***Statement of the forum on the “Protect the Rights of Cambodian Migrant Workers in the Context of Labor migration***”

, We are representatives from CSOs, Trade Unions, Association of Cambodian Recruitment Agency, Cambodian Domestic Worker Network (CDWN), Cambodian Female Migrant Network (CFMN), students and stakeholders gathering at the CSOs forum on ***“Protection the Rights of Cambodian Migrant Workers in the Context of Labor Migration”*** to celebrate the 25th anniversary of the International Migration Day, December 18, 2015 at Sunway Hotel, Phnom Penh.

The forum will review progress and the gaps in protection the rights of migrant workers and to develop recommendations for the Royal Government of Cambodia to fulfill the implementation of existing actions and mechanisms for the best interest of Cambodian migrant workers.

Through the full day presentation and discussion, We appreciated the commitments of the Royal Government of Cambodian in seeking the additional oversight of job markets for Cambodian people. In addition the adoption of National Employment Policy, Labor Migration Policy, 8 supplementary PRAKAS, the recently signed MOU on general workers and domestic workers with the Government of Malaysia and also the MOU on employment with Thailand (where the government of Cambodia and Thailand will sign on December 18 2015) provide strong evidence of the commitment of the government to integrate labor migration into the National Development agenda.

However, the forum also identified the gaps and key challenges such as the implementation of sub-degree 190 and its 8 supplemented PROKAS, placement of labor attaché, Labor inspection of recruitment agencies, repatriation mechanism, Pre-departure training and the standard of recruitment fee.

Based on the gaps and key challenges which were identified, we raise the recommendations to the Government of Cambodia to consider as follow:

1. Ratification of the International Convention on the protection the rights of all migrant workers and their families, which the government of Cambodia already signed in 2004 and two other ILO conventions, namely Convention No.189 concerning decent work for domestic workers and Convention 181 on private recruitment agency.
2. Strengthen the mechanism (both financial and human resource) to implement all the policies and regulations which have been adopted by the Royal Government of Cambodia, especially the National Employment Policy, Labour Migration Policy and 8 supplemented PRAKAS which the Ministry of Labor and Vocational Training adopted since the year 2014.
3. Amendment the Labor law of Cambodia to include domestic workers into the protection of this law
4. Adopt the regulation to regulate the minimum wage and one day off for domestic workers in Cambodia
5. Placement of labor attaché to the receiving countries to provide safe guard and seeking for a good working condition labor market for Cambodian migrant workers.
6. Cambodian mission to the countries of receiving should establish emergency responsive hotline for the migrant workers. The hotline number should be free, responsive and accessible for the migrant workers.
7. Take appropriate measure to punish private recruitment agencies that do not respect the regulations or the agreement with Ministry of Labor and Vocational training
8. Strengthen the mechanism to conduct labor inspections in private recruitment agencies and take measures against those agencies that operate without license and/or misusing the license of other agencies
9. Adopt the procedure to use the 100 000 USD (one hundred thousand US dollar) deposit money in the Bank account of the Ministry of Labor and Vocational Training to compensate migrant workers
10. Strengthen the implementation of repatriation mechanism for migrant workers who finished their employment contract in the receiving countries in order to provide safety return and to ensure they get paid their full salaries
11. Establish a vocational training programme which focus on the skills needed by the receiving countries in order to provide migrant workers with proper skills before they migrate
12. Develop a skills recognition system so that returning migrant workers can use those skills upon they return to Cambodia
13. Develop standard recruitment fee for migrant workers
14. Simplify the documentation process for migrant workers
15. Establish supports and social service to migrant workers upon their arrival to home Cambodia
16. Closely monitor the advertisement from social media on recruitment of workers
17. Extending the coverage security social fund to cover migrant workers regardless their legal status.

This statement has been done in CSOs forum on the protection the right of migrant workers in the context of labor migration in Phnom Penh on December 18, 2015 at Sunway Hotel.