



9th ADBI-OECD-ILO

Roundtable on Labour Migration in Asia Them: Innovative Approaches for the Effective Management of Labour Migration in Asia

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24-25 January 2019, at Tokyo, Japan

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I. Introduction

Labour migration has become a phenomenon happen in the age of globalization in the region as well as in the world. At the current stage, in the world as well as in the region, free labor mobility has been widely recognized as an important part of contributing to improving family living, human capital and social economy.

Responding to this context, each government cannot take action to prevent or prohibit labour migration, but they obligation to design and implement policies, regulations and mechanisms to protect and promote migrant workers' right to gain benefits to contribute to the development of economy and society.

II. Cambodian Context on Labour Migration

In Cambodia, labour migration is now a way of life for some households in many provinces. Cambodian workers working overseas have sent remittances over US \$ 2 billion to support their families at home, for purchasing durables and assets, building houses, being the capital for small business, their children's education and saving. So it is a pathway out of poverty..

II. Cambodian Context on Labour Migration

Cambodia has sent workers to work in Thailand, the Republic of Korea, Japan, Malaysia and Singapore, Hong Kong SAR, and Saudi Arabia.

Until 2018, there are about 1.2 Millions Cambodian worker working abroad as following:

- **Thailand:** 1 134 232 workers, female 448 650 workers, approximate minimum wage 300 USD per month.
- **Korea:** 48 670 workers, female 10 258 workers, approximate minimum wage 1 200 USD per month.

II. Cambodian Context on Labour Migration

- **Japan:** 6 717 workers, female 3 579 workers, approximate minimum wage 1 500 USD per month.
- **Malaysia:** 30 063 workers, female 25 855 workers, approximate minimum wage 300 USD per month for formal workers and 270 USD per month for domestic workers.
- **Singapore:** 851 workers (all are female), approximate minimum wage 450 USD per month.
- **Hong Kong SAR:** 50 workers (all are female), approximate minimum wage 550 USD per month.
- **Saudi Arabia:** 15 workers, approximate minimum wage 350 USD per month.

II. Cambodian Context on Labour Migration

- Private Recruitment Agencies: 105 companies
- Public Recruitment Agency: Manpower Training Oversea Sending Board (MTOSB)
- Association of Cambodia Recruitment Agencies - ACRA (2008)
- Manpower Association of Cambodia – MAC (2015)
- Prior to sending workers abroad, the pre-departure orientation training has been conducted for migrant workers in accordance with the orientation program that is developed with the participation of tripartite, civil society, ILO, IOM, UNWOMEN, Winrock International, and development partners, and the curriculum is provided by receiving countries.

III. Legal Framework

- Sub-decree 190 on Management of Sending Khmer Migrants to Work Abroad through Private Recruitment Agency (17 August 2011)
- Prakas No. 045/13 on the use of key term (13 February 2013)
- Prakas No. 046/13 on the recruitment process and Pre Departure Orientation Training (13 February 2013)
- Prakas No. 047/13 on private recruitment agency (13 February 2013)
- Prakas No. 249 on complain mechanism for migrant workers (23 September 2013)

III. Legal Framework

- Prakas No. 250 on inspection to private recruitment agency (23 September 2013)
- Prakas No. 251 on award and punishment to private recruitment agency (23 September 2013)
- Prakas No.252 on service of private recruitment agency in the workplace and repatriation (23 September 2013)
- Prakas No. 253 on the use of minimum standard of oversea job placement service contract (23 September 2013)

IV. Policy Framework

- **Labour Migration Policy for Cambodia (2014-2018)**

The overall objective of this policy is to develop a comprehensive and effective labour migration governance framework that protects and empowers women and men throughout the migration cycle.

Recognizing and responding to the distinct needs of migrant workers with respect to their gender, sector, legal status and other individual characteristics, is central to the Policy and its effective implementation.

IV. Policy Framework

The policy contain 3 pillars as follow:

- (1) formulation and implementation of rights-based and gender-sensitive policy and legislation through social dialogue at all levels;
- (2) protection and empowerment of men and women migrant workers regardless of their status through all stages of the migration process; and
- (3) harnessing labour migration and mobility to enhance social and economic development in Cambodia recognising that migrant workers are agents of innovation and development.

IV. Policy Framework

• National Employment Policy 2015-2025

The National Employment Policy contain the objective 3.6 (To oversee and protect migrant workers in obtaining decent employment and skill recognition).

Measures:

- Governance of labour migration.
- Protect and empower migrant workers.
- Strengthen service provision for social and economic reintegration for return migrants.
- Improve information management system on migrant workers sent abroad and returning.
- Enforce and promote the implementation of the Labour Law, Immigration Law and other regulations related to the management of foreign manpower who come to work in Cambodia.

V. Bilateral Cooperation

- MoU Cambodia – Bangladesh concerning cooperation in the field of labour (4 December 2017)
- Memorandum of cooperation on intern training program Cambodia – Japan (11 July 2017)
- MOA General Department of Labour of Ministry of Labour and Vocational Training of Cambodia – Cambodian human resource development association of Hong Kong (24 April 2017)
- MoU Cambodia-Vietnam concerning cooperation in the field of labour (22 March 2017)
- MoU Cambodia – Timor Leste concerning cooperation in the field of labour (19 August 2017)

V. Bilateral Cooperation

- MoA Cambodia – Philippines concerning the cooperation in the field of labour (14 December 2016)
- Joint Declaration Cambodia – Philippines on the protection migrants and migrant workers of both countries (3 March 2016)
- Agreement Cambodia – Saudi Arabia on workers recruitment (11 February 2016)
- Agreement Cambodia – Saudi Arabia on domestic workers recruitment (11 February 2016)
- Labour Market and working condition study in Lebanon (2016)

V. Bilateral Cooperation

- Mou Cambodia – Thailand on labour cooperation (19 December 2015)
- Agreement Cambodia – Thailand on employment of workers (19 December 2015)
- Mou Cambodia – Malaysia on recruitment and employment of workers (10 December 2015)
- Mou Cambodia – Malaysia on recruitment and employment of domestic workers (10 December 2015)
- MoU Cambodia – Korea on the sending of workers to the Republic of Korea under Employment Permit System (27 April 2015)
- Mou Cambodia – Thailand on combating human trafficking and rescuing the victim of trafficking (30 October 2013)

VI. Measures to Protect Migrant Workers Focusing on Women

- Migrant Worker Resources Center (MRC)
- Pre-departure Orientation Training Curriculum for workers to Thailand and Malaysia (2015)
- Standard of Employment Contract and Job Placement Service Contract (2010)
- Travel Smart – Work Smart : Guide book for Cambodian people who wish to work abroad
- Promoting the productive use of migrant worker remittances for community development.

VI. Measures to Protect Migrant Workers

Focusing on Women

- Support the opening of bank accounts by migrant workers in Cambodia and in their destination countries to facilitate remittances;
- Complaint mechanism.

Thank You for Your Attention!!!

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