Back to school

The International Labour Organization’s International Programme on the Elimination of Child Labour (ILO-IPEC) has been working to eliminate ‘one of the worst forms of child labour’ the practice of children working in Cambodia’s salt fields in Kampot.

One of the children who has benefited from these interventions is 13 year-old Ly Vannaroun (Naroun) who was removed from working in the salt fields through the intervention of the ILO-IPEC who gave her school clothes, a schoolbag and a bicycle and other supports through a gradual process of removing her from child labour. She is now a full-time student in Grade 6.

When told that she would no longer have to work in the salt fields Naroun says “I was so happy that I would

Continued on page 5

Cambodia and ILO sign Decent Work Cooperation Framework

A five-year cooperation framework and plan of action that will aid the country’s post-crisis growth and build a stronger platform for future development was signed in Phnom Penh on 29 February 2012 by the International Labour Office (ILO) and the Kingdom of Cambodia.

The Decent Work Country Programme (DWCP) for Cambodia, which will run until 2015, focuses on assistance in three priority areas: (i) improving industrial relations and rights at work, (ii) promoting an enabling environment for decent employment growth, with a particular focus on young people, and (iii) improving and expanding social protection.

These priorities, which were identified through multiple rounds of discussions and consultations between the ILO and its tripartite constituents in Cambodia, reflect the main concerns of the Government, employers’ and workers’ organizations, and the ILO’s specific expertise. In this respect, the plan represents the collective will of these actors to address critical challenges to the achievement of Decent Work for all Cambodians. Through its interventions, the DWCP is supportive of the ILO’s global objective to promote Decent Work as a means to better secure sustainable development, poverty reduction and social justice worldwide.

“Today’s event marks the beginning of a new body of work for the ILO in Cambodia, one that we hope will be more targeted, more collaborative and producing more impact than before”, said Mr Jiyuan Wang, Director of the ILO Country Office for Thailand, Cambodia and Lao PDR, at the signing ceremony, adding that it is the strongest Decent Work Country Programme that Cambodia has ever had. “It is our hope that with this document as a guiding force, we can do our best work in enhancing the livelihoods of workers, improving working conditions, strengthening social protection and stimulating greater prosperity for millions of Cambodian workers and their families”, he told participants at the ceremony.

The DWCP provides the basis for the ILO’s contribution to the Government’s Rectangular Strategy for Growth, Employment, Equity and Efficiency, which serves as the foremost socio-economic policy agenda and political vision for the country’s development. Accordingly, the 2011-2015 country programme addresses a wide range of labour and developmental concerns, including training and skills development, employment generation, entrepreneurship and enterprise development, social protection, local economic development, industrial relations and social dialogue, and labour market governance.

The ILO estimates that, to achieve all outcomes, DWCP will require mobilizing around 5 million US dollars a year, jointly with development partners and its tripartite constituents.

INSIDE:
- National tripartite policy dialogue to design coherent social protection and employment policies in Cambodia
- Child labour prevention training for garment factories
- ILO-ACTRAV project for workers’ activities
- Workshop on child labour for national and international response
- MoLVT praises Cambodia’s enterprises for HIV response
- Self Help Group helps me to grow
National tripartite policy dialogue to design coherent social protection and employment policies in Cambodia

ILO-EU Project held a two-day National Tripartite Policy Dialogue on March 28-29 in Phnom Penh. The event aimed to support the design of a coherent social protection and employment policy in order to reduce poverty in Cambodia. Organized by the Ministry of Labor and Vocational Training (MoLVT) in cooperation with ILO and EU, the national dialogue counted on the participation of government, employers and worker representatives to discuss a draft action plan, and to collect ideas and recommendations from the dialogue members. “Two major challenges for Cambodia are policies to fight poverty and to extend the coverage of social protection in Cambodia. Another challenge is to design a National Employment Strategy (NES),” said the ILO-EU project manager Helmut Schwarzer. “The participation of government, workers and employers is important to bring broad political and social support to the policies in the future.”

The dialogue elaborated on important aspects like linking the existing National Social Protection Strategy (NSPS) with employment policies, how to include more workers into formal employment, how to increase labour productivity in Cambodia, and how a coordination mechanism could be designed at ministerial level to enhance social protection and employment policy outcomes.

ILO technical advisor Arthur van de Meerendonk highlighted the crucial role of a National Employment Strategy, to be developed over 2012-2013:

Continued on page 3

Child labour prevention training for garment factories

ILO-Better Factories Cambodia organized its first free training on ways of preventing child labour, targeting factory staff involved in recruitment processes.

The training was organized to educate factory staff about child labour issues and provide them with some key techniques to prevent child labour recruitment in their workplaces. The three-day training was held from 5-7 March. On each day about 100 people took part in the whole day training. They enjoyed presentations from BFC’s trainers and monitors, shared experiences with each other through discussion and role plays, and clarify any questions about child labour issues.

Participants raised challenges such as a lack of manpower, falsified and inconsistent documents, high staff turnover in the industry, and the poor economic situation which has led to more underage workers applying. They also highlighted the consequences of employing underage workers, including damage to the image of factory and the country, potentially negative effects on future investment, and the affect on the children’s education and health. For more detail, please visit: www.betterfactories.org
National tripartite policy dialogue...

“The Cambodian government has already put in place a consistent and cohesive framework. The NES is the missing piece to link between the economic and sectoral policies with the social protection strategies right now, playing a key role in Cambodia”. He added that “The economic growth alone will not lift people out of poverty. Cambodia needs the integration of National Social Protection and Employment Strategies to accomplish that.”

The Head of the Delegation of the European Union to Cambodia, Ambassador Jean-Francois Cautain, noted that “The EU and its member States are strongly supportive of social protection schemes, particularly recent calls in the context of the United Nations and the G20 for developing nationally-defined social protection floors. In this regard we hope that our partnership with the ILO will assist the Government of Cambodia in making informed policy decisions about social protection measures”.

ILO ACTRAV Project for Workers’ Activities is mandated to promote and enforce ILO labour standards, especially fundamental rights and right at work in the heart of decent work, so that workers have strong, representative and independent organizations.

On 5-6 February 2012, a “People’s Tribunal” forum was organized to assess the impact of global supply chains on wages and workers’ rights in Cambodia, to examine the specific impact of low wages on women workers, and to publicise the low wages of Cambodia’s garment workers. This forum was partly supported by ILO ACTRAV, alongside labour support organizations and trade unions. The Tribunal also attempted to convince relevant groups (such as international brands, the Ministry of Labour, and employers’ organizations) to respect corporate social responsibilities and the human rights of workers in the Cambodian garment and footwear industry. After the two-day hearings, the People’s Tribunal jury recommended that all key actors and other stakeholders should take part in serious, active and meaningful discussions to improve working conditions, and set a reasonable wage increase figure to ensure a living wage for garment and footwear workers, as well as for low wage workers in other industries.

On 5 March 2012, the ILO ACTRAV Project organized a national union workshop on Gender Policy, in cooperation with the ILO Social Protection and Gender (SPG) project. The event brought together seven confederations for discussions. The objectives were to promote a gender policy in the trade union movement. The participating unions shared their views on the development of a policy and committed themselves to promoting gender equality in trade unions, especially to increase and promote women’s participation in decision-making and union leadership structures, at all levels. The aim is to improve respect for women’s issues in both workplaces and society as whole.
At the request of the Fisheries Administration (FiA) of the Ministry of Agriculture, Forestry and Fisheries (MAFF) of Cambodia, the ILO and the FiA, and in collaboration with FAO organized a two-day sensitization workshop on child labour and national and international responses to it from 21-22 December 2011 in Phnom Penh for key officials of the FiA, fisheries communities, employers’ and workers’ organizations. As a second step in this process the Fisheries Administration, with technical and financial support provided by the ILO and FAO on behalf of the International partnership for cooperation on child labour in agriculture, organized a National Consultation in Phnom Penh from 22-24 February 2012. Key stakeholders from the Fisheries Administration, the Ministry of Labour and Vocational Training, the National Institute of Statistics of the Ministry of Planning, representatives of fishing communities and employers and trade unions in the fisheries sector attended the three-day consultation. Strategies and action planning to integrate and address child labour, especially its worst forms in the fisheries sector in Cambodia were identified and adopted for implementation.

The Ministry of Labour and Vocational Training (MoLVT), with funding support from the ILO-Social Protection and Gender (ILO-SPG) Project of the International Labour Organization (ILO), praised the work of numerous Cambodian businesses for their efforts to respond to HIV/AIDS in the workplace. The world of work is playing a crucial role in addressing HIV and AIDS. It offers a valuable entry point to reach women and men workers in the setting where they spend much of their lives: the workplace. The development and implementation of workplace policies and programmes on HIV and AIDS facilitate access to prevention, treatment, care and support services for workers and their families and dependants, thereby also reaching out to the larger community.” This was addressed in the remarks by Ms. Undraa Suen, ILO’s Liaison Officer at this Awards Ceremony on 28 November 2011, which awarded 102 enterprises for the successful implementation of HIV/AIDS Committees, HIV policies and HIV programmes in accordance with Prakas 086 and related guidelines.

Continued on page 5
The committees which play a key role in the fight against HIV/AIDS are now found in a variety of workplaces including garment, hospitality, banking, telecommunications, and other sectors including entertainment settings. The ILO is sincerely hoping that there will be more specifically from the entertainment sector implement the HIV workplace programme.

MoLVT praises...

The two-year long project provides training on entrepreneurship, and financial education and supports the creation of 64 community level saving groups in Phnom Penh, Svay Rieng and Kampong Chhnang provinces.

A successful case

Somaly Chan is a 30 year-old woman who lives in Prey Chambok village in Svay Rieng province. She is married to Chham Borin, a construction worker, and has 3 children. Somaly, a former garment worker, became a member of the village Self Help Group (SHG) in March 2011. The group now has 25 members in total, each of whom has agreed to save 5,000 Riel (US$1.25) per month.

Since joining the group Somaly has combined her new knowledge to become an agricultural entrepreneur at home, rather than leaving to work in a garment factory. As she had some experience in raising pigs, she decided to make money by buying a piglet. In the second month of her membership of the group she took her first loan of 50,000R to buy the piglet. The following month, Somaly began to pay back her loan, as per the rules of the self-help group. Before long, she took a second loan to buy another pig. Her plan was to sell her first piglet in February 2012 for 680,000 Riel (she bought it for 150,000 Riel), giving her a profit of 530,000 (USD$132).

She also plans to buy a third piglet, using money from her shares from the SHG, which will be paid out when the group reaches its first anniversary in March.

Somaly credits the self help savings group with an improvement of her life. She could not save before the savings group was formed because she had no clear plan. She has now told her neighbours about the savings group and advised them to join one too.
សោះសីល និងសមត្ថភាពសម្រាប់សិលធម៌ (ILO) ទស្សនៈសែនៈអង្ករ 
សេចក្តីថ្លាស់ប្រកួតប្រជណ្តាស់ថ្មី អតិថិជនសង្ឃាត់ថ្មី
កំពុងបញ្ជាក់អំពីកម្រិតសារធាតុរបស់ក្រុមហ៊ុនសំបូរ ដែលបានប្រឈមប្រាស់ក្នុងក្រុមហ៊ុនរបស់អ្នក ។

លេខទី 1 ទំព័រ 2

%ILO

%ILO
ការមីស្រេចនឹងការអនុវត្តន៍ការផ្លាស់ប្តូរ 
ដែលបានបញ្ចប់នៅក្នុងប្រវត្តិសាស្ត្រជាតិ និងការសម្រួលប្រឆ្នាំងនៅក្នុងប្រយោគស្រាវថ្លៃអន្តរជាតិប្រជាជនូ។ នៅពេលមីការផ្លាស់ប្តូរនេះ អ្នកប្រើប្រាស់ប្រយោគស្រាវថ្លៃអន្តរជាតិប្រជាជនូ និងក្នុងការផ្លាស់ប្តូរនេះ អ្នកប្រើប្រាស់ប្រយោគស្រាវថ្លៃអន្តរជាតិប្រជាជនូ និងក្នុងការផ្លាស់ប្តូរនេះ អ្នកប្រើប្រាស់ប្រយោគស្រាវថ្លៃអន្តរជាតិប្រជាជនូ និងក្នុងការផ្លាស់ប្តូរនេះ អ្នកប្រើប្រាស់ប្រយោគស្រាវថ្លៃអន្តរជាតិប្រជាជនូ និងក្នុងការផ្ល�
របូរដៃការការប្រារព្វការជំនួយជាតិ និងតំណាងរដូវកាលអំឡុងឆ្នាំ ២០១១

ប្រការណ៍: អនុសញ្ញាអំពីការអនុម័តការងារដ៏ល្អ (MAFF) ប្រការណ៍អំពីការជំនួយជាតិ រដូវការងារប្រមូលឈ្មោះប្រមូលឈ្មោះសារ៍ស្ថាកីរសមាជី (FAO) សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA)

ឡើងដោយ អនុសញ្ញាអំពីការអនុម័តការងារដ៏ល្អ (MAFF) ប្រការណ៍អំពីការងារដ៏ល្អ រដូវការងារប្រមូលឈ្មោះប្រមូលឈ្មោះសារ៍ស្ថាកីរសមាជី (FAO) សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍ការប្រការណ៍ពោះការងារដ៏ល្អ (FIA) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍ស្ថាកីរសមាជី (MAFF) ការប្រការណ៍អំពីការងារដ៏ល្អ សារ៍មន្ត្រីការអនុវត្ត (ILO) សារ៍កា...
ក្រុមអនុវត្តន៍អន្តរជាតិមួយប្រភេទបែកដើម្បីការប្រកួតប្រជូលក្នុងសន្តិវិទ្យាចរន្តខ្លួនក្នុងប្រទេសកម្ពុជា

ក្រុមអនុវត្តន៍អន្តរជាតិមួយប្រភេទបែកដើម្បីការប្រកួតប្រជូលក្នុងសន្តិវិទ្យាចរន្តខ្លួនក្នុងប្រទេសកម្ពុជា។