Table 4 shows that between 2020 and 2025, Singapore is estimated that there will be a need of additional external labour force about 1.3 million to fulfil the potential of job opportunities that cannot be met by the local labour force, while Thailand will need about 3.4 million and Malaysia will need about 0.6 million in the same period of time. Between 2005 and 2025, the aforementioned three countries will need additional external labour force in a total of 600,000 per year.

Number of labour force demand (Thousands)	Based on the scenario of fixed employment growth rate			
	Singapore	Thailand	Malaysia	Total of 3 Countries
2005-2010	720	490	85	1,295
2010-2015	535	1,452	-43	1,944
2015-2020	1,026	2,775	358	4,159
2020-2025	1,272	3,444	559	5,275
Total	3,553	8,161	959	12,673
Average per year between 2005-2025	178	408	48	634

Source: Education, skills development, labour mobility and economic growth; an ASEAN perspective, MOLVT (internal use)

D. Wage status

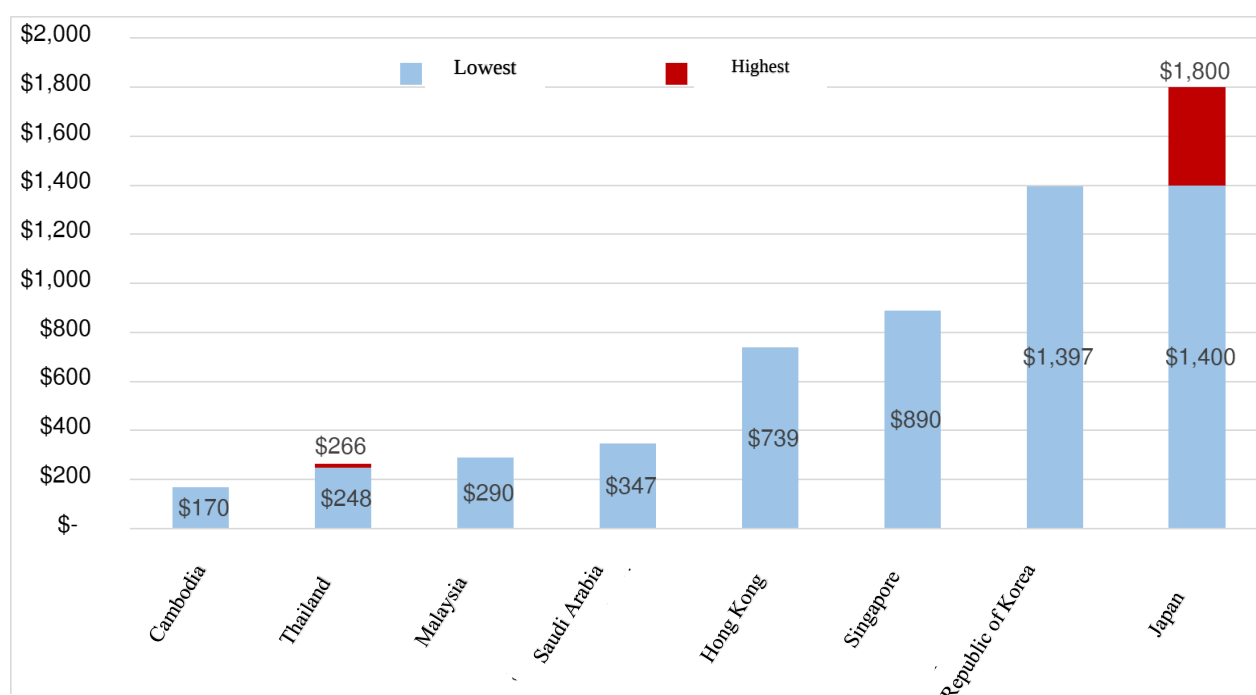
Due to demographic imbalance, the socio-economic development in the region is at different levels while the growth of labour migration is gradually increasing, which could lead to a shortage of domestic labour and a rapid increase in local wages. In fact, the minimum wage in the textile, garment and footwear sector in Cambodia has steadily increased from 80 US dollars in 2013 to 170 US dollars in 2018, while the minimum wage for workers in these sectors has increased to 182 US dollars in 2019. If comparing with countries that have similar socio-economic status from 2013 to 2018, the minimum wage in Cambodia has steadily increased by an average of 16.6% per year, or nearly twice times per year. As a result, the minimum wage gap between Cambodia and the receiving countries of Cambodian migrant workers has gradually narrowed, but the gap remains high.

Actually, the minimum wage per month in 2018 at the following countries:

- Thailand is between 248 and 266 US dollars.
- Malaysia is approximately 290 US dollars.
- Saudi Arabia is approximately 347 US dollars.
- Hong Kong Special Administrative Region of China is approximately 739 US dollars.
- Singapore is approximately 890 US dollars (it is not applicable for domestic workers)
- Republic of Korea is approximately 1,397 US dollars.
- Japan is between 1,400 and 1,800 US dollars.

However, the host country may amend a sequence of its wages, which may lead to a factor-biased wage and this remains as a determining factor in attracting labour migration.

Figure 2: Cambodia Minimum Wages and Target Countries for 2018



Source: Compiled by the Ministry of Labour and Vocational Training

As the above-illustration context and trends, labour migration is an inevitable factor and has become an important strategy for all countries, including Cambodia, to ensure sustainable economic growth and efficient and productive human resource development.

2.2- Labour Migration Trends in Cambodia

The image and characteristic of labour migration in Cambodia has significantly changed and transformed in the last three decades. Prior to 1997, the main causes of migration were war, political instability, and a lack of industrial labour markets. However, after the successful implementation of win-win politics and attainment of the peace across the country, most of the migration aimed at finding better job opportunities. Though there is an increase in the number of migrants, Cambodian migration is still in its inception phase which is a short-term approach of the rural population to address their family income issues and dealing with the unforeseen risks, as well as cultural and development curiosity in other countries.

In line with the soar of domestic migration, especially rural-to-urban migration, due to the growth of industrial and service sectors as well as urban expansion, the trend of overseas migration has also increased.

As of 2018, approximately 1.23 million Cambodian workers (499,070 females) were legally sent to work abroad through recruitment agencies licensed by the Ministry of Labour and Vocational Training, of which there are 1,146,685 workers (458,027 females) sent to work in Thailand (995,371 legalized workers), 49,099 workers (10,403 females) in Republic of Korea, 9,195 workers (3,867 females) in Japan, 30,113 workers (25,872 females) in Malaysia, 831 workers (831 females) in Singapore, 16 workers (16 females) in Saudi Arabia and 54 workers (54 females) in Hong Kong Special Administrative Region of China.

According to the World Bank estimates, remittances from Cambodian workers who work abroad to Cambodia in 2018 is approximately 1.43 billion US dollars, or 5.8% of GDP, which increased approximately 42.9% from 1 billion US dollars in 2013. A survey conducted by the ILO and the International Organization for Migration (IOM) in 2017 found that almost all workers working abroad sent their money to Cambodia, but those money are varied depending on the level of development and the level of salary received in the host countries. According to the estimates of the Ministry of Labour and Vocational Training, based on the base wage of each country in 2018, Cambodian migrant workers can save and send money to their family about 2.3 billion US dollars, of which money from Thailand is about 1.9 billion US dollars, from the Republic of Korea is about 300 million US dollars, from Japan is about 80 million US dollars, from Malaysia is about 50 million US dollars, and from Singapore is about 2 million USD.

Meanwhile, some migrant workers have not yet used the banking system to send money to their families and are using informal remittances system, which can lead to lost money or high costs. The shift from informal to formal remittances system will help reduce the remittances transaction costs of migrant workers and eliminate informal remittances system that charge high costs. In addition, the management and the protection of the rights and interests of Cambodian migrant workers is also an important issue that needs to be addressed.

Overseas job opportunities associated with the recognition of skills as well as the transfer of social security benefits for returned or terminated migrant workers are new initiative visions of the Royal Government of Cambodia and relevant stakeholders. Actually, Cambodia and Thailand have jointly agreed to recognize two skills which are plastering and building electrical wiring. In particular, in the Republic of Korea, Cambodia participated and encouraged the Korean party to continue and expand the Happy Return Program, which is a vocational training program for pre-return or reintegration of migrant workers to Cambodia, providing advices on the labour market and employment placement services at Korean companies or factories invested in Cambodia and coordinating for insurance benefit claims for legal migrant workers who have returned to Cambodia. Similarly, in Japan, Cambodia supports technical and vocational training programs under the guise of sending trainees to both internships and work during their stay in Japan in order to increase their skills for returning to work in their original company or factory. In addition, Cambodia has played an important role in initiating the establishment of the social security system for migrant workers in Cambodia, Laos, Myanmar, Thailand and Vietnam (CLMTV), which is an entry point to expand this system for all ASEAN Member States. Currently, Cambodia, Korea and Thailand have been already implementing the transfer of occupational accident insurance benefits to migrant workers' families of each country.

3. Labour migration frameworks

In the last decade, the number of migrant workers has dramatically increased, in which the labour migration from South Asia is becoming more prominent. It is estimated that 21 million

migrant workers from ASEAN countries migrate to other countries and regions around the world. Among the total number of migrant workers, 6.8 million workers migrated to other countries within ASEAN region. The trends of labour migration in Cambodia are also in line with regional trends, in which Cambodian workers migrated to other countries within and outside ASEAN countries. For Cambodia, legal and official labour migration began after the Royal Government of Cambodia issued Sub-Decree No. 57 dated 20 July 1995 on the Sending of Cambodian Workers Abroad.

3.1- Policy Framework

In order to contribute to effective protection, promotion and management of migrant workers, the Royal Government of Cambodia has adopted relevant policies, programs and strategic plans as follows:

- 1- Political Platform and Rectangular Strategy for Growth, Employment, Equity and Efficiency Phase 4 of the Royal Government in the 6th Legislature of the National Assembly;
- 2- National Strategic Development Plan 2019-2023;
- 3- National Social Protection Policy Framework 2016-2025;
- 4- Strategic Plan for Employment and Vocational Training Development 2019-2023;
- 5- National Employment Policy 2015-2025;
- 6- National Technical and Vocational Education and Training Policy 2017-2025;
- 7- Decent Work Country Program for Cambodia 2019-2023.

3.2- National Legal Framework

Pursuant to the spirit of the Constitution of the Kingdom of Cambodia, Chapter 3 on the Rights and Duties of the Cambodian People and the Labour Law, the Royal Government of Cambodia has adopted many legal regulations to effectively strengthen the management of labour migration.

In August 2011, the Royal Government amended the Sub-Decree No. 57 and Sub-Decree No. 190 on the Management of the Sending of Cambodian Workers Abroad through Private Recruitment Agencies. These sub-decrees are an important legal framework for the management and protection of Cambodian migrant workers. In order to enforce the implementation of Sub-Decree No. 190 effectively, the Ministry of Labour and Vocational Training issued eight Prakas in 2013. These Prakas were developed in consultation with tripartite-plus and technical assistance from the ILO, with a particular focus on gender equality. The eight Prakas are as follows:

- Prakas No. 045/13 dated 13 February 2013 on the use of key terms in Sub-Decree No. 190
- Prakas No. 046/13 dated 13 February 2013 on the recruitment process and pre-departure orientation training
- Prakas No. 047/13 dated 13 February 2013 on private recruitment agency
- Prakas No. 249 dated 23 September 2013 on the complaint mechanism for migrant workers
- Prakas No. 250 dated 23 September 2013 on the inspection of private recruitment agency
- Prakas No. 251 dated 23 September 2013 on the award and punishment on private recruitment agency
- Prakas No. 252 dated 23 September 2013 on the services of private recruitment agency in the workplace and repatriation

- Prakas No. 253 dated 23 September 2013 on the use of minimum standards of overseas job placement service contract

Due to the increase in the number of labour migrations and the complexity of labour migration, it requires Cambodia to develop higher hierarchy of legal regulations to strengthen the effectiveness and cooperation with relevant stakeholders.

3.3 International instruments

Cambodia has ratified the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW-1979) on 20 October 1992 and adopted the Optional Protocol 1999 on 11 August 2009 and General Recommendation No. 26 on Women Migrant Workers, that describes the obligations of the State parties to respect, protect, and fulfil the human rights of women migrant workers. Cambodia is one of the 193 member states of the United Nations that adopted the Sustainable Development Goals (SDGs) in 2015, where the labour migration issues indicated in point 5.2 “The elimination of all forms of violence against women and girls in public and private, including human and sexual trafficking and other exploitation”, point 8.5 “The achievement of decent work, full and productive employment for men and women, including young people and disabled people, as well as equal pay for equal work”, point 8.7 “Taking immediate and effective measures to eradicate forced labour, end modern slavery, human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including the recruitment and use of child labour in all its forms” point 8.8 “the protection of rights, promotion of safety and ensuring a good working environment for all workers, including migrant workers, especially women migrant workers and irregular workers”, point 10.7 “Facilitate orderly, safe and responsible migration and mobility of people through implementation of the workplan of migration policy” and point 10.C “Reduce the transaction cost of migrant remittances to less than 3% and eliminate remittance corridors with costs higher than 5% by 2030.”

On 27 September 2004, Cambodia became a signatory member of the United Nations Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990), which entered into force on 01 July 2003. In addition, the Royal Government of Cambodia has pay serious attention to implement the provisions of the conventions and treaties of international organizations and the United Nations related to labour migration, through incorporating the key statements of these conventions and treaties into the national regulations, especially the regulations issued by the Ministry of Labour and Vocational Training. International instruments that Cambodia used as a base are as follows:

- The Global Compact for Safe, Orderly and Regular Migration
- International Convention No.97 on Migration for Employment (revised in 1949)
- International Convention No.143 on Migrations in Abusive Conditions and the Promotion of Equality of Opportunity and Treatment of Migrant Workers (1975)
- International Convention No. 181 on Private Employment Agencies (1997)
- International Convention No. 188 on Work in Fishing (2007)
- International Convention No. 189 and Recommendation No. 201 on Domestic Workers (2011)

3.4 Instruments and Bilateral-Regional Cooperation

Cambodia has ratified the ASEAN Agreement on the Movement of Natural Persons on 6 January 2014. The purpose of this Agreement is to (1) grant rights and obligations under this Agreement in addition to those statements set forth in the ASEAN Framework Agreement on Services and Protocol to Implement that Agreement in related to the Movement of Natural Persons between the Member States; (2) facilitate movement of natural persons involved in the

provision of trade in goods and trade in services trade and investment between the Member States; (3) establish streamlined and transparent procedures for applications for immigration formalities for the temporary entry and temporary stay of natural persons under this Agreement and (4) protect the territorial integrity of the Member States and protect the domestic labour force and permanent employment in the territory of the Member States.

In 2016, Cambodia became a member of the Colombo Process established in 2003, and was a regional consultative mechanism among 12 labour-sending countries on Overseas Employment Management and Contractual Labour for Countries of Origin in Asia to facilitate discussions and cooperation on common interest issues and concerns related to the movement of workers.

As a member of ASEAN, the Royal Government of Cambodia is jointly committed to the protection and promotion of the rights of migrant workers in accordance with the ASEAN Declaration on the Protection and Promotion of the Rights of Migrant Workers signed in Cebu city of the Philippines on 13 January 2007 and the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers signed in Manila capital of the Philippines on 14 November 2017.

In addition, Cambodia, Laos, Myanmar, Thailand and Vietnam (CLMTV) have initiated and implemented cooperation in the field of labour, including discussions on the protection and promotion of the rights of migrant workers. The discussions reached an agreement on the establishment of the Joint Statement of CLMTV Labour Ministers on Mobility of Social Security Regime for Migrant Workers of the Five Countries.

Furthermore, Cambodia has signed MoUs and bilateral agreements with 13 countries, including Thailand, the Republic of Korea, Japan, Malaysia, Singapore, Hong Kong Special Administrative Region of China, Saudi Arabia, Kuwait, Qatar, Vietnam, Timor-Leste, the Philippines and Bangladesh (Annex 2).

3.5- Institutional Framework

The Sub-Decree No. 190 on the Management of the Sending of Cambodian Workers Abroad through Private Recruitment Agencies determined the Ministry of Labour and Vocational Training as the competent institution for management of labour migration in cooperation with the Ministry of Foreign Affairs and International Cooperation and the Ministry of Interior.

To perform this duty, the Ministry of Labour and Vocational Training has also cooperated closely with the Embassy/Consulate General/Consulate of the Kingdom of Cambodia in the host countries, labour advisors/attachés, capital and provincial administrations, ILO, IOM, UN Women, civil society organizations and other development partners.

The Royal Government of Cambodia has assigned labour advisors/attachés based at the Embassy/Consulate General/Consulate of the Kingdom of Cambodia in the host country to facilitate the management and protection of the rights and interests of Cambodian workers residing and working in the host countries, including Thailand, the Republic of Korea, Malaysia and Japan.

According to the Sub-Decree No. 107 dated 07 August 2018 on the Organization and Functioning of the Diplomatic Representations of the Kingdom of Cambodia Abroad, labour attachés is highlighted as one of the official structures of those diplomatic representations while it was not highlighted in the old sub-decree. Based on this sub-decree, the Ministry of Labour and Vocational Training will determine the detail roles and duties of labour advisors/attachés in accordance with the ILO Policy Brief Issue No. 1 on the Role of the ASEAN labour advisors/attachés in the Protection of Migrant Workers as in Annex 3.

4- Challenges

With the dynamic efforts to implement the Policy on Labour Migration for Cambodia 2014-2018 by achieving remarkable results, the Ministry of Labour and Vocational Training is still facing a number of challenges that need to be paid with serious attention and addressed which include as follows:

- There are no national laws and policies for labour migration management.
- The data management system on labour migration is still limited.
- The cooperation with relevant authorities and institutions is not yet fully completed.
- Some private recruitment agencies have not yet fully performed their roles due to the limitation of their understanding and implementation of laws and regulations and their staff capacity; and they have disseminated the recruitment of workers to work abroad without or beyond the permission of the Ministry.
- The pre-departure orientation to workers is insufficiently conducted.
- Jobs in some destination countries are low-skilled or unskilled.
- Labour advisors/attachés is not yet available in all host countries.
- There is a lack of mechanisms to recognize the skills of migrant workers who return home
- There is no coordination mechanism with the migrant workers' families.
- There is no mechanism to integrate migrant workers into the community.
- The management mechanism on the transfer of social security allowance from the countries where Cambodian migrant workers are residing is not yet developed.

5- Vision

The vision of this policy is to effectively strengthen the mechanisms of management, protection and promotion of the rights and benefits of migrant workers aiming at ensuring access to decent work opportunities, development of skills, knowledge, experience, resources and social protection benefits for workers, their family members and communities in contributing to the national economic and social development.

6. Goals and Objectives

To achieve the vision, this policy is developed with clear goals objectives and dynamic measures that can be clearly assessed and monitored.

6.1 Goals

This policy has the three main goals:

Goal 1: Strengthening labour migration governance framework.

Goal 2: Protection and promotion of the rights of migrant workers.

Goal 3: Harnessing labour migration to maximise social and economic development

6.2 Objectives

To achieve the first goal of the policy “Strengthening labour migration governance framework”, a list of objectives is set out to be implemented as the following:

Objective 1.1: Enhance regulations and instruments in the management of labour migration

Objective 1.2: Strengthen bilateral, multilateral, and regional cooperation on labour migration

Objective 1.3: Strengthen the management of Private Recruitment Agencies.

Objective 1.4: Continue to develop the capacity of the relevant officials, labour consular/labour attaches, and expand collaboration with relevant ministries/institutions at the national and sub-national levels.

Objective 1.5: Collect, compile and analyse data related to labour migration.

Objective 1.6: Establish Migrant Resource Centres (MRC) under the management of General Department of Labour of the Ministry of Labour and Vocational Training.

To achieve the second goal of the policy “Protection and promotion of the rights of migrant workers”, a list of objectives is set out to be implemented as the following:

Objective 2.1: Strengthen and expand the services of labour counsellors/ labour attaches attached to the Royal Embassy of Cambodia/ the Consular General of Cambodia in receiving countries

Objective 2.2: Strengthen the implementation of complaints mechanism for migrant workers

Objective 2.3: Document, produce, publish and widely disseminate safe migration materials.

Objective 2.4: Strengthen and expand mechanism in providing social protection programmes for migrant workers.

To achieve the third goal of the policy “Harnessing labour migration to maximise social and economic development”, a list of objectives is are set out to be implemented as the following:

Objective 3.1: Promote the understanding of financial literacy and the use of banking system for migrant workers

Objective 3.2: Strengthen supporting mechanism for migrant workers' family and reintegration mechanism for migrant workers back to their communities.

Objective 3.3: Expand skilled labour markets, promote technical and vocational skills trainings prior to departure and recognitions of skills for migrant workers.

7. Strategies

To achieve the vision, goals, and objectives above, the Policy on Labour Migration for Cambodia 2019-2023 shall respond to issues arising from the previous implementation and develop a clear, coordinated, coherent and complementary action plan in order to ensure the effective and successful implementation of the policy.

7.1 Goal 1: Strengthening labour migration governance framework

The effective and successful labour migration governance requires the development of laws and amendment of relevant labour migration regulations, with participation from government ministries/institutions, national and international organizations, and other relevant stakeholders in strengthening and expanding collaboration and partnership for the implementation.

Objective 1.1: Enhance regulations and instruments in the management of labour migration

To ensure the effectiveness in the management of labour migration, the Royal Government has arranged a review, amendment and development of regulations and instruments related to labour migration, with as focus on gender aspects and in line with the development of socioeconomic situations. The Royal Government will assess the possibility in ratifying relevant international conventions within the context of Cambodia.

Measures

1. Develop a law for overseas labour migration
2. Promote awareness and train stakeholders on relevant national and international regulations on Labour Migration, especially the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, and other regional and international best practices.
3. Strengthen the implementation of legislations, and study the possibility of ratifying relevant international regulations such as the ILO Conventions No. 97, No. 143, No. 181, No. 188, No. 189, the Forced Labour Protocol and the UN International Convention on the Protection and Promotion of the Rights of All Migrant Workers and Members of their Families, within the context of Cambodia.
4. Elevate the level of Policy on Labour Migration for Cambodia 2019-2023 to a national policy

7.1.2 Objective 1.2: Strengthen bilateral, multilateral, and regional cooperation on labour migration

The Royal Government of Cambodia has continued to strengthen and expand the bilateral, multilateral, and regional cooperation on labour migration, particularly within the ASEAN region, with a clear vision stipulated in the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, and through the signing of MOU/Agreements,

focusing on labour conditions, social protection, other benefits for migrant workers and gender equality.

Measures

1. Hold national tripartite consultations to develop an action plan to implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers.
2. Participate in regional consultations/dialogues and develop instruments related to the protection of migrant workers' rights, and provide recommendations in the ASEAN Forum of Migrant Labour.
3. Participate and cooperate in strengthening the ASEAN labour migration statistics management system and analyse collected data to use in the development of evidence-based policy.
4. Continue the cooperation between countries of origin in order to strengthen the roles and good practices on labour migration governance.
5. Strengthen the collaboration between development partners, donors, local and international organizations to share experiences and work activities, avoiding overlapping activities and increasing the effective use of resources.
6. Sign MOU/Agreements on labour migration cooperation with other countries with a particular focus on working conditions, social protection and other benefits of migrant workers.
7. Review legal possibility and develop relevant legal framework and regulations with the Government of Thailand towards the recruitment, training, sending and management of Cambodian migrant workers in fishery sector.
8. Coordinate and collaborate with the Governments of Myanmar, the Lao People's Democratic Republic, and Thailand, under the technical assistance of the ILO and other partners, to develop a standard employment contract for migrant workers in fishery sector.
9. Strengthen the implementation of bilateral and multilateral Agreement/MOU via senior labour officials meetings and ministerial meetings.

7.1.3 Objective 1.3: Strengthen the management of Private Recruitment Agencies

In order to improve the management of private recruitment agencies, the Royal Government of Cambodia will review and revise checklist inspection procedures and strengthen the capacity of labour inspector for fair assessment of the practices of private recruitment agencies.

Measures

1. Review and revise the conditions and obligations of private recruitment agencies stated in the contract of private recruitment agencies for the approval of recruitment, training, sending, and management of overseas migrant workers.
2. Ensure that all private recruitment agencies owners or managers adhere to legal regulations related to labour migration, attend the trainings and pass an examination, which they need to retake every three years, in order to receive operating license, and participate in the annual private recruitment agencies grading competition organized by the MOLVT.
3. Continue and promote the use of information systems, management systems and electronic systems for migrant workers in Cambodia.
4. Continue to strengthen the capacity of the associations and private recruitment agencies in monitoring and evaluation of the implementation of the Code of Conduct (CoC) and

professional ethics in order to enhance the effectiveness of ethical recruitment practices , especially to strengthen the quality of pre-departure orientations for migrant workers.

5. Continue to strengthen labour inspection and update the checklist of private recruitment agencies and continue to take action to warn, suspend or revoke the license of the private recruitment agency in the case of finding multiple actual illegal acts/mistakes that cannot be corrected.
6. Continue to strengthen the management of private recruitment agencies' advertisements for oversea employments and the capacity of private recruitment agencies in coordinating to resolve issues related to working conditions, living conditions and the repatriation of migrant workers.
7. Facilitate and foster private recruitment agencies to set sending fees in a transparent manner, and publicly disseminate the information in line with existing practices in the region.
8. Foster private recruitment agencies individually or collectively to appoint a permanent representative in countries of destination and assist migrant workers in registration for social security scheme in their respective countries of destination.

7.1.4: Objective 1.4: Continue to develop the capacity of the relevant officials, labour consular/labour attaches, and expand collaboration with relevant ministries/institutions at the national and sub-national levels.

The capacity building for officials and expand expansion of the collaboration between relevant ministries/institutions at national and sub-national levels are necessary in strengthening the labour migration management mechanism in a more an effective manner.

Measures

1. Organize trainings on laws and regulations related to labour migration management for labour counsellors/labour attaches, officials at national and sub-national levels, private recruitment agencies, trade unions, community members, NGOs, and other relevant stakeholders.
2. Increase the capacity of technical officials and relevant stakeholders on providing support services, and dispute resolution concerning labour migration, through participating in national and international training programmes.
3. Increase one-stop service centres in major targeted provinces, if necessary to provide relevant documents for migrant workers.
4. Continue to strengthen collaboration between relevant ministries/institutions of Migration Working Group of the National Committee for Counter-Trafficking
5. Mobilize technical and financial resources to build the capacity of officials and relevant stakeholders to implement the policy of labour migration.

7.1.5 Objective 1.5: Collect, compile and analyse data related to labour migration.

The collection, documentations, and analysing of the data concerning migrant workers are important as the inputs in the development of policy or legal regulations.

Measures

1. Collect and compile data related to migrant workers including disaggregating data based on migrant workers' gender, age, education and type of work to serve as inputs in the development of policy or regulations.
2. Study and collect best practices, experiences and challenges for the inputs to address specific needs of migrant workers especially vulnerable groups of migrant workers.

3. Strengthen an automatic system for the management of labour migration
4. Develop an automatic system to monitor the flow of labour migration procedures in all countries of destination

7.1.6 Objective 1.6: Establish Migrant Resource Centres (MRC) under the management of General Department of Labour of the Ministry of Labour and Vocational Training.

Migrant Resource Centre (MRC) will be officially established in order to strengthen the effectiveness of information dissemination in regards to safe labour migration and prevention of irregular and unsafe migration.

Measures

1. Assess the ILO's and IOM's MRC operations in order to transform the centres to an official structure of the General Department of Labour of the Ministry of Labour and Vocational Training.
2. Study the possibility to establish MRC overseas in order to provide additional support and assistance to the Cambodian Embassy/Consular General Bureau/Consular Office and Migrant Labour advisor/Labour attaches in areas of providing information, legal service, and humanitarian assistance for migrant workers in countries of destination.
3. Mobilize supports and resources from relevant stakeholders in the support of MRC operations in and outside the country.

7.2 Goal 2: Protection and promotion of the rights of migrant workers

The Royal Government of Cambodia paid high attention in protecting the rights of migrant workers through the provision of pre-departure orientations, the issuance of guideline on dispute resolution of migrant workers and assurance that migrant workers have access to social security benefits.

7.2.1 Objective 2.1: Strengthen and expand the services of labour counsellors/ labour attaches attached to the Royal Embassy of Cambodia/ the Consular General of Cambodia in receiving countries

The services of labour counsellor/labour attaches attached to the Royal Embassy of Cambodia/ the Consular General/Consular of Cambodia in receiving countries are strengthened and expanded in order to provide effective support and interventions for migrant workers and other vulnerable groups of migrant workers regardless of their regular or irregular status.

Measures

1. Continue to appoint labour counsellors/labour attaches attached to Royal Embassy of Cambodia/Consular General/Consular Office in all countries of destination.
2. Strengthen the capacity of labour/labour attaches attached to Royal Embassy of Cambodia/Consular General/Consular Office in countries of destination to enhance the effectiveness of services provision.
3. Facilitate legal services provision for migrant workers in labour disputes, and other issues of benefits, labour dispute resolution and repatriation of migrant workers at the conclusion of employment contracts as well as facilitate the transfer of ashes or corpses of migrant workers, in case of any accidental death.

4. Conduct the visits to understand the living and working conditions of migrant workers, and closely collaborate with relevant authorities and service providers in countries of destination to provide support services, employment opportunity, translation services, vocational trainings, financial literacy trainings and savings for migrant workers and their family members.
5. Conduct studies and negotiate with receiving countries to expand labour market and strengthen the protection of migrant workers.
6. Intervene or facilitate the return of migrant workers in case of force majeure in receiving countries.

7.2.2 Objective 2.2: Strengthen the implementation of complaints mechanism for migrant workers.

Strengthening access to justice services for Migrant Workers is implemented through an effective and timely, and gender-sensitive dispute resolution mechanism.

Measures

1. Continue to facilitate the resolution for migrant workers appropriately, and in a timely and transparent manner.
2. Develop and disseminate the guideline on dispute resolution of migrant workers.
3. Provide counselling and legal supports to migrant workers and other vulnerable groups of migrant workers when they file complaints, or participate in the legal procedure, and in courts process.
4. Provide capacity buildings to counsellors and relevant stakeholders

7.2.3 Objective 2.3: Document, produce, publish and widely disseminate safe migration materials.

Relevant documents and information on safe labour migration and the rights at works are documented, produced, published, and disseminated in order to raise awareness of migrant workers and local citizens, especially rural communities.

Measures

1. Document and produce relevant information and materials on safe labour migration and rights at works.
2. In collaboration with relevant authorities, disseminate information leaflets/posters on safe labour migration to migrant workers and potential migrant workers.
3. Disseminate and raise public awareness with the main focus on knowledge, new skills, and successful experiences of migrant workers especially women migrant workers, to promote gender equality.
4. Disseminate labour market information and job opportunity to people in local communities particularly youths and potential migrant workers.
5. Collaborate with ILO, IOM, associations of private recruitment agencies and relevant expert groups to develop dissemination programmes on benefits and successful labour migration experiences for migrant workers, their families, and communities.

7.2.4 Objective 2.4: Strengthen and expand mechanism in providing social protection programmes for migrant workers.

Benefits from social protection programmes play a key contributing role in the protection of migrant workers when they face difficulties or lose the ability to work or earn income to

maintain the stability of their standard of living. The Royal Government of Cambodia has paid close attention to ensure that all migrant workers' are able to access social protection benefits.

Measures

1. Support the expansion of National Social Security Fund services to all migrant workers.
2. Hold bilateral and multilateral consultations between countries of origin and countries of destination to study legal issues, and procedures to ensure migrant workers' access to social security scheme and social protection benefits.
3. Expedite the negotiation with receiving countries on the portability of social security scheme to facilitate migrant workers' access to social protection benefits during their employment and when they return to the home country.

7.3 Goal 3: Harnessing labour migration to maximise social and economic development

The Royal Government of Cambodia recognizes that labour migration serves as an important driver to contribute towards social and economic development and acknowledges that migrant workers are agents of innovations and development. Likewise, migration for overseas employment is an opportunity and an additional choice for employment as migrant workers do not only earn a decent wage, but also gain new skills, knowledge, resources and experiences.

7.3.1 Objective 3.1: Promote the understanding of financial literacy and the use of banking system for migrant workers.

Increasing the effectiveness of the use of banking system and safe transfer of remittance, and the promotion of the understanding of financial literacy for migrant workers require collaboration between financial institutions in Cambodia and countries of destination and the provision of support services for migrant workers and their family members in investments and savings.

Measures.

1. Foster PRAs to provide assistance to migrant workers in creating bank accounts in order to receive wage or other financial benefits easily and transfer remittances via banking system in destination countries.
2. Encourage financial institutions to increase the accessibility and availability of remittance services for migrant workers from countries of destination.
3. Encourage migrant workers and their family members to utilize banking system.
4. Study the remittance practices/models for migrant workers from other counties in order to increase the knowledge and understanding of the services and the fees of remittances

7.3.2 Objective 3.2: Strengthen supporting mechanism for migrant workers' family and reintegration mechanism for migrant workers back to their communities.

Effective return and reintegration of migrant workers is enhanced through adopting measures based on actual situation and strengthening support services for reintegration.

Measures

1. Collaborate with labour counsellors/Labour attaches to ensure migrant workers' safe return, with wages, and other benefits in accordance with the law of countries of destination.

2. Provide support and counselling services for migrant returnees on cultures, management of physical and mental being related to their hometown prior to their integration in family and community.
3. Cooperate with National Employment Agency (NEA), labour counsellor/labour attaches, Private Recruitment Agencies, and migrant workers communities to document the data of migrant workers whose employment contracts ended and register them in the NEA database to disseminate labour market information, job and employment opportunity, and employment services for local and overseas employment.
4. Develop support mechanism for migrant workers' families in communicating with migrant workers, promoting remittance services, and studying the possibility to establish migrant worker family communities in order to share information and experiences.
5. Provide trainings on entrepreneurship and financial literacy, particularly how to maximise the use of remittances and counselling services for migrant workers, and their families in establishing businesses or other investments.

7.3.3 Objective 3.3: Expand skilled labour markets, promote technical and vocational skills trainings prior to departure and recognitions of skills for migrant workers.

Technical and vocational skills trainings and recognition of skills for women, men migrant workers and other vulnerable groups are promoted to provide access to decent work opportunities and increase income generation.

Measures

1. Continue to implement short- and medium-term training programs on language, technical and vocational skills and occupational safety and health to enhance the capacity of migrant workers and other vulnerable groups.
2. Consult/Participate in dialogues with government and employer representatives in receiving countries on labour market demand, technical and vocational skills and specific sectors, especially an expansion of skills recognition.
3. Continue to coordinate with other ASEAN member states to create a standardised TVET training programme across ASEAN for migrant workers.
4. Promote recognition and accreditation of migrant workers and other vulnerable groups of migrant workers' skills and qualifications, in Cambodia and destination countries.
5. Foster the promotion of skill recognition by evaluating skills with competency standard trainings and accrediting or providing certificates to migrant workers after their return.

8. Monitoring and Evaluation of the Policy implementation

To ensure the regular progress, effectiveness, and consistency in the implementation of the policy, the Ministry of Labour and Vocational Training is the responsible ministry to coordinate, monitor and evaluate the implementation of the Policy on Labour Migration for Cambodia 2019-2023 by establishing a committee to implement the policy on labour migration for Cambodia 2019-2023 and a secretariat to coordinate and facilitate the implementation process of this policy.

The committee responsible for implementation of the policy on labour migration for Cambodia 2019-2023 will develop measurable indicators and reports in accordance with the workplan indicated in this policy matrix as a basis for monitoring and evaluation. The funding sources for the implementation of this policy include the national budget and the budget of ILO, development partners and humanitarians.

9. Conclusion

This **Policy on Labour Migration for Cambodia 2019-2023** is developed with the technical support of International Labour Organization, and participations of relevant ministries and institutions from employers' and workers' organizations, associations of recruitment agency, civil society groups, international organizations, and development partners. This policy development is based on the experience, progresses, achievements, and the challenges in implementation from the two previous policy phases (phase 1: 2010-2014, and phase 2: 2015-2018). This policy sets out a comprehensive, practical and applicable package of measures to ensure the effectiveness and efficiency in achieving the three broad goals which are **(1) Strengthen labour migration governance framework (2) Protection and promote the rights of migrant workers, and (3) Harnessing labour migration and mobility to social and economic development.**

The adoption of this policy is a demonstration of highly committed to strengthen the protection, promote the rights and working conditions of migrant workers, and as well as maximizing the productive and positive labour migration for migrant workers, members of their family, and society.

Annex 1. Policy Matrix: Policy Goals, Objectives and Action Plan

Goals and Objectives	Measures/Activities	Duration/Year	Leading/Responsible Government Units	Contributing Partners
Goal 1. Strengthening labour migration governance framework				
International Framework				
Objective 1.1: Enhance regulations and instruments in the management of labour migration	1. Develop a law for overseas labour migration.	2019-2021	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	2. Promote awareness and train stakeholders on relevant national and international regulations on Labour Migration, especially the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers, and other regional and international best practices.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	3. Strengthen the implementation of legislations, and study the possibility of ratifying relevant international regulations such as the ILO Conventions No. 97, No. 143, No. 181, No. 188, No. 189, the Forced Labour Protocol and the UN International Convention on the Protection and Promotion of the Rights of All Migrant Workers and Members of their Families, within the context of Cambodia.	2019-2023	MOLVT, MOFA&IC	ILO, IOM, relevant development partners and stakeholders
	4. Elevate the level of Policy on Labour Migration for Cambodia 2019-2023 to a national policy.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, relevant development partners and stakeholders
Objective 1.2: Strengthen bilateral, multilateral, and	1. Hold national tripartite consultations to develop an action plan to implement the ASEAN Consensus on the Protection and Promotion of the Rights of Migrant Workers.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies

regional cooperation on labour migration	2. Participate in regional consultations/dialogues and develop instruments related to the protection of migrant workers' rights, and provide recommendations in the ASEAN Forum of Migrant Labour.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	3. Participate and cooperate in strengthening the ASEAN labour migration statistics management system and analyse collected data to use in the development of evidence-based policy.	2019-2023	MOLVT, MOP, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	4. Continue the cooperation between countries of origin in order to strengthen the roles and good practices on labour migration governance.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	5. Strengthen the collaboration between development partners, donors, local and international organizations to share experiences and work activities, avoiding overlapping activities and increasing the effective use of resources.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	6. Sign MOU/Agreements on labour migration cooperation with other countries with a particular focus on working conditions, social protection and other benefits of migrant workers.	2019-2023	MOLVT, MOFA&IC	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	7. Review legal possibility and develop relevant legal framework and regulations with the Government of Thailand towards the recruitment, training, sending and management of Cambodian migrant workers in fishery sector.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	8. Coordinate and collaborate with the Governments of Myanmar, the Lao People's Democratic Republic, and Thailand, under the technical assistance of the ILO and other partners, to develop a standard employment contract for migrant workers in fishery sector.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies

	9. Strengthen the implementation of bilateral and multilateral Agreement/MOU via senior labour officials meetings and ministerial meetings.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
Objective 1.3: Strengthen the management of Private Recruitment Agencies	1. Review and revise the conditions and obligations of private recruitment agencies stated in the contract of private recruitment agencies for the approval of recruitment, training, sending, and management of overseas migrant workers.	2019-2023	MOLVT	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	2. Ensure that all private recruitment agencies owners or managers adhere to legal regulations related to labour migration, attend the trainings and pass an examination, which they need to retake every three years, in order to receive operating license, and participate in the annual private recruitment agencies grading competition organized by the MOLVT.	2019-2023	MOLVT	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	3. Continue and promote the use of information systems, management systems and electronic systems for migrant workers in Cambodia.	2019-2023	MOLVT	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	4. Continue to strengthen the capacity of the associations and private recruitment agencies in monitoring and evaluation of the implementation of the Code of Conduct (CoC) and professional ethics in order to enhance the effectiveness of ethical recruitment practices, especially to strengthen the quality of pre-departure orientations for migrant workers.	2019-2023	MOLVT	ILO, IOM, Associations of Private Recruitment Agencies and Private Recruitment Agencies
	5. Continue to strengthen labour inspection and update the checklist of private recruitment agencies and continue to take action to warn, suspend or revoke the license of the private recruitment agency in the case of finding multiple actual illegal acts/mistakes that cannot be corrected.	2019-2021	MOLVT	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	6. Continue to strengthen the management of private recruitment agencies' advertisements for overseas	2019-2023	MOLVT, MOIN	Associations of Private Recruitment Agencies

	employments and the capacity of private recruitment agencies in coordinating to resolve issues related to working conditions, living conditions and the repatriation of migrant workers.			and Private Recruitment Agencies
	7. Facilitate and foster private recruitment agencies to set sending fees in a transparent manner, and publicly disseminate the information in line with existing practices in the region.	2019-2023	MOLVT	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	8. Foster private recruitment agencies individually or collectively to appoint a permanent representative in countries of destination and assist migrant workers in registration for social security scheme in their respective countries of destination.	2019-2023	MOLVT, MOFA&IC, NSSF	ILO, IOM, Associations of Private Recruitment Agencies and Private Recruitment Agencies
Objective 1.4: Continue to develop the capacity of the relevant officials, labour consular/ labour attaches, and expand collaboration with relevant ministries/ institutions at the national and sub-national levels	1. Organize trainings on laws and regulations related to labour migration management for labour counsellors/labour attaches, officials at national and sub-national levels, private recruitment agencies, trade unions, community members, NGOs, and other relevant stakeholders.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	2. Increase the capacity of technical officials and relevant stakeholders on providing support services, and dispute resolution concerning labour migration, through participating in national and international training programmes.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, Associations of Private Recruitment Agencies and Private Recruitment Agencies
	3. Increase one-stop service centres in major targeted provinces, if necessary to provide relevant documents for migrant workers.	2019-2023	MOLVT, MOI	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	4. Continue to strengthen collaboration between relevant ministries/institutions of Migration Working Group of the National Committee for Counter-Trafficking	2019-2023	MOLVT, NCCT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	5. Mobilize technical and financial resources to build the capacity of officials and relevant stakeholders to implement the policy of labour migration.	2019-2023	MOLVT, MOEF, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations

				of Private Recruitment Agencies
Objective 1.5: Collect, compile and analyse data related to labour migration	1. Collect and compile data related to migrant workers including disaggregating data based on migrant workers' gender, age, education and type of work to serve as inputs in the development of policy or regulations.	2019-2023	MOLVT, MOP, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	2. Study and collect best practices, experiences and challenges for the inputs to address specific needs of migrant workers especially vulnerable groups of migrant workers.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	3. Strengthen an automatic system for the management of labour migration	2019-2023	MOLVT	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	4. Develop an automatic system to monitor the flow of labour migration procedures in all countries of destination	2019-2023	MOLVT	Associations of Private Recruitment Agencies and Private Recruitment Agencies
Objective 1.6: Establish Migrant Resource Centres (MRC) under the management of General Department of Labour of the Ministry of Labour and Vocational Training	1. Assess the ILO's and IOM's MRC operations in order to transform the centres to an official structure of the General Department of Labour of the Ministry of Labour and Vocational Training.	2019-2021	MOLVT	ILO, IOM and Associations of Private Recruitment Agencies
	2. Study the possibility to establish MRC overseas in order to provide additional support and assistance to the Cambodian Embassy/Consular General Bureau/Consular Office and Migrant Labour advisor/Labour attaches in areas of providing information, legal service, and humanitarian assistance for migrant workers in countries of destination.	2019-2023	Working Group of MOLVT, MOFA&IC	ILO, IOM, Development Partners, Associations of Private Recruitment Agencies and relevant stakeholders
	3. Mobilize supports and resources from relevant stakeholders in the support of MRC operations in and outside the country.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, Associations of Private Recruitment Agencies and relevant stakeholders

Goal 2. Protection and promotion of the rights of migrant workers				
Objective 2.1: Strengthen and expand the services of labour counsellors/labour attaches attached to the Royal Embassy of Cambodia/the Consular General of Cambodia in receiving countries	1. Continue to appoint labour counsellors/labour attaches attached to Royal Embassy of Cambodia/Consular General/Consular Office in all countries of destination.	2019-2023	MOLVT	MoFA&IC
	2. Strengthen the capacity of labour/labour attaches attached to Royal Embassy of Cambodia/Consular General/Consular Office in countries of destination to enhance the effectiveness of services provision.	2019-2023	MOLVT, MOFA&IC	ILO
	3. Facilitate legal services provision for migrant workers in labour disputes, and other issues of benefits, labour dispute resolution and repatriation of migrant workers at the conclusion of employment contracts as well as facilitate the transfer of ashes or corpses of migrant workers, in case of any accidental death.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, Associations of Private Recruitment Agencies and relevant stakeholders
	4. Conduct the visits to understand the living and working conditions of migrant workers, and closely collaborate with relevant authorities and service providers in countries of destination to provide support services, employment opportunity, translation services, vocational trainings, financial literacy trainings and savings for migrant workers and their family members.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	5. Conduct studies and negotiate with receiving countries to expand labour market and strengthen the protection of migrant workers.	2019-2023	MOLVT, MOFA&IC	ILO, IOM, Development Partners, Associations of Private Recruitment Agencies and relevant stakeholders
	6. Intervene or facilitate the return of migrant workers in case of force majeure in receiving countries.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies

Objective 2.2: Strengthen the implementation of complaints mechanism for migrant workers	1. Continue to facilitate the resolution for migrant workers appropriately, and in a timely and transparent manner.	2019-2023	MOLVT	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	2. Develop and disseminate the guideline on dispute resolution of migrant workers.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	3. Provide counselling and legal assistances to migrant workers and other vulnerable groups of migrant workers when they log the complaints, or participating in the legal procedure, and in courts process.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	4. Provide the capacity buildings to counsellors and relevant stakeholders.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
Objective 2.3: Document, produce, publish and widely disseminate safe migration materials	1. Document and produce relevant information and materials on safe labour migration and rights at works.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	2. In collaboration with relevant authorities, disseminate information leaflets/posters on safe labour migration to migrant workers and potential migrant workers.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	3. Disseminate and raise public awareness with the main focus on knowledge, new skills, and successful experiences of migrant workers especially women migrant workers, to promote gender equality.	2019-2023	MOLVT, MOIN, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations

	.			of Private Recruitment Agencies
	4. Disseminate labour market information and job opportunity to people in local communities particularly youths and potential migrant workers.	2019-2023	MOLVT, MOIN, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	5. Collaborate with ILO, IOM, associations of private recruitment agencies and relevant expert groups to develop dissemination programmes on benefits and successful labour migration experiences for migrant workers, their families, and communities.	2019-2023	MOLVT	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
Objective 2.4: Strengthen and expand mechanism in providing social protection programmes for migrant workers	1. Support the expansion of National Social Security Fund services to all migrant workers.	2019-2023	MOLVT, MOEF, NSSF	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	2. Hold bilateral and multilateral consultations between countries of origin and countries of destination to study legal issues, and procedures to ensure migrant workers' access to social security scheme and social protection benefits.	2019-2023	MOLVT, NSSF, relevant ministries and institutions	ILO, IOM, Development Partners and Associations of Private Recruitment Agencies
	3. Expedite the negotiation with receiving countries on the portability of social security scheme to facilitate migrant workers' access to social protection benefits during their employment and when they return to the home country.	2019-2023	MOLVT, NSSF, relevant ministries and institutions	ILO, IOM, Development Partners and Associations of Private Recruitment Agencies
Goal 3. Harnessing labour migration to maximise social and economic development				
Objective 3.1: Promote the understanding of financial literacy and the use of banking system for migrant workers.	1. Foster PRAs to provide assistance to migrant workers in creating bank accounts in order to receive wage or other financial benefits easily and transfer remittances via banking system in destination countries.	2019-2023	MOLVT, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	2. Encourage financial institutions to increase the accessibility and availability of remittance services for migrant workers from countries of destination.	2019-2023	MOLVT, National Bank of Cambodia, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies

	3. Encourage migrant workers and their family members to utilize banking system.	2019-2023	MOLVT, National Bank of Cambodia, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	4. Study the remittance practices/models for migrant workers from other counties in order to increase the knowledge and understanding of the services and the fees of remittances	2019-2023	MOLVT, National Bank of Cambodia, relevant ministries and institutions	ILO, IOM, UN Women, Development Partners, Associations of Private Recruitment Agencies and relevant stakeholders
Objective 3.2: Strengthen supporting mechanism for migrant workers' family and reintegration mechanism for migrant workers back to their communities.	1. Collaborate with labour counsellors/Labour attaches to ensure migrant workers' safe return, with wages, and other benefits in accordance with the law of countries of destination.	2019-2023	MOLVT, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	2. Provide support and counselling services for migrant returnees on cultures, management of physical and mental being related to their hometown prior to their integration in family and community.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, UN Women, Development Partners, Associations of Private Recruitment Agencies and relevant stakeholders
	3. Cooperate with National Employment Agency (NEA), labour counsellor/labour attaches, Private Recruitment Agencies, and migrant workers communities to document the data of migrant workers whose employment contracts ended and register them in the NEA database to disseminate labour market information, job and employment opportunity, and employment services for local and overseas employment.	2019-2023	MOLVT, NEA, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	4. Develop support mechanism for migrant workers' families in communicating with migrant workers, promoting remittance services, and studying the possibility to establish migrant worker family communities in order to share information and experiences.	2019-2023	MOLVT, National Bank of Cambodia, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	5. Provide trainings on entrepreneurship and financial literacy, particularly how to maximise the use of remittances and counselling services for migrant workers, and their families in	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations

	establishing businesses or other investments.			of Private Recruitment Agencies
Objective 3.3: Expand skilled labour markets, promote technical and vocational skills trainings prior to departure and recognitions of skills for migrant workers	1. Continue to implement short-term and medium-term training programs on language, technical and vocational skills and occupational safety and health to enhance the capacity of migrant workers and other vulnerable groups.	2019-2023	MOLVT, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	2. Consult/Participate in dialogues with government and employer representatives in receiving countries on labour market demand, technical and vocational skills and specific sectors, especially an expansion of skills recognition.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs, Trade Unions and Associations of Private Recruitment Agencies
	3. Continue to coordinate with other ASEAN member states to create a standardised TVET training programme across ASEAN for migrant workers.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	ILO, IOM, Development Partners, NGOs and Associations of Private Recruitment Agencies
	4. Promote recognition and accreditation of migrant workers and other vulnerable groups of migrant workers' skills and qualifications, in Cambodia and destination countries.	2019-2023	MOLVT, MOFA&IC, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies
	5. Foster the promotion of skill recognition by evaluating skills with competency standard trainings and accrediting or providing certificates to migrant workers after their return.	2019-2023	MOLVT, relevant ministries and institutions	Associations of Private Recruitment Agencies and Private Recruitment Agencies

Annex 2: Memorandum of Understanding and Bilateral Agreement

No.	Receiving Country	Memorandum of Understanding and Agreement	Signature Date
1	Thailand	Memorandum of Understanding on Bilateral Cooperation for Eliminating Trafficking in persons and Protecting victims of trafficking	30 October 2014
		Memorandum of Understanding on Labour Cooperation	19 December 2015
		Agreement on the Employment of Workers	19 December 2015
2	Republic of Korea	Memorandum of Understanding on the Sending of Workers to the Republic of Korea under the Employment Permit System (EPS)	20 November 2006
3	Japan	Memorandum of Cooperation on the Technical Intern Training Program	11 July 2017
4	Malaysia	Memorandum of Understanding on the Recruitment and Employment of Workers	10 December 2015
		Memorandum of Understanding on the Recruitment and Employment of Domestic Workers	10 December 2015
5	Singapore	Letter of the Office of the Council of Ministers No. 1492 SCHNRV	12 December 2012
6	Hong Kong Special Administrative Region	Announcement of the Office of the Council of Ministers No. 433 SCHNRV	29 May 2017
7	Saudi Arabia	Agreement on Workers Recruitment	11 February 2016
		Agreement on Domestic Worker Recruitment	11 February 2016
8	Kuwait	Memorandum of Understanding on the Field of Exchange of Manpower	13 January 2009
9	Qatar	Agreement on Concerning the Regulation of Manpower	09 May 2011
10	Vietnam	Memorandum of Understanding on Cooperation in the Field of Labour	22 March 2017
11	Timor-Leste	Memorandum of Understanding on Cooperation in the Field of Labour	19 August 2016
12	Philippines	Memorandum of Understanding on Cooperation in the Field of Labour	14 December 2016
		Joint Statement on the Protection of Migrants and Migrant Workers	03 May 2016
13	Bangladesh	Memorandum of Understanding on Cooperation in the Field of Labour and Vocational Training	04 December 2017

Annex 3: Roles and Duties of the Sub-Committee

The roles and duties of sub-committee are defined as follows:

1. Protect the rights and benefits of workers in the host countries
 - Ensure that Cambodian workers are not exploited, abused or discriminated in the workplace;
 - Ensure the accuracy and transparency of the employment terms and conditions;
 - Assist in solving issues of the workers occurred during performing of their work, such as wage issues, violations of employment contracts, etc.
 - Provide legal aid and welfare;
 - Support and assist workers to have proper documents and assist in addressing the problems of the workers who have no proper documents;
 - Coordinate the transfer of remains or corpses and the receipt of insurance and other benefits in accordance with the laws of the host country in the event of the eventual death of a worker.
2. Promote jobs and identify job opportunities for workers
 - Identify job opportunities for Cambodians abroad;
 - Evaluate labour market information;
 - Disseminate to workers on the new regulations of their rights and interests.
3. Provide inputs in the development of laws/policies on labour migration for Cambodia
 - Provide recommendations related to the use of labour force in the host country;
 - Provide assistances in formulating bilateral agreements with host countries to protect employment and ensure decent working conditions for Cambodians abroad;
 - Ensure gender promotion in the implementation of laws and regulations related to labour migration.
4. Promote good relationships in host countries
 - Build good relationships with the employee community and the employer community;
 - Build good relationships with embassies/consulate generals/ consulates in performing their duties;
 - Coordinate and cooperate with the institutions in charge of labour, which is the counterpart of the Ministry of Labour and Vocational Training in the host countries;
 - Build good relationships with civil society organizations and non-governmental organizations in the host country.

The Policy on Labour Migration for Cambodia 2019-2023 was developed and compiled under the high guidance and recommendations of **H.E Dr. Ith Samheng**, Minister of the Ministry of Labour and Vocational Training, and by:

No.	Name	Position
1	H.E Hou Vudthy	Under-Secretary of State
2	H.E Seng Sakda	Delegation of the Royal Government in Charge as Director General of General Department of Labour
3	Mr. Chuop Narath	Deputy Director General of General Department of Labour
4	Mr. Theang Seangveng	Deputy Director General of General Department of Labour
5	Mr. Tiev Tithiakomol	Director of Department of Employment and Manpower
6	Mr. Houn Sokpheaneath	Deputy Director of Inspection Department
7	Mr. Phun Sopheak	Deputy Director of Department of International Cooperation
8	Mr. Tho Bunthan	Deputy Director of Department of Employment and Manpower
9	Mr. Ouk Ravuth	Deputy Director of Department of Employment and Manpower
10	Mr. Kun Sambath	Deputy Director of Department of Employment and Manpower
11	Mr. Touch Ponnareay	Deputy Director of Department of Employment and Manpower
12	Mr. Khim Sosamrach	Chief of Office of Department of Employment and Manpower
13	Mrs. Houn Sopheak	Chief of Office of Department of Employment and Manpower
14	Mr. Koychao Visal	Chief of Office of Department of Employment and Manpower
15	Mr. Hou Channara	Vice Chief of Office of Department of Employment and Manpower
16	Mr. Doung Darith	Vice Chief of Office of Department of Employment and Manpower
17	Mr. Vorn Veth	National Program Coordinator of ILO
18	H.E Oknha Mrs. Ung Seangrithy	Director of Association of Cambodian Recruitment Agencies
19	Mr. An Bunhak	Director of Manpower Association of Cambodia
20	Mr. Nak Heng	Director of Transport and Informal Employment Association (TIEA)
21	Ms. Chhoeurn Mialday	Officials of the Ministry of Labour and Vocational Training
22	Ms. Seng Nita	Officials of the Ministry of Labour and Vocational Training
23	Mr. Chheang Sarakpanha	Officials of the Ministry of Labour and Vocational Training
24	Management level and officials	All organizations cooperated in providing statistics and reports